AVERAGE DAILY PAY

Average Daily Pay is defined as the employee's gross earnings for the 52 weeks before the end of the pay period immediately before the calculation is made, divided by the number of whole or part days during which the employee earned those earnings, including any day on which the employee was on paid leave, but excluding any day on which the employee did not actually work.

Average Daily Pay may be used to calculate payment for a public holiday, an alternative holiday, sick leave, or bereavement leave if:

- It is not possible or practicable to determine an employee's relevant daily pay, or
- The employee's daily pay varies within the pay period when the holiday or leave falls.