

From: s 22(1)(a)(ii)
To: [Wicks, Michelle](#); [Bopping, Melinda](#); s 22(1)(a)(ii)
Cc: s 22(1)(a)(ii)
Subject: Australia Day public holiday substitution data [SEC=OFFICIAL]
Date: Friday, 10 February 2023 5:29:00 PM
Attachments: [image003.png](#)
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OFFICIAL

Good afternoon

For you information if asked at Senate Estimates:

- **57 employees at PM&C (4.6 per cent of all employees) made an arrangement with their manager to substitute the Australia Day public holiday for another day of cultural or religious significance.**

The PM&C Enterprise Agreement (clause 127) states:

Managers and employees may agree to substitute a public holiday for a cultural or religious day of significance to the employee.

Managers and employees make this arrangement locally. This data has been collected manually through direct inquiries with Division Heads. We do not centrally hold information of who or what dates employees choose to substitute in lieu of Australia Day.

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| Director

Employee Relations & Analytics | People Branch

Corporate Division | Department of the Prime Minister and Cabinet

p. (02) s 22(1)(a)

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The Department acknowledges and pays respect to the past, present and emerging Elders and Traditional Custodians of Country, and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.