



This guide will help you prepare your business for the public holidays observed in 2026.

Being aware of public holiday provisions increases your chances of meeting your obligations to employees.

Here is what you need to know

Holidays for NSW are under the Public Holidays Act 2010 and apply to all businesses across NSW. They include: New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Sunday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day and Boxing Day.

In addition to these listed standard public holidays that apply to the whole of NSW, there are also a number of local public holidays and local event days that are declared from time to time in regional and rural NSW.

- Local Public Holidays are additional holidays that commemorate a day of special significance to a local community in the area specified.
- Local Event Days can be for a whole day or part of a day and are not a public holiday for work purposes.

What is an Additional Day?

When New Year's Day, Christmas Day or Boxing Day fall on a Saturday or Sunday, there is to be an additional public holiday on the following Monday or Tuesday.

What happens if Australia Day or Anzac Day fall on a weekend?

Where Australia Day falls on a weekend, there is no public holiday on that day and instead the following Monday is the public holiday. Anzac Day is always observed on the 25th April regardless of the day of the week.

Is Bank Holiday a declared public holiday?

No, only retail bank branches and certain financial institutions are required to remain closed on the first Monday in August unless otherwise exempt. For more information refer to NSW Fair Trading fairtrading.nsw.gov.au

Do I need to pay extra on a public holiday?

In determining workplace entitlements that apply on public holidays, employees/ employers should always refer to the terms of the relevant industrial instrument (i.e. award, agreement, or employment contract) and the National Employment Standards under the Fair Work Act 2009.

How you can prepare your business

- Get to know what public holiday's may affect your business.
- Ensure you have a leave calendar or a staff log of available staff.
- Train and educate your management team.
- Find out about the IR implications and obligations for staff working on a Public Holiday i.e. loading or penalty, implementing a standard practice.
- Take time to understand what additional staffing needs may be required.

2026 Public Holidays Checklist

2026 Dates	Public Holiday	Additional P/H	Staff availability	Additional payments
Thursday 01 January	New Year's Day			
Monday 26 January	Australia Day			
Friday 03 April	Good Friday			
Saturday 04 April	Easter Saturday			
Sunday 05 April	Easter Sunday			
Monday 06 April	Easter Monday			
Saturday 25 April	Anzac Day			
Monday 08 June	King's Birthday			
Monday 05 October	Labour Day			
Friday 25 December	Christmas Day			
Saturday 26 December	Boxing Day	Monday 28 December		

For more information

NSW Industrial Relations - 13 16 28
industrialrelations.nsw.gov.au

Fair Work Ombudsman - 13 13 94
fairwork.gov.au

Fair Trading NSW - 13 32 20
fairtrading.nsw.gov.au

