

DEPARTMENTAL PERSONNEL INSTRUCTION NO 5/2008

10 September 2008

Note: These instructions are of a permanent nature and remain in force until cancelled. They should be reviewed by the sponsor every three years and repromulgated only where a significant change of content is necessary. Publications can be accessed on the Defence Intranet at <http://defweb.cbr.defence.gov.au/home/documents/departme.htm>

DEFENCE PUBLIC HOLIDAYS 2008–2009—INTERIM ADVICE

1. Attached is an interim list of Defence public holidays from 01 January 2008 until 31 December 2009.

Current issues

2. This advice provides information about the holidays that are currently to be observed in Defence.

3. This advice is intended to resolve questions about the interaction of the *Workplace Relations Act 1996*, the *Defence Collective Agreement (DeCA) 2006–2009* and the various State and Territory public holiday legislation. Further advice will be issued as new workplace relations framework developments occur.

Other public holiday conditions

4. Australian Defence Force members and Australian Public Service employees in Defence are eligible for the same public holidays. Defence public holidays may not always reflect local community practice.

5. Supervisors and commanders may be able to substitute another day for a public holiday, following a request from a member or employee. This includes situations where members or employees work away from their usual place of employment on a local public holiday.

6. At the time of publication, some 2009 public holidays for some States and Territories have not been announced or confirmed. When holidays for those States and Territories are available, they will be published to websites and contacts listed in [annex C](#).

7. The DeCA 2006–2009 has a nominal expiry date of 30 June 2009. After it ceases to operate DeCA's successor will govern public holidays in Defence. This might affect some dates that are listed in this advice.



B. PAULE
Director-General Personnel Policy and Employment Conditions
People Strategies and Policy Group

Annexes:

- A. [Designated Public Holidays all States and Territories \(except where indicated\)](#)
- B. [State and local public holidays](#)
- C. [Official websites for information about local public holidays](#)

DISTRIBUTION: SDL 1, 2, 3, 4, 6, 9A, 12, 14

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EARLIER DEPARTMENTAL PERSONNEL INSTRUCTION CANCELLED: 2/2007

DESIGNATED PUBLIC HOLIDAYS ALL STATES AND TERRITORIES (EXCEPT WHERE INDICATED)

Holiday	2008	2009
New Year's Day	Tuesday, 01 January	Thursday, 01 January
Australia Day	Monday, 28 January	Monday, 26 January
Labour Day—WA	Monday, 03 March	Monday, 02 March
Labour Day—VIC	Monday, 10 March	Monday, 09 March
Eight Hours Day—TAS	Monday, 10 March	Monday, 09 March
Good Friday	Friday, 21 March	Friday, 10 April
Easter Saturday	Saturday, 22 March	Saturday, 11 April
Easter Monday	Monday, 24 March	Monday, 13 April
Anzac Day Notes: 1. The date for QLD in 2009 is expected. 2. See paragraph 14 in annex B for details of an additional holiday in WA on 27 April 2009.	Friday, 25 April	Saturday, 25 April
Labour Day—QLD (expected date in 2009) May Day—NT	Monday, 05 May	Monday, 04 May
Queen's Birthday—NSW, QLD, SA, NT, ACT, TAS, VIC Note: The dates for QLD and NSW in 2009 are expected dates.	Monday, 09 June	Monday, 08 June
Queen's Birthday—Parts of WA (See paragraph 15 in annex B .)	Monday, 29 September	Monday, 28 September
Labour Day—SA, ACT, NSW Note: The date for NSW in 2009 is expected.	Monday, 06 October	Monday, 05 October
Christmas Day	Thursday, 25 December	Friday, 25 December
Boxing Day Note: See paragraph 14 in annex B for details of an additional holiday in WA on 26 December 2009.	Friday, 26 December	Monday, 28 December
Additional holiday	Monday, 29 December	Tuesday, 29 December

STATE AND LOCAL PUBLIC HOLIDAYS

1. Defence organisation personnel are entitled to observe State and/or local public holidays each year when those days are declared under State or Territory law.

2. This annex lists many of these additional local public holidays. However, **this is not a complete listing** for some States. This table summarises how annex B treats each State and Territory.

For local public holidays in ...	this Annex ...
NT, SA, TAS, ACT	is a complete listing. However, it is advisable to monitor the relevant website in annex C for any later changes to State and local public holidays.
NSW, QLD, VIC, WA	is not a complete listing. It is necessary to check the relevant website in annex C for updates of State and local public holidays.

Australian Capital Territory

3. This is a complete listing of local public holidays for the Australian Capital Territory.

Holiday	2008	2009
Canberra Day	Monday, 10 March	Monday, 09 March
Family and Community Day	Tuesday, 04 November	Tuesday, 03 November

New South Wales

4. New South Wales has a number of local public holidays that can be taken in addition to the designated public holidays in [annex A](#). These days will be listed on the New South Wales Government website in [annex C](#). The New South Wales bank holiday is not to be granted as a Defence local public holiday.

Holiday	2008	2009
Additional Boxing Day holiday	not applicable	Saturday, 26 December

Northern Territory

5. This is a complete listing of local public holidays for the Northern Territory.

Holiday	Date	Area
Alice Springs Show	Friday, 04 July 2008 Friday, 03 July 2009	Local observance
Tennant Creek Show	Friday, 11 July 2008 Friday, 10 July 2009	Local observance
Katherine Show	Friday, 18 July 2008 Friday, 17 July 2009	Local observance
Darwin Show	Friday, 25 July 2008 Friday, 24 July 2009	Local observance
Picnic Day	Monday, 04 August 2008 Monday, 03 August 2009	All Northern Territory
Borroloola Show	Friday, 15 August 2008 Friday, 21 August 2009	Local observance

Queensland

6. Queensland has a large number of local public holidays that can be taken in addition to the designated public holidays in [annex A](#). These days are listed on the Queensland Government website in [annex C](#).

Holiday	Date	Area
Royal Queensland Show	Wednesday, 13 August 2008 Wednesday, 12 August 2009 (expected date)	Brisbane area only
Additional Boxing Day holiday	Saturday, 26 December 2009	All Queensland

South Australia

7. This is a complete listing of local public holidays for South Australia.

Holiday	2008	2009
Adelaide Cup Day	Monday, 10 March	Monday, 09 March

Tasmania

8. This is a complete listing of local public holidays for Tasmania.

Holiday	Date	Area
Devonport Cup	Wednesday, 09 January 2008 Wednesday, 07 January 2009	From 11 am for the Municipal area of Devonport.
Royal Hobart Regatta	Monday, 11 February 2008 Monday, 09 February 2009	All that part of Tasmania south of and including Oatlands and Swansea. Exceptions: Bronte Park, Catagunya, Strathgordon, Tarraleah, Wayatinah and the West Coast.
Launceston Cup	Wednesday, 27 February 2008 Wednesday, 25 February 2009	See paragraph 9 .
King Island Show	Tuesday, 04 March 2008 Tuesday, 03 March 2009	Municipal area of King Island.
Easter Tuesday	Tuesday, 25 March 2008 Tuesday, 14 April 2009	All Tasmania.
AGFEST	Friday, 02 May 2008 Friday, 08 May 2009	Municipal area of Circular Head.
Burnie Show	Friday, 03 October 2008 Friday, 02 October 2009	Municipal areas of Burnie, Waratah-Wynyard and West Coast.
Royal Launceston Show	Thursday, 09 October 2008 Thursday, 08 October 2009	Municipal areas of Break O'Day, Dorset, George Town, Launceston, Meander Valley, Northern Midlands and West Tamar.
Flinders Island Show	Friday, 17 October 2008 Friday, 16 October 2009	Municipal area of Flinders.

Holiday	Date	Area
Royal Hobart Show	Thursday, 23 October 2008 Thursday, 22 October 2009	All that part of Tasmania south of and including Oatlands and Swansea, also Bronte Park, Strathgordon, Tarraleah and Wayatinah. Exception: The West Coast.
Recreation Day	Monday, 03 November 2008 Monday, 02 November 2009	All parts of Tasmania in which a statutory holiday is not observed for the Royal Hobart Regatta.
Devonport Show	Friday, 28 November 2008 Friday, 27 November 2009	Municipal areas of Devonport, Kentish and Latrobe.
Additional Boxing Day holiday	Saturday, 26 December 2009	All Tasmania

9. The following table shows the locations where Launceston Cup Day is observed.

Period of holiday	Locations																																				
All day	<p>All of the following municipal areas.</p> <ul style="list-style-type: none"> • Break O'Day • Dorset • George Town • Glamorgan-Spring Bay (north of and including Cranbrook) • Launceston <p>Exceptions: Launceston City centre and suburbs and townships specified in item 2 of part 2 of schedule 1 to the Statutory Holidays Act 2000 (Tas)</p> <ul style="list-style-type: none"> • Meander Valley <p>Exceptions: Suburbs and townships specified in item 2 of part 2 of schedule 1 to the Statutory Holidays Act 2000 (Tas)</p> <ul style="list-style-type: none"> • Northern Midlands • Southern Midlands north of but not including Oatlands • West Tamar <p>Exceptions: Townships specified in item 2 of part 2 of schedule 1 to the Statutory Holidays Act 2000 (Tas)</p>																																				
From 11 am	<table border="0"> <tbody> <tr> <td>• Launceston City centre</td> <td>• Mayfield</td> <td>• Rocherlea</td> </tr> <tr> <td>• Alanvale</td> <td>• Mowbray</td> <td>• St Leonards</td> </tr> <tr> <td>• Blackstone Heights</td> <td>• Mowbray Heights</td> <td>• Sandhill</td> </tr> <tr> <td>• East Launceston</td> <td>• Newnham</td> <td>• South Launceston</td> </tr> <tr> <td>• Elphin</td> <td>• Newstead</td> <td>• Summerhill</td> </tr> <tr> <td>• Franklin Village</td> <td>• North Riverside</td> <td>• Trevallyn</td> </tr> <tr> <td>• Glen Dhu</td> <td>• Norwood</td> <td>• Vermont</td> </tr> <tr> <td>• Inveresk</td> <td>• Prospect</td> <td>• Waverley</td> </tr> <tr> <td>• Invermay</td> <td>• Prospect Vale</td> <td>• West Launceston</td> </tr> <tr> <td>• Killafaddy</td> <td>• Punchbowl</td> <td>• West Riverside</td> </tr> <tr> <td>• Kings Meadows</td> <td>• Ravenswood</td> <td>• Youngtown</td> </tr> <tr> <td></td> <td>• Riverside</td> <td></td> </tr> </tbody> </table>	• Launceston City centre	• Mayfield	• Rocherlea	• Alanvale	• Mowbray	• St Leonards	• Blackstone Heights	• Mowbray Heights	• Sandhill	• East Launceston	• Newnham	• South Launceston	• Elphin	• Newstead	• Summerhill	• Franklin Village	• North Riverside	• Trevallyn	• Glen Dhu	• Norwood	• Vermont	• Inveresk	• Prospect	• Waverley	• Invermay	• Prospect Vale	• West Launceston	• Killafaddy	• Punchbowl	• West Riverside	• Kings Meadows	• Ravenswood	• Youngtown		• Riverside	
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10. In former years personnel in Tasmania were not able to observe all of the holidays listed, and a decision had to be made about which holidays were to be observed. That restriction no longer applies.

Victoria

11. Victoria also has a large number of regional holidays, which apply at local Government level. A list can be found by following the link in [annex C](#).

Holiday	2008	2009
Melbourne Cup Day	Tuesday, 04 November	Tuesday, 03 November
Additional Boxing Day holiday	not applicable	Saturday, 26 December

12. Dates for regional holidays in 2009 have not yet been announced. These days will be listed on the Victorian Government website in [annex C](#).

Western Australia

13. This is a partial listing of local public holidays for Western Australia.

Holiday	2008	2009
Foundation Day	Monday, 02 June	Monday, 01 June
Additional Anzac Day holiday	not applicable	Monday, 27 April
Additional Boxing Day holiday	not applicable	Saturday, 26 December

14. The Additional Anzac Day and the Additional Boxing Day holidays will only be observed in 2009. The [Public and Bank Holidays Act 1972](#) (WA) provides additional holidays when 25 April or 26 December fall on a Saturday. In Defence:

- a. 27 April 2009 will be observed as a Western Australian local holiday, as well as 25 April 2009; and
- b. 26 December 2009 will be observed as a Western Australian local holiday, as well as 28 December 2009.

15. Regional areas of Western Australia may observe the Queen's Birthday holiday on local dates. The following holidays are observed in Western Australia in the areas listed, instead of 29 September 2008.

Holiday	Date	Area
Port Hedland Cup Day	Monday, 04 August 2008	The area comprising the Town of Port Hedland.
Community Festival (FeNaCING)	Monday, 04 August 2008	The area comprising the Shire of Roebourne.
Annual Marble Bar Race Weekend	Monday, 07 July 2008	The area comprising the town of Marble Bar and the area of the Shire comprising a 150 km radius from the town including the town of Nullagine.
Annual Fortescue Festival	Monday, 18 August 2008	The area comprising the town of Newman and the area north of the southern boundary of the shire within a radius of 150 km of the town of Newman.

16. If alternative dates are set in 2009, they will be advised in the Western Australian Government website in [annex C](#). At the time of writing no alternative dates have been proclaimed for 2009.

Indian Ocean Territories (Christmas Island and Cocos (Keeling) Islands)

17. No more than 13 days of public holidays can be observed in any calendar year by Australian Defence Force members posted to these territories.
18. The Commanding Officer or supervisor (not below O-4/Australian Public Service Level 6) may direct which days personnel are to observe as part of the 13 days. The decision-maker must consider:
 - a. the public holidays generally observed in the Territory; and
 - b. the efficient operation of Defence in the Territory.
19. See [paragraph 5](#) of this Instruction in relation to substitution of public holidays.

OFFICIAL WEBSITES FOR INFORMATION ABOUT LOCAL PUBLIC HOLIDAYS

These websites are listed to help with monitoring or checking information about local public holidays under [annex B](#).

ACT	Chief Minister's Department http://www.cmd.act.gov.au/holidays
NSW	Office of Industrial Relations http://www.industrialrelations.nsw.gov.au/holidays
NT	Office of the Commissioner for Public Employment http://www.ocpe.nt.gov.au/legislation/holidays
QLD	Department of Employment and Industrial Relations http://www.wageline.qld.gov.au/publicolidays/index.html
SA	SafeWork SA http://www.safework.sa.gov.au/ , and search for public holidays
TAS	Workplace Standards Tasmania http://www.wst.tas.gov.au/employment_info/public_holidays
VIC	Victoria Online http://www.vic.gov.au/ and search for public holidays
WA	Department of Consumer and Employment Protection http://www.docep.wa.gov.au/LabourRelations/index.htm
Christmas Island	Christmas Island Administration Telephone (08) 9164 7901 http://www.ag.gov.au/www/agd/agd.nsf/Page/TerritoriesofAustralia_IndianOceanTerritories_IndianOceanGovernmentGazettes2007
Cocos (Keeling) Islands	Shire of the Cocos (Keeling) Islands Telephone (08) 9162 6649 http://www.ag.gov.au/www/agd/agd.nsf/Page/TerritoriesofAustralia_IndianOceanTerritories_IndianOceanGovernmentGazettes2007