



BUNNINGS

CHRISTMAS HOLIDAYS AND AUSTRALIA DAY 2023/2024

All employees covered by the Bunnings Retail Enterprise Agreement should be aware of their entitlements for the Christmas Holiday period.

CHRISTMAS DAY - MONDAY 25 DECEMBER 2023

Monday 25th December is a public holiday and a non-trading day. Stores are required to close.

OTHER PUBLIC HOLIDAYS

- Tuesday 26th December 2023 – Boxing Day
- Monday 1st January 2024 – New Year's Day
- Friday 26th January 2024 – Australia Day

These days are recognised public holidays under the Bunnings Retail Enterprise Agreement ('the Agreement').

Full-time and part-time team members are entitled to be absent on a public holiday. Team member's preferences for public holiday work will be sought by Bunnings no less than 6 weeks prior to the public holiday.

If there are not sufficient team members to satisfy operational requirements, team members may be requested to work on a public holiday if that request is considered reasonable in accordance with the Fair Work Act ('the Act'). An employee may refuse a request to work on a public holiday if the request is unreasonable in accordance with the Act.

All work on a public holiday will be paid at 225% of the full-time or part-time team member's contract rate (250% for casuals).

PAYMENT FOR ABSENCE ON PUBLIC HOLIDAY

Where a full-time or part-time Team Member is absent from work on a day or part-day that is a public holiday, Bunnings will pay the team member for their ordinary hours of work on that day or part day at the team member's contract rate.

Where a full-time or part-time team member's rostered days have varied over the 12 weeks prior to the public holiday, a team member will be considered to have ordinary hours on a day if during that period the team member worked at least 7 out of 12 of those days (and if the team member meets this rule, the team member will be paid the number of hours worked on that day, averaged over the previous 12 weeks).

NB: Contract rate is defined as the minimum contracted hourly rate payable to the team member. It may be higher than the base rate contained in the Agreement, depending on the team member's individual circumstances.

ROSTERS

Rosters for work on a public holiday will be provided four weeks in advance and will not be unnecessarily varied. However, in cases where variation is necessary, the standard roster change provisions of the Agreement apply.

MINIMUM PUBLIC HOLIDAY RATES OF PAY

Team Member

Age/Classification	Full-Time/Part-Time	Casual
18 years & over	\$60.75	\$67.51
17 years	\$45.56	\$50.63
16 years	\$36.45	\$40.50
Under 16 years	\$33.41	\$37.13

Expert Team Member, Special Orders, Service & Trade Desk Team Member

Age/Classification	Full-Time/Part-Time	Casual
18 years & over	\$61.72	\$68.58
17 years	\$46.29	\$51.43
16 years	\$37.03	\$41.15
Under 16 years	\$33.65	\$37.72

Forklift Operator, Activities Organiser, Store Administrator & Inventory Specialist

Age/Classification	Full-Time/Part-Time	Casual
18 years & over	\$63.34	\$70.38
17 years	\$47.51	\$52.79
16 years	\$38.00	\$42.23
Under 16 year	\$34.84	\$38.71

Forklift Coaches, Trade Qualified & Trade Specialist

Age/Classification	Full-Time/Part-Time	Casual
18 years & over	\$63.95	\$67.35

Supervisor

Age/Classification	Full-Time/Part-Time	Casual
18 years & over	\$65.27	\$72.53

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Authorised by: Michael Donovan, SDA State Secretary