X. PUBLIC HOLIDAYS

X.1 Staff members (other than casual staff members) who are not required for duty, will be allowed to observe the following days as holidays without loss of pay: New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, Boxing Day and any other day/s gazetted in New South Wales (excluding existing gazetted local holidays, for example Armidale Cup Day), in addition to or substitution of any of the above.

X.2 A staff member who without reasonable excuse fails to attend for work on the working day before and/or after a holiday will not be entitled to be paid for such holiday.

X.3 Where time off in lieu of a public holiday applies, such time should be agreed in advance, to be taken at a mutually agreed time between the staff member and the supervisor/manager.