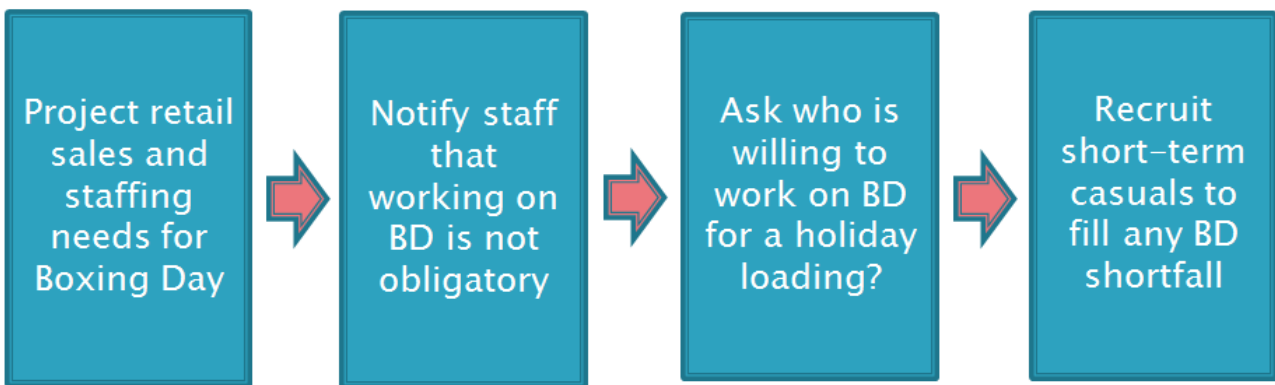




The independent review into Boxing Day Trading conducted by Professor Percy Allan AM made a number of recommendations for the Government to consider. One of those recommendations asked that NSW Industrial Relations helps businesses to prepare for Boxing Day by displaying on its website a high level best practice process for planning, notifying and rostering staff without resorting to coercion.

A best practice process proposed by Professor Allan AM is shown below. It is recommended this process covering planning, notification, feedback and recruitment should be run each year over the period from August to October:



Professor Allan AM also recommended implementing as standard practice, computerised rostering systems that remind store employees that working on Boxing Day offers extra pay, but is purely on a voluntary opt in or opt out basis. In smaller stores a paper based system, such as the example below, should suffice to demonstrate compliance with both the letter and spirit of the law.

Volunteer to Work on Boxing Day

By signing this form, I freely offer my services to work at (store) on Boxing Day 20xx. I understand that I will be paid public holiday rates per the General Retail Industry Award. I also confirm there has been no pressure or coercion from the management in this regard.

(Sign as appropriate)

Name:..... Date:.....

Signed:.....

If you have any questions or queries on what the changes to Boxing Day trading arrangements means for you as a business owner or an employee then please contact NSW Industrial Relations on 13 16 28.