

Holidays & Other Legislation  
Amendment Bill 2012  
Submission 006

# Queensland Teachers' Union of Employees Submission to Legal Affairs and Community Safety Committee

Holidays and Other Legislation Amendment Bill 2012

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**Attached documents:**

a) Hansard (Cameron Dick, 15 <sup>th</sup> November 2011) 'Introduction and Referral to the Legal Affairs, Police, Corrective Services and Emergency Services Committee	Page 7
b) LNP Media Release (Jeff Seeney, 29 <sup>th</sup> November 2011) <i>"LNP supports public holiday change Bill"</i>	Page 10
c) Brisbane Times article (Daniel Hurst, 29 <sup>th</sup> November 2011) <i>"We do support holidays, LNP insists"</i>	Page 12

## 1. Holidays and Other Legislation Amendment Act 2011

It has been less than 10 months since the Queensland Parliament legislated to change the dates of public holidays in Queensland, through the Holidays and Other Legislation Amendment Act 2011.

The Holidays and Other Legislation Amendment Bill 2011 was explicitly and publicly endorsed by the LNP. At no time in the lead up to the 2012 Queensland election did the LNP indicate that support for this Act had been removed or was under review.

On tabling the Bill in Parliament on 15 November 2011 the then Minister for Industrial relations, Mr Dick, stated:

*"The Queensland government gave serious consideration to the most appropriate public holiday to move to the second half of the year. The Queen's birthday was chosen as the holiday to be moved to the second half of the year because the shift would not affect the way the occasion was celebrated. Occasions observed on public holidays are of significant cultural importance and it is obvious that many could not be moved without impacting on the way the day is celebrated. Some respondents in the consultation process suggested moving Labour Day instead of the Queen's Birthday. It was decided, given Labour Day was first celebrated in May in Queensland back in 1891 and the importance of this day, which continues to be celebrated throughout Queensland to this day, that it was not appropriate to move it."<sup>1</sup>*

This considered judgment made by the then Government and endorsed by the LNP remains sound. To change the dates of public holidays in Queensland for a second time in less than 10 months, after bipartisan support was given, would severely undermine the integrity of parliamentary decisions.

Moreover changes to Queensland's gazetted public holidays in the 2013 year, for the second time in less than 10 months, would unnecessarily disrupt established holiday and work plans of Queenslanders as well as long established cultural and community events.

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<sup>1</sup> Dick, C. (2011), 'Introduction and Referral to the Legal Affairs, Police, Corrective Services and Emergency Services Committee' [Hansard], 15 November:  
[http://www.parliament.qld.gov.au/documents/hansard/2011/2011\\_11\\_15\\_WEEKLY.pdf](http://www.parliament.qld.gov.au/documents/hansard/2011/2011_11_15_WEEKLY.pdf)



## 2. LNP's Public Position at the 2012 Queensland Election

The Liberal National Party (LNP) supported the previous governments Holidays and Other Legislative Bill 2011. This included moving the Queen's birthday from the second Monday in June to the first Monday in October and the retention of Labour Day in its historical and symbolic date on the first Monday in May. The LNP publicly maintained this position at the time of the last state election.

Premier Newman, the then Leader of the LNP outside of parliament, stated on 4<sup>th</sup> November 2011 "the majority of Queenslanders want to move the Queen's birthday to the second half of the year"<sup>2</sup>. In support of Mr Newman, the then leader of the opposition in parliament and current Deputy Premier, Mr Seeney issued a media release on 29<sup>th</sup> November 2011 stating, the "LNP resolved to support the Holidays and Other Legislation Amendment Bill (2011)"<sup>3</sup>. This media release specifically distanced the LNP from the dissenting report of three LNP members, stating that the dissenting report is "not the LNP's position"<sup>2</sup>.

Mr Dick, the then Minister for Industrial Relations, was reported in the Brisbane Times on 29<sup>th</sup> November 2011 as saying, the dissenting report showed "Campbell Newman's complete lack of authority over his MPs"<sup>2</sup>. The QTU hopes that the proposed Holidays and Other Legislation Amendment Bill 2012 is not an indication of the accurateness of Mr Dick's assertions.

The QTU supports the position the LPN took at the last election, as outlined by Mr Newman on 4<sup>th</sup> November 2011 and by Mr Seeney on 29<sup>th</sup> November 2011. The QTU trusts that Mr Newman has the support in parliament to adhere to the position he and his party took to the Queensland people at the last election. The retention of the Queensland Public Holidays as determined in the Holiday and Other Legislative Bill 2011 was LNP opposition policy before the election, it should be LNP government policy after the election.

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<sup>2</sup> Hurst, D. (2011), 'We do support holidays, LNP insists', Brisbane Times, 19 November:  
<http://www.brisbanetimes.com.au/queensland/we-do-support-holidays-lnp-insists-20111128-1o36m.html>

<sup>3</sup> Seeney, J. (2011), 'LNP supports public holiday change Bill' [media release], 29 November:  
<http://lnp.org.au/news/leader-of-the-lnp/lnp-supports-public-holiday-change-bill>

### 3. History of Labour Day in Queensland

Queensland holds claim to the worlds first recorded May Day celebrations. The event was held over 121 years ago in Barcaldine in the mist of the great shearers' strike of 1891. It inspired Henry Lawson, undoubtable a national treasure and one of this nations foremost poets, to compose the iconic "*Freedom on the Wallaby*" to mark the occasion.

Brisbane soon followed and from 1893, all Labour Day celebrations throughout Queensland were conducted on May Day. After Australia federated in 1901, Queensland's Ministerial government of Robert Philip officially gazetted the first Monday in May as the Eight-Hour-Day holiday. In 1912 the day was renamed Labour Day by another Ministerial government.

The 121 year association of Labour Day with May is in sharp contrast to the relatively recent determination to mark the monarch's birthday in June, irrespective of the monarch's actual birthday. It wasn't until 1936 with the accession of Edward VIII that the monarch's birthday holiday was scheduled on the second Monday in June, rather than the monarch's actual birthday. Labour Day has almost half a century longer association with the first Monday in May, as the Queen's birthday has with the second Monday in June.

Queensland's May Labour Day is our oldest surviving public holiday. Since Queensland became a state there has not been a single year where the first Monday in May has not been a gazetted public holiday celebrating our cultural and civic heritage. Every state government since our nations founding has taken on the responsibility to ensure our longest standing public holiday is maintained on its traditional May date.

Labour Day not only celebrates industrial conditions won by Queenslanders but also the peaceful manner and democratic system in which those conditions were achieved. It is a celebration of Queensland's civic, legal and legislative heritage, of which we should all be proud. It's a symbol of what makes Queensland great. It reaffirms that reform and change is best achieved through our democratic and judicial institutions. It is a history and tradition that many nations around the world would rightly envy, and we should proudly defend.

It is equally important to note that no government or opposition, including the current LNP administration, have ever gone to an election with a proposal to move Labour Day from its traditional date on the first Monday in May. The traditional May celebration has enjoyed bipartisan support since the inception of the Queensland State. Indeed it was conservative State governments that first gazetted the Eight-Hour-Day as a public holiday in May 1901 and subsequently endorsed the 'Labour Day' name change in 1912. The bipartisan tradition of honouring the history of Queensland is at stake, if Labour Day is moved from its traditional date in May.



#### 4. Queensland Teachers' Union Recommendation

The Queensland Teachers' Union (QTU) submits that the Labour Day public holiday should be retained on the first Monday in May. This is inline with the 121 year history of Labour Day occurring in May.

The QTU notes that this position was shared by the LNP at the last state election, less than six months ago. The QUT believe the LNP should honour all promises made to the people of Queensland, including retaining Labour Day on the first Monday in May.



Daniel Bevis  
**Acting Industrial Advocate**

Authorised by:



Graham Moloney  
**General Secretary**

## HOLIDAYS AND OTHER LEGISLATION AMENDMENT BILL

### Introduction and Referral to the Legal Affairs, Police, Corrective Services and Emergency Services Committee

**Hon. CR DICK** (Greenslopes—ALP) (Minister for Education and Industrial Relations) (7.40 pm): I present a bill for an act to amend the Holidays Act 1983, the Land Sales Act 1984 and the Liquor Act 1992 for particular purposes and to make minor and consequential amendments to the Industrial Relations Act 1999 and the Trading (Allowable Hours) Act 1990. I table the bill and the explanatory notes. I nominate the Legal Affairs, Police, Corrective Services and Emergency Services Committee to consider the bill.

*Tabled paper:* Holidays and Other Legislation Amendment Bill [5871].

*Tabled paper:* Holidays and Other Legislation Amendment Bill, explanatory notes [5872].

Queensland is a great place to live, to work and to raise a family. We have natural attractions the equal of any in the world and a lifestyle envied by Australians and visitors. The Bligh government has been working hard to improve the quality of life for Queensland families. The government in September released a discussion paper titled 'Getting the balance right: a proposal on holidays in Queensland' as part of its review of the state's holiday system. Queenslanders told us they wanted change, and they overwhelmingly supported the government's proposal to improve our work-life balance.

The bill is designed to ensure that Queensland workers can enjoy a more even spread of public holidays across the year, similar to other Australian states and territories. To this end, the bill provides for the movement of the Queen's birthday holiday to the first Monday in October from 2012, and creates a special holiday to mark the Queen's Diamond Jubilee on Monday, 11 June next year.

In addition, the bill provides for the observance of additional public holidays when Christmas Day, Boxing Day and New Year's Day fall on a weekend. The Holidays Act 1983 prescribes those days which are public holidays in Queensland. The Queen's Birthday is currently celebrated in June. 25 December, Christmas Day; 26 December, Boxing Day; and 1 January, New Year's Day are also listed as public holidays. However, when those days fall on a weekend the public holiday is moved to the following week and the actual day is not a public holiday. This means that Queenslanders working on Christmas Day do not get paid public holiday penalty rates.

In September, the Queensland government undertook an extensive public consultation process regarding amendments to the act. The results showed Queenslanders overwhelmingly support shifting the Queen's birthday holiday to the second half of the year and to a Monday in October. The bill before the House allows this holiday to be commemorated on the first Monday in October from 2012. Some 85 per cent of 22,700 respondents supported shifting the Queen's birthday holiday to the second half of the year, and of these 96 per cent wanted it on a Monday in October.

In recognition of the potential impact on community and sporting events planned for the June long weekend next year, the bill provides for a one-off holiday to commemorate the Queen's Diamond Jubilee. This arrangement recognises the importance of such community events as the Discovery Festival at Cooktown, the state netball championships and the Boyne Island fishing competition which will all be able to continue without disruption in 2012. It will also give the organisers of these events an extra year to consider what they will do for 2013 and beyond.

Although Queensland's private sector industrial relations jurisdiction was referred to the Commonwealth from 1 January 2010, the Commonwealth Fair Work Act 2009 recognises as a public holiday any day declared or prescribed under a law of a state to be observed within the state as a public holiday. Therefore, this bill's amendment of the act to provide for observance of a special Queen's jubilee holiday in June and additional public holidays when Christmas Day, Boxing Day or New Year's Day fall on weekends will activate public holiday entitlements for those days under federal modern awards and state awards. The consultation process also indicated overwhelming support for the proposal to create extra public holidays whenever Christmas Day, Boxing Day or New Year's Day fall on a weekend. About 91 per cent of 22,600 responses supported the creation of additional public holidays in these circumstances.

In 2010 the government amended the act to allow for two additional days for Christmas Day 2010 and New Year's Day 2011 because these days fell on a Saturday. This change was strongly supported by Queensland workers. The opposition also supported these amendments. At that time, I gave a commitment to review the act and make the necessary amendments to provide a permanent solution when these special days fell on a Saturday. The bill before the House honours the commitment I made in 2010 and responds to the public's overwhelming support for changes to the act to ensure that no Queensland worker is worse off when Christmas Day and New Year's Day fall on a Sunday.

This year, Christmas Day and New Year's Day in 2012 fall on a Sunday. Without an amendment to the act, both days would cease to be public holidays because substitute public holidays have been appointed in the following week. When a day is appointed as a public holiday, workers are entitled to be



absent from their employment on the day and still be paid their base rate of pay for their ordinary hours of work. Workers who agree to an employer's reasonable request to work on a public holiday must be paid any penalty rates prescribed in the relevant award or agreement.

The current act does not permit the appointment of additional public holidays. An amendment to the act is required to permit the appointment of additional public holidays when Christmas Day, Boxing Day and New Year's Day fall on a weekend.

With these amendments, Queenslanders will observe a public holiday on Christmas Day, Sunday, 25 December 2011, and an additional public holiday on Tuesday, 27 December 2011 as well as a public holiday on New Year's Day, Sunday, 1 January 2012 and an additional public holiday on Monday, 2 January 2012. To enable these changes to take effect this year, it is essential for the bill to be passed in the next sittings.

There are a number of private sector industries operating seven days a week where workers will potentially work on Sunday, 25 December or Sunday, 1 January. These industries include hospitality, accommodation, tourism, heavy industries such as mining and the retail industry. In the public sector, many health workers, police, fire fighters and ambulance officers will also work on these days. It is only fair and appropriate that these workers be compensated for being away from their families and friends, particularly on Christmas Day, one of the most special family occasions of the year.

The bill before the parliament may result in increased costs to employers, including the government, through the payment of public holiday penalty rates on 25 and 27 December and on 1 and 2 January. However, it is the government's view that this cost will be more than offset by the benefit to hardworking employees who would otherwise receive no benefit for working on Christmas Day or New Year's Day.

The concept of observing additional public holidays when a public holiday falls on a weekend, especially for Christmas Day, Boxing Day or New Year's Day, is not a new idea and already is a feature of public holiday legislation in several of the other states and territories. New South Wales has introduced provisions which commence from 31 December 2011 to provide for additional public holidays when Christmas Day, Boxing Day or New Year's Day fall on a Saturday or Sunday. Victorian legislation provides for additional public holidays when Boxing Day or New Year's Day fall on a Saturday or Sunday. South Australian legislation provides for additional public holidays when Christmas Day, 26 December or New Year's Day fall on a Sunday. Western Australian legislation provides for additional public holidays when Christmas Day, Boxing Day or New Year's Day fall on a Saturday or Sunday. Tasmanian legislation provides for an additional public holiday when Christmas Day falls on a Saturday or Sunday. For Christmas Day 2011 and New Year's Day 2012, New South Wales, the Australian Capital Territory and Western Australia will observe additional public holidays for each day while Victoria will observe an additional public holiday for New Year's Day and Tasmania will observe an additional public holiday for Christmas Day.

The Queensland government gave serious consideration to the most appropriate public holiday to move to the second half of the year. The Queen's birthday was chosen as the holiday to be moved to the second half of the year because the shift would not affect the way the occasion was celebrated. Occasions observed on public holidays are of significant cultural importance and it is obvious that many could not be moved without impacting on the way the day is celebrated. Some respondents in the consultation process suggested moving Labour Day instead of the Queen's Birthday. It was decided, given Labour Day was first celebrated in May in Queensland back in 1891 and the importance of this day, which continues to be celebrated throughout Queensland to this day, that it was not appropriate to move it.

These amendments give all employees the enjoyment of a break from work at a special time of the year, or an entitlement to penalty rates on each of the prescribed public holidays if they choose or are required to work on those days, as well as ensure hardworking Queenslanders get a well-deserved break later in the year. This bill will ensure Queensland has modern and effective holiday laws which meet the needs of Queensland workers, employers and the community.

The bill also includes a minor and straightforward amendment to the Land Sales Act 1984 that will recognise: development permits issued by the Urban Land Development Authority involving land in urban development areas declared under the Urban Land Development Authority Act 2007; and the Urban Land Development Authority as a 'planning authority' similar to local governments under the Sustainable Planning Act 2009. Amendments to the act are required so that UDA development approvals are treated in the same manner as approvals issued under the Sustainable Planning Act. The amendments are technical and clarify the policy intent of the act.

The bill also amends the Liquor Act 1992 to reduce the regulatory burden on clubs. Currently, under the Liquor Act 1992, the club secretary is required to keep on the club premises a register of the name of each member of a reciprocal club visiting the premises and the name of the reciprocal club, if the club has a community club licence, community other licence or a restricted club licence. Generally, to comply with this legislative requirement, clubs request visitors, including members of reciprocal clubs, to sign in upon entry.




Recently, the RSL (Queensland Branch) has requested that members of the organisation be able to enter an RSL or services club without signing in, provided they are a member of the RSL and at least one RSL club or services club. In recognition of the service RSL members have done for this country, the bill bestows honorary membership on RSL members who are also members of an RSL or services club and removes the requirement for an RSL or services club to keep a register of RSL honorary members visiting the club. The bill also removes the requirement for RSL or services clubs to keep a register of Australian Defence Force visitors who produce a current service identity card. This means that when an RSL honorary member or an Australian Defence Force member goes to an RSL or services club for a drink or a meal they will not have to sign in.

In addition, the bill also reduces the regulatory burden on clubs generally by removing the legislative requirement for clubs to maintain a register for visitors from reciprocal clubs if they provide evidence they are a member of a reciprocal club on entry. The bill does not force clubs to remove their registration requirements for visitors who are members of reciprocal clubs. It will be up to the individual club to decide whether or not they would like to put this practice in place. If the club decides to keep the requirement for visiting members of reciprocal clubs to be placed on their register—via signing in or an alternative form such as a swipe card—this must be stated in the club's rules.

The bill also clarifies the term 'register,' clearly outlining that a register can be in a hard copy or electronic form. Electronic registers are the way of the future, allowing clubs to easily identify their members and members of a reciprocal club, as well as evaluate point-of-sale purchases and attendance at the club. It also allows members to use their card to receive player loyalty points and discounts on purchases at the club.

These amendments in the bill are a small but important step in reducing the regulatory burden on community clubs and club members more broadly, and will allow clubs to focus more on providing services to our local communities rather than complying with legislation. I commend the bill to the House.

### First Reading

 **Hon. CR DICK** (Greenslopes—ALP) (Minister for Education and Industrial Relations) (7.53 pm): I move—

That the bill be now read a first time.

Question put—That the bill be now read a first time.

Motion agreed to.

Bill read a first time.

**Mr DEPUTY SPEAKER** (Mr Wendt): In accordance with standing order 131, the bill is now referred to the Legal Affairs, Police, Corrective Services and Emergency Services Committee.

## POLICE POWERS AND RESPONSIBILITIES (MOTOR VEHICLE IMPOUNDMENT) AMENDMENT BILL

### Introduction and Referral to the Legal Affairs, Police, Corrective Services and Emergency Services Committee

 **Hon. NS ROBERTS** (Nudgee—ALP) (Minister for Police, Corrective Services and Emergency Services) (7.53 pm): I present a bill for an act to amend the Police Powers and Responsibilities Act 2000 for particular purposes. I table the bill and the explanatory notes. I nominate the Legal Affairs, Police, Corrective Services and Emergency Services Committee to consider the bill.

*Tabled paper:* Police Powers and Responsibilities (Motor Vehicle Impoundment) Amendment Bill [\[5873\]](#).

*Tabled paper:* Police Powers and Responsibilities (Motor Vehicle Impoundment) Amendment Bill, explanatory notes [\[5874\]](#).

The type 1 vehicle impoundment scheme was introduced by the Labor government in November 2002 to target hoon drivers. The vehicle impoundment scheme was enhanced by Labor in July 2007 through the introduction of the type 2 vehicle impoundment scheme, which targets recidivist offenders who commit offences that present a further danger to themselves or other members of the community.

The Queensland Police Service conducted an evaluation of the type 2 vehicle impoundment scheme for the period between 1 July 2007 and 30 June 2009. As a result of the evaluation, a number of recommendations were developed and designed to improve the type 2 vehicle impoundment scheme. Where appropriate, the Bligh government has incorporated these recommendations into the bill. Further improvements to the vehicle impoundment scheme generally were also identified. These improvements include amending analogous provisions of the type 1 vehicle impoundment scheme to ensure the type 1

Tuesday, 29 November 2011 09:50

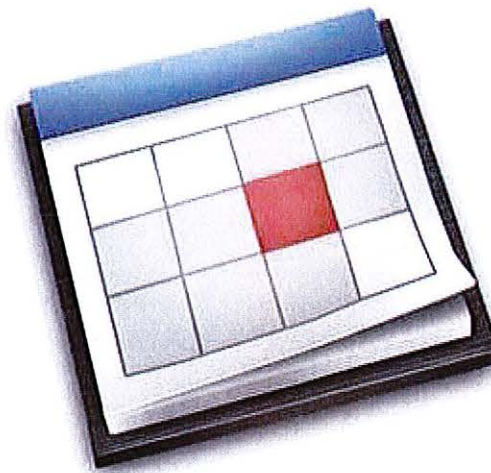
# LNP supports public holiday change Bill

Written by [Jeff Seeneey](#) font size   Print

During Shadow Cabinet yesterday, the LNP resolved to support the Holidays and Other Legislation Amendment Bill.

LNP Parliamentary Leader Jeff Seeneey said contrary to speculation, the Shadow Cabinet decision was consistent with Mr Newman's

previous statement\* calling on the Premier to deliver Queenslanders' calls for a shake-up to our State's holidays.



"It is not unusual for parliamentary committees to highlight stakeholder concerns," said Mr Seeneey.

"The Committee's position is not the LNP's position.

"The Committee members were doing their job in scrutinising the Bill which had not allowed any public consultation because of Labor's haste in ramming it through parliament.

"I will not discourage LNP Committee members from voicing concerns about Labor's refusal to seek financial analysis and the Bligh government's failure to detail the cost to state revenue," he said.



## We do support holidays, LNP insists

Daniel Hurst

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**UPDATED**

Advertisement

The Liberal National Party shadow cabinet has dismissed a report by three of its party's MPs opposing public holiday reforms, saying it is not the opposition's policy.

Labor's Industrial Relations Minister Cameron Dick last night seized on a report by three LNP MPs **opposing the government's plan** to effectively have two Queen's Birthday holidays next year and designate additional public holidays when Christmas Day, Boxing Day or New Year's Day occur on a weekend.

Mr Dick said Mr Newman had received a "massive slap in the face" from the MPs, three weeks after the LNP leader issued a statement backing changes, but MP Bruce Flegg denied he was out of step with the boss.

Mr Newman's November 4 statement said the government was dithering on a decision on next year's public holidays and should promptly make a decision, arguing "the majority of Queenslanders want to move the Queen's Birthday to the second half of the year".

"The government also needs to gazette an additional public holiday when Christmas Day, Boxing Day or New Year's Day falls on a weekend," Mr Newman said at the time.

In a dissenting article at the end of a supportive parliamentary committee report released yesterday, LNP MPs Bruce Flegg (Moggill), Steve Dickson (Buderim) and Jann Stuckey (Currumbin) said struggling businesses would have to pay additional rates in order to keep open on the extra public holidays, or choose to close on those days.

They also questioned why Labour Day (held in May) wasn't offered during the consultation period as an alternative holiday to move to the second half of the year, and slammed the decision to effectively have two Queen's Birthday holidays in 2012, one in May and one in October, as part of the "transition".

"What the government has done in a rushed move on the eve of an election is throw a whole swag of additional public holidays at the Queensland public that will have dramatic cost impacts on already struggling industries, in particular tourism, hospitality and retail," the MPs wrote.

In a statement issued this morning, LNP parliamentary leader Jeff Seeney downplayed the dissenting report from three LNP members of a parliamentary committee.

Mr Seeney said the LNP resolved to support the Holidays and Other Legislation Amendment Bill at a shadow cabinet meeting yesterday.

He said "contrary to speculation" the decision was consistent with Mr Newman's previous statement calling on the Premier to deliver Queenslanders' calls for an overhaul of the state's holidays.

"It is not unusual for parliamentary committees to highlight stakeholder concerns," Mr Seeney said.

"The committee's position is not the LNP's position.

"The committee members were doing their job in scrutinising the bill which had not allowed any public consultation because of Labor's haste in ramming it through parliament."

Mr Dick said last night the dissenting report clearly contradicted Mr Newman's statement calling for a prompt decision, showing "one set of LNP MPs against their own leader".

"The only way you can see this dissenting report is it's a stunning example of the LNP's disunity and Campbell Newman's complete lack of authority over his MPs," he said.

But one of the LNP committee members, Dr Flegg, last night dismissed Mr Dick's criticism as "nonsense".

Dr Flegg said the dissenting report made clear the MPs could have supported the holiday measures but the government's decision to have two Queen's Birthday holidays in 2012 was "the straw that broke the camel's back".

"We certainly haven't opposed the measures, in particular the public holidays at Christmas and the move of a holiday to the second half of the year, which is what we gave our support to," Dr Flegg said.

"What we have done though is react to a government that's throwing public holidays around only a few weeks before they occur on the eve of an election without proper consultation and without any analysis of what the cost to business and the workforce will be."

The bill to change the public holiday arrangements is due to be debated from today in State Parliament – the final sitting of the year and possibly the last before the next election.

The bill would ensure that when Christmas Day, Boxing Day or New Year's Day occur on a weekend, public holiday penalty pay rates apply on the actual day as well as the substitute day in the following week.

The legislation would also move the Queen's Birthday holiday to October, but would include a one-off public holiday on the normal Queen's Birthday holiday in May 2012 to minimise disruption to events already planned for that long weekend.

Mr Dick said the government had opted to keep a May holiday next year in response to feedback from the community about the need to transition to the new arrangements.

He said 2011 had been a "very difficult year" for Queenslanders in light of the devastating natural disasters and people deserved the extra holiday in 2012.

Mr Dick played down the cost of having public holidays on Christmas Day, Boxing Day or New Year's Day when they fell on a weekend, in addition to public holidays on the substitute days the following week.

"It's not going to happen every year. It will not happen next year and it will be a number of years before it happens again," he said.

"We acknowledge that there is an additional cost but that cost is balanced by the needs for workers who work on those days to get proper entitlements if they're not going to be with their family."

Christmas Day this year and New Year's Day 2012 are due to fall on a Sunday.



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