















### 3 Example 3 – Employees who work part or all of the period

This example illustrates a situation when closure does not occur.

|                            |                                       |
|----------------------------|---------------------------------------|
| Thursday 25 December 20AA  | Public holiday (not required to work) |
| Friday 26 December 20AA    | Public holiday (not required to work) |
| Saturday 27 December 20AA  | DAY OFF                               |
| Sunday 28 December 20AA    | DAY OFF                               |
| Monday 29 December 20AA    | Worked as normal                      |
| Tuesday 30 December 20AA   | Worked as normal                      |
| Wednesday 31 December 20AA | Worked as normal                      |
| Thursday 1 January 20AB    | Public holiday (not required to work) |

As the employee worked on three of the days of the closure period, no debits can be made for any of the other days, even if the employee is in receipt of an additional week's leave for work performed on public holidays. In addition, the employee would be entitled to a day in lieu of the concessional day to be taken by mutual agreement within the following year.

*Managing the risk of psychosocial hazards at work  
Code of Practice 2022  
applies 1 April 2023*