

# NSW Guide to Public Holidays

This Guide will help you prepare your business for upcoming public holidays by understanding all you need to know about NSW public holidays.

Being aware of public holiday provisions increases your chances of meeting your obligations to employees.



Holidays for NSW are under the *Public Holidays Act 2010* and apply to all businesses across NSW. They include: New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Sunday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day and Boxing Day.

In addition to these listed standard public holidays that apply to the whole of NSW, there are also a number of local public holidays and local event days that are declared from time to time in regional and rural NSW.

**Local Public Holidays** are additional holidays that commemorate a day of special significance to a local community in the area specified.

**Local Event Days** can be for a whole day or part of a day and are not a public holiday for work purposes.

**What is an Additional Day?** When New Year's Day, Christmas Day or Boxing Day fall on a Saturday or Sunday, there is to be an additional public holiday on the following Monday or Tuesday.

**What happens if Australia Day or Anzac Day fall on a weekend?** Where Australia Day falls on a weekend, there is no public holiday on that day and instead the following Monday is the public holiday. Anzac Day is always observed on the 25th April regardless of the day of the week.

**Is a Bank Holiday a declared public holiday?** No, only retail bank branches and certain financial institutions are required to remain closed on the first Monday in August unless otherwise exempt. For more information refer to NSW Fair Trading [fairtrading.nsw.gov.au](http://fairtrading.nsw.gov.au)

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**Do I need to pay extra on a public holiday?** In determining workplace entitlements that apply on public holidays, employees/employers should always refer to the terms of the relevant industrial instrument (i.e. award, agreement, or employment contract) and the National Employment Standards under the *Fair Work Act 2009*.

**How you can prepare your business:** Get to know what public holiday's may affect your business. Ensure you have a leave calendar or a staff log of available staff. Find out about the Industrial Relations implications and obligations for staff working on a Public Holiday i.e. loading or penalty. Take time to understand what additional staffing needs may be required.

## 2024, 2025 and 2026 NSW Public Holidays

	2024	2025	2026
New Year's Day	Monday, 1 January	Wednesday, 1 January	Thursday, 1 January
Australia Day	Friday, 26 January	Monday, 27 January	Monday, 26 January
Good Friday	Friday, 29 March	Friday, 18 April	Friday, 3 April
Easter Saturday	Saturday, 30 March	Saturday, 19 April	Saturday, 4 April
Easter Sunday	Sunday, 31 March	Sunday, 20 April	Sunday, 5 April
Easter Monday	Monday, 1 April	Monday, 21 April	Monday, 6 April
Anzac Day	Thursday, 25 April	Friday, 25 April	Saturday, 25 April
King's Birthday	Monday, 10 June	Monday, 9 June	Monday, 8 June
Labour Day	Monday, 7 October	Monday, 6 October	Monday, 5 October
Christmas Day Public Holiday	Wednesday, 25 December	Thursday, 25 December	Friday, 25 December
Boxing Day	Thursday, 26 December	Friday, 26 December	Saturday, 26 December
Additional Day			Monday, 28 December