



Our unit can come to your workplace!

It may be of interest for your business to have one of our advisors to come to your workplace and run a session that can be tailored to meet the needs of your organisation, these workshops can be award specific or even go into topics such as Bullying and Harassment.

Christmas Break

Our ACE unit will return Monday

January 7th, 2019



Subscription to *Two Rivers* Newsletter

Two Rivers is a publication that is written and distributed by NSW IR Aboriginal Community Engagement Unit.

If you have not already done so, you can subscribe to the Aboriginal Community Engagement Unit so that all new information, including *Two Rivers*, can be emailed to you. ACEU@industrialrelations.nsw.gov.au

Proactive compliance Workshops

Our ACE unit also helps and supports the NSW Industrial Relations Proactive Compliance Unit which provides workshops for all employers across NSW. These workshops will be great for any employer to get a better understanding of workplace laws and best practice for running your business.

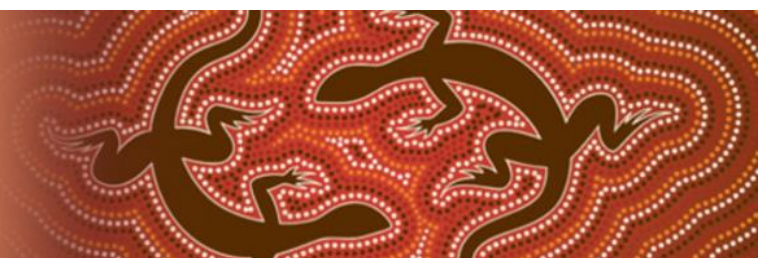
We want to know what you think!

NSW Industrial Relations Aboriginal Community Engagement Unit is keen to ensure our training and information sessions remain relevant for our clients. Your views are important to us and will assist us in developing programs to ensure they deliver key information in an interesting and interactive way.

Please take a moment to answer the following short questions by clicking the link provided.

<https://surveys.hotjar.com/s?siteId=880765&surveyId=124741>





NSW Public Holidays 2019-2020

Holidays for NSW under the *Public Holidays Act 2010*

	2019	2020
New Year's Day	Tuesday, 1 January	Wednesday, 1 January
Australia Day	Monday, 28 January	Monday 27 January
Good Friday	Friday, 19 April	Friday, 10 April
Easter Saturday - the Saturday following Good Friday	Saturday, 20 April	Saturday, 11 April
Easter Sunday	Sunday, 21 April	Sunday, 12 April
Easter Monday	Monday, 22 April	Monday, 13 April
Anzac Day	Thursday, 25 April	Saturday, 25 April
Queen's Birthday	Monday, 10 June	Monday, 8 June
Bank Holiday	Monday, 5 August	Monday, 3 August
Labour Day	Monday, 7 October	Monday, 5 October
Christmas Day public holiday	Wednesday, 25 December	Friday, 25 December
Boxing Day	Thursday, 26 December	Saturday, 26 December
Additional Day		Monday, 28 December



Boxing Day Retail Trading

Boxing Day Enquiry: 131 628

http://www.industrialrelations.nsw.gov.au/oirwww/Boxing_Day.page?



Key information for Retail Employers

- All shops in NSW are allowed to trade on Boxing Day
- Retailers have the right to choose to open, or not, on Boxing Day
- Retailers cannot coerce, harass, threaten or intimidate employees to work on Boxing Day

Key information for Retail Employees

- Employees have the right to freely choose to work, or not, on Boxing Day
- Employees cannot be coerced, harassed, threatened or intimidated to work on Boxing Day
- Employees can say No to working on Boxing Day

Penalties for non-compliance

- Penalties of up to \$11,000 apply where an employer coerces an employee to work on Boxing Day
- Penalties of up to \$22,000 apply if a landlord forces a retail tenant to open on Boxing Day



Can I direct an employee to take annual leave?

What if an employee doesn't have enough annual leave?

**Is your Business shutting down over
Christmas and New Year?**



What if an award or agreement doesn't have rules about shut downs?

What happens if a public holiday falls during an employee's annual leave?

With the Christmas and New Year fast approaching, many businesses shut down or run on skeleton staff over the holiday period and how employees are paid over this period depends on the award or agreement they're covered by and whether they're working or on leave. For more information please visit;

<https://www.fairwork.gov.au/about-us/news-and-media-releases/website-news/shutting-down-over-christmas-and-new-year>

Make an enquiry - Contact NSW Industrial Relations

NSW Industrial Relations continues to provide information on long service leave entitlements, shop trading regulations and NSW public holidays. NSW IR also investigates workplace complaints under NSW industrial legislation including the *Long Service Leave Act 1955*, the *Taxi Industry Contract Determination 1984*, *NSW Transport Industry contract determinations* and industrial instruments for Local Government employees.

Phone: 131 628 (anywhere within NSW) / **TTY:** 1800 555 677

Postal address:

GPO Box 5469
Sydney NSW 2001