



Triple Bottom Line (TBL) Assessment Summary

The Triple Bottom Line Assessment is required to be published in accordance with Part 4, section 23 (1)(b) of the Freedom of Information Act 2016

19/697 – ANZAC Day public holiday - 2020

Summary of Impacts
<ul style="list-style-type: none"> There will be minimal cost to the ACTPS as Monday, 27 April 2020 is already a holiday under the ACTPS industrial agreements. The private sector may incur additional labour costs from increased rates for working on a public holiday. Previous modelling for the impact of public holidays, based on studies in other jurisdictions, suggests that where employers choose not to operate on a public holiday, the overall reduction is up to 0.4 per cent of their annual output.

Summary of impacts:

Level of impact	Positive	Negative	Neutral
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Social		
Level of impact	Impact	Summary
Neutral	Gender Equality	<ul style="list-style-type: none"> A gender impact analysis has been undertaken and there are no impacts on gender equality.
Neutral	Health (Community and mental health)	<ul style="list-style-type: none"> Nil impact as Monday, 27 April 2020 would already be a holiday for Health employees, other than casual employees, under the <i>ACT Public Sector Health Professional Enterprise Agreement 2018 – 2021</i>.
Neutral	Access to services	<ul style="list-style-type: none"> Should Monday, 27 April 2020 be declared an additional public holiday, this will create less confusion for Canberrans as all services, transport and facilities would be operating on a public holiday basis.
Positive	Access to social inclusion/participation and community activities	<ul style="list-style-type: none"> ANZAC Day has enormous historic and social significance for the people of Canberra. All Canberrans should have the opportunity to commemorate the day with a public holiday, not just those who work on the 25 April. It would have a positive impact on work life balance by allowing all Canberrans to mark ANZAC day with a holiday, not just those who work on the Saturday.
Neutral	Human rights	<ul style="list-style-type: none"> Nil impact.

Economic		
Level of impact	Impact	Summary
Neutral	ACT Government Budget	<ul style="list-style-type: none"> There will be minimal cost to the ACTPS as Monday, 27 April 2020 is already a public holiday.
Neutral	Productivity	<ul style="list-style-type: none"> The economic impact on businesses in the Territory has previously been assessed, based on studies in other jurisdictions, to suggest that where employers choose not to operate on a public holiday, the overall reduction is up to 0.4 per cent of their annual input. Previous modelling in relation to public holidays suggests there would be a minimal net impact on the Territory as a whole.
Negative	Employment and labour force	<ul style="list-style-type: none"> The private sector may incur additional labour costs accruing from increased rates for working on a public holiday. The Commonwealth Public Service would incur additional labour costs, provided any relevant enterprise agreement did not include a Saturday substitution arrangement for ANZAC Day.
Negative	Small business impact	<ul style="list-style-type: none"> The private sector may incur additional labour costs accruing from increased rates for working on a public holiday. Previous modelling suggests that where employers choose not to operate on a public holiday, the overall reduction is up to 0.4 per cent of their annual output.
Negative	Education	<ul style="list-style-type: none"> Nil impact for ACT Government schools as Monday, 27 April 2020 is already a public holiday for Education employees, other than casual employees, under the <i>ACT Public Sector Education Directorate (Teaching Staff) Enterprise Agreement 2018 – 2022</i>. Private sector schools would likely be forced to amend their term dates for term 2 of 2020 or incur additional labour costs accruing from increased rates for working on a public holiday.
Neutral	Investment and Economic Growth	<ul style="list-style-type: none"> Previous modelling for the impact of public holidays, based on studies in other jurisdictions, suggests that where employers choose not to operate on a public holiday, the overall reduction is up to 0.4 per cent of their annual output. Previous modelling in relation to public holidays suggests there would be a minimal net impact on the Territory as a whole.

Environmental	Nil Impact
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