

2023 PUBLIC HOLIDAYS

(Including State School Terms and Daylight Savings Information)

This guide provides a list of the 2022 public holidays across Australia, as well as school holiday and daylight savings information. Our national public holidays are:

- > New Year's Day
- > Australia Day
- > Good Friday
- > Easter Monday
- > Anzac Day
- > Christmas Day
- > Boxing Day

All other public holidays are individually declared by state and territory governments. Please note that some jurisdictions also have additional or substitute regional public holidays – for clarification, call the Workplace Relations Advice Line on 03 8662 5222.

Note: The dates listed in this guide were correct as of **12 December 2022**.

Relevant Legislation

In addition to the National Employment Standards, the relevant Acts are as follows:

- > Australian Capital Territory – [Holidays Act 1958](#)
- > New South Wales – [Public Holidays Act 2010](#)
- > Northern Territory – [Public Holidays Act](#)
- > Queensland – [Holidays Act 1983](#)
- > South Australia – [Holidays Act 1910](#)
- > Tasmania – [Statutory Holidays Act 2000](#)
- > Victoria – [Public Holidays Act 1993](#)
- > Western Australia – [Public and Bank Holidays Act 1972](#)

Contacting the Victorian Chamber of Commerce and Industry

The Victorian Chamber's team of experienced workplace relations advisors can assist members with a range of employment, human resources and industrial relations issues. Our experienced workplace relations consultants can also provide assistance to both members and non-members on a range of more complex matters for a fee-for-service. The consultants can, among other things, provide training to employees, conduct investigations and provide representation at proceedings at the Fair Work Commission.

For assistance or more information, please contact the Workplace Relations Advice Line on **(03) 8662 5222**.

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Victoria

Public Holiday	Date
New Year's Day	Sunday 1 January
New Year's Day (additional holiday)	Monday 2 January
Australia Day	Thursday 26 January
Labour Day	Monday 13 March
Good Friday (restricted trading)	Friday 7 April
Easter Saturday	Saturday 8 April
Easter Sunday	Sunday 9 April
Easter Monday	Monday 10 April
ANZAC Day (restricted trading)	Tuesday 25 April
King's Birthday	Monday 12 June
AFL Grand Final Friday (last Friday in September)	To be advised
Melbourne Cup	*Tuesday 7 November
Christmas Day (restricted trading)	Monday 25 December
Boxing Day	Tuesday 26 December

*All of Victoria unless alternate local holiday has been arranged by a non-metro council

School Term	Commence	Finish
One	Monday 30 January	Thursday 6 April
Two	Monday 24 April	Friday 23 June
Three	Monday 10 July	Friday 15 September
Four	Monday 2 October	Wednesday 20 December

Daylight Saving Dates	Requirement
Sunday 2 April 2023	Move your clock backward one hour at 3.00am (Daylight Saving Time)
Sunday 1 October 2023	Move your clock forward one hour at 2.00am (Eastern Standard Time)

Australian Capital Territory

Public Holiday	Date
New Year's Day	Sunday 1 January
New Year's Day (additional day)	Monday 2 January
Australia Day	Thursday 26 January
Canberra Day	Monday 13 March
Good Friday (restricted trading)	Friday 7 April
Easter Saturday	Saturday 8 April
Easter Sunday	Sunday 9 April
Easter Monday	Monday 10 April
ANZAC Day (restricted trading)	Tuesday 25 April
Reconciliation Day	Monday 29 May
Queen's Birthday (to be renamed King's Birthday)	Monday 12 June
Labour Day	Monday 2 October
Christmas Day (restricted trading)	Monday 25 December
Boxing Day	Tuesday 26 December

School Term	Commence	Finish
One	Monday 30 January	Thursday 6 April
Two	Monday 24 April	Friday 30 June
Three	Monday 17 July	Friday 22 September
Four	Monday 9 October	Friday 15 December

Daylight Saving Dates	Requirement
Sunday 2 April 2023	Move your clock backward one hour at 3.00am (Daylight Saving Time)
Sunday 1 October 2023	Move your clock forward one hour at 2.00am (Eastern Standard Time)

New South Wales

Public Holiday	Date
New Year's Day	Sunday 1 January
New Year's Day (additional day)	Monday 2 January
Australia Day	Thursday 26 January
Good Friday (restricted trading)	Friday 7 April
Easter Saturday	Saturday 8 April
Easter Sunday	Sunday 9 April
Easter Monday	Monday 10 April
ANZAC Day (restricted trading)	Tuesday 25 April
King's Birthday	Monday 12 June
Labour Day	Monday 2 October
Christmas Day (restricted trading)	Monday 25 December
Boxing Day	Tuesday 26 December

School Term	Commence	Finish
One (Eastern Division)	Friday 27 January	Thursday 6 April
One (Western Division)	Friday 3 February	Thursday 6 April
Two	Monday 24 April	Friday 30 June
Three	Monday 17 July	Friday 22 September
Four	Monday 9 October	Tuesday 19 December

Daylight Saving Dates	Requirement
Sunday 2 April 2023	Move your clock backward one hour at 3.00am (Daylight Saving Time)
Sunday 1 October 2023	Move your clock forward one hour at 2.00am (Eastern Standard Time)

Northern Territory

Public Holiday	Date
New Year's Day	Sunday 1 January
New Year's Day (additional day)	Monday 2 January
Australia Day	Thursday 26 January
Good Friday (restricted trading)	Friday 7 April
Easter Saturday	Saturday 8 April
Easter Monday	Monday 10 April
ANZAC Day (restricted trading)	Tuesday 25 April
May Day	Monday 1 May
June Public Holiday	Monday 12 June
Picnic Day	Monday 7 August
Christmas Eve (part-day)	Sunday 24 December (from 7pm to midnight)
Christmas Day (restricted trading)	Monday 25 December
Boxing Day	Tuesday 26 December
New Year's Eve (part-day)	Sunday 31 December (from 7pm to midnight)

School Term	Commence	Finish
One	Tuesday 31 January	Thursday 6 April
Term Two	Monday 17 April	Friday 23 June
Term Three	Tuesday 18 July	Friday 22 September
Term Four	Monday 9 October	Friday 15 December

Queensland

Public Holiday	Date
New Year's Day	Sunday 1 January
New Year's Day (additional day)	Monday 2 January
Australia Day	Thursday 26 January
Good Friday (restricted trading)	Friday 7 April
Easter Saturday	Saturday 8 April
Easter Sunday	Sunday 9 April
Easter Monday	Monday 10 April
ANZAC Day (restricted trading)	Monday 25 April
Labour Day	Monday 1 May
King's Birthday	Monday 2 October
Christmas Eve (part-day)	Sunday 24 December (6pm-midnight)
Christmas Day (restricted trading)	Monday 25 December
Boxing Day	Tuesday 26 December

School Term	Commence	Finish
One	Monday 23 January	Friday 31 March
Two	Monday 17 April	Friday 23 June
Three	Monday 10 July	Friday 15 September
Four	Tuesday 3 October	Friday 8 December

South Australia

Public Holiday	Date
New Year's Day	Sunday 1 January
New Year's Day (additional day)	Monday 2 January
Australia Day	Thursday 26 January
Good Friday (restricted trading)	Friday 7 April
Easter Saturday	Saturday 8 April
Easter Monday	Monday 10 April
ANZAC Day (restricted trading)	Tuesday 25 April
King's Birthday	Monday 12 June
Labour Day	Monday 2 October
Christmas Eve (part-day)	Sunday 24 December (from 7pm to midnight)
Christmas Day (restricted trading)	Monday 25 December
Boxing Day	Tuesday 26 December
New Year's Eve (part-day)	Sunday 31 December (from 7pm to midnight)

School Term	Commence	Finish
One	Monday 30 January	Friday 14 April
Two	Monday 1 May	Friday 7 July
Three	Monday 24 July	Friday 29 September
Four	Monday 16 October	Friday 15 December

Daylight Saving Dates	Requirement
Sunday 2 April 2023	Move your clock backward one hour at 3.00am (Daylight Saving Time)
Sunday 1 October 2023	Move your clock forward one hour at 2.00am (Eastern Standard Time)

Tasmania

Public Holiday	Date
New Year's Day (substitute holiday)	Monday 2 January
Australia Day	Thursday 26 January
Eight Hours Day	Monday 13 March
Good Friday (restricted trading)	Friday 7 April
Easter Monday	Monday 10 April
ANZAC Day (restricted trading)	Monday 25 April
King's Birthday	Monday 12 June
Christmas Day (restricted trading)	Monday 25 December
Boxing Day	Tuesday 26 December

School Term	Commence	Finish
One	Wednesday 8 February	Wednesday 5 April
Two	Wednesday 26 April	Friday 7 July
Three	Tuesday 25 July	Friday 29 September
Four	Monday 16 October	Thursday 21 December

Daylight Saving Dates	Requirement
Sunday 2 April 2023	Move your clock backward one hour at 3.00am (Daylight Saving Time)
Sunday 1 October 2023	Move your clock forward one hour at 2.00am (Eastern Standard Time)

Western Australia

Public Holiday	Date
New Year's Day	Sunday 1 January
New Year's Day (additional holiday)	Monday 2 January
Australia Day	Thursday 26 January
Labour Day	Monday 6 March
Good Friday (restricted trading)	Friday 7 April
Easter Sunday	Sunday 9 April
Easter Monday	Monday 10 April
ANZAC Day (restricted trading)	Monday 25 April
Western Australia Day	Monday 5 June
King's Birthday	Monday 25 September
Christmas Day (restricted trading)	Monday 25 December
Boxing Day	Tuesday 26 December

School Term	Commence	Finish
One	Wednesday 1 February	Thursday 6 April
Two	Monday 24 April	Friday 30 June
Three	Monday 17 July	Friday 22 September
Four	Monday 9 October	Thursday 14 December

Frequently Asked Questions

Does a business have to pay an employee if they do not work the public holiday?

Employees are entitled to be paid the base rate of pay for the ordinary hours the employee would have worked if it was not a public holiday.

What happens if we have an employee who lives in another state, which public holidays should be recognised?

The employee should follow the same public holidays in which the business follows, based on which state the business is based. It is best practise when employing employees to be explicit about this to avoid any ambiguity.

For example: An employee resides in Albury (NSW) works for a business operating in Wodonga (VIC), the employee would be entitled to the public holidays observed in Victoria.

Our business has several locations in different states and the head office located in Melbourne, what public holidays do we observe?

The business will need to observe the relevant state public holidays where the employee is working, for example if an employee is working at the Brisbane office the public holidays for Brisbane will be observed.

Do I have to provide an employee the day off work if it is a public holiday?

Yes, an employee has the right to be absent from work on a public holiday and can refuse to work. However, if an employee works a public holiday additional penalties may apply, refer the relevant industrial instrument such as the award, enterprise agreement and/or employment contract.

Can I ask an employee to work on a public holiday and provide another day off?

Yes, a business can substitute a public holiday for a different working day, this should be by agreement and in writing. Refer the relevant industrial instrument such as the award, enterprise agreement and/or employment contract.