

# Holidays and Other Legislation Amendment Bill 2022

## Statement of Compatibility

### Prepared in accordance with Part 3 of the *Human Rights Act 2019*

In accordance with section 38 of the *Human Rights Act 2019* (HR Act) I, Grace Grace MP, Minister for Education, Minister for Industrial Relations and Minister for Racing, make this statement of compatibility with respect to the Holidays and Other Legislation Amendment Bill 2022 (the Bill).

In my opinion, the Bill is compatible with the human rights protected by the HR Act. I base my opinion on the reasons outlined in this statement.

### Overview of the Bill

Following the passing of the Her Majesty, Queen Elizabeth the Second, on 8 September 2022, the Honourable Anthony Albanese MP, Prime Minister of Australia, announced a national public holiday to commemorate The Queen's remarkable life and dedication to service.

The National Day of Mourning for Her Majesty The Queen is on the 22 September 2022.

The Bill amends the *Holidays Act 1983* (Holidays Act) to declare that Thursday, 22 September 2022 is a public holiday in Queensland to commemorate the National Day of Mourning for Her Majesty The Queen.

The Bill also amends the *Industrial Relations Act 2016* to ensure the definition of 'public holiday' in Schedule 5 includes the National Day of Mourning for Her Majesty The Queen.

### Human Rights Issues

#### Human rights relevant to the Bill (Part 2, Division 2 and 3 *Human Rights Act 2019*)

In my opinion, amendments to the Holidays Act and IR Act engage cultural rights (section 27 of the HR Act).

All persons with a particular cultural, religious, racial or linguistic background must not be denied the right, in community with other persons of that background, to enjoy their culture, to declare and practise their religion and to use their language.

The proposed amendments promote the right to practise and maintain shared traditions and activities.

The new public holiday, the National Day of Mourning for Her Majesty The Queen, will allow the people of Queensland to honour the passing of The Queen, and to commemorate The Queen's remarkable life and dedication to service.

## **Conclusion**

In my opinion, the Holidays and Other Legislation Amendment Bill 2002 is compatible with human rights under the *Human Rights Act 2019* because it does not limit human rights.

**GRACE GRACE MP**  
MINISTER FOR EDUCATION  
MINISTER FOR INDUSTRIAL RELATIONS AND  
MINISTER FOR RACING

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