



CONSTRUCTION
INDUSTRY
FEDERATION

St Patricks Day 2025

March 2025



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Dear Member,

Please note that St Patricks Day 2025 falls on Monday the 17th of March. For the 2024/2025 annual leave period, it was agreed with the relevant Unions that there would be a builder's holiday day taking place on the 18th of March. This holiday is usually held in October time.

Full-time workers will have an immediate entitlement to benefit from public holidays, part-time workers have entitlement to benefit from the public holidays when they have worked a total of 40 hours in the previous 5 weeks.

Employees who work on a public holiday are entitled to be paid for the day in accordance with their agreed rate along with an entitlement to benefit for the public holiday.

In respect of the St Patricks Day public holiday, employees are entitled to the benefit of one of the below:

- a) a paid day off on that day
- b) a paid day off within a month of that day
- c) an additional day of annual leave
- d) an additional day of pay

This will likely be already set out in your employment documentation but can be different for each public holiday and each employee depending on the individual's work pattern. For example, if the site is closed on the public holiday and an employee would normally be due to work, then they get their normal day's pay. However, if the site is open and an employee works, he/she is entitled to either paid time off or an additional day's pay. The additional day's pay is what was paid for the normal daily hours last worked before the public holiday. If a worker is not normally rostered to work, then they will be entitled to one-fifth of their normal weekly wage extra.

If a worker ceases to be employed during the week ending on the day before a public holiday, having worked during the 4 weeks preceding that week, they are entitled to receive pay for the public holiday.

If a person is on temporary lay-off, they are entitled to benefit for the public holidays that fall within the first thirteen weeks of lay-off. Full-time employees absent from work immediately before the holidays will be entitled to payment for the public holidays unless the absence is:

1. in excess of 52 consecutive weeks by reason of an occupational injury,
2. in excess of 26 consecutive weeks by reason of illness or injury,
3. in excess of 13 consecutive weeks authorised by the employer including temporary lay-off,
4. an absence by reason of strike.

A day which would be regarded as a day of annual leave shall not be regarded as a day of annual leave where the employee concerned is certified sick on that day. Please note, therefore, that where an employer is aware that an employee will be on certified sick leave over the holidays, that worker will be entitled to pay for the public holidays only.

The Industrial Relations and Employment Services Department is on hand to answer any queries and give guidance. Contact details are set out below:

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Yours faithfully,



Lisa Conroy
Executive
Industrial Relations and Employment Services