

Understanding Public Holidays

The Holidays Act 2003 provides for two groups of holidays, with slightly differing entitlements applying to each:

- Christmas and New Year: Christmas Day (25 December), Boxing Day (26 December), New Year's Day and the day after (1 and 2 January)
- All other holidays: Waitangi Day (6 February), Good Friday and Easter Monday (dates variable), Anzac Day (25 April), Queen's Birthday (first Monday in June), Labour Day (fourth Monday in October) and applicable provincial anniversary days.

The public holidays over the upcoming Christmas and New Year period have special arrangements. This year Boxing Day and 2 January fall on a Saturday. If your employee doesn't normally work on a Saturday, the holiday is transferred to the following Monday (28 Dec) so that the employee still gets a paid day off if they usually work Monday. If your employee normally works on Saturdays, then the holiday (Boxing Day and 2 January) remains on the traditional day and the employee is entitled to that day off on pay.

An employee cannot be entitled to more than four public holidays over the Christmas and New Year period, regardless of his or her work pattern.

All other public holidays are celebrated on the day on which they fall. In 2010, Waitangi Day falls on a Saturday. If employees do not normally work on a Saturday they have no entitlement to payment for Waitangi Day. Anzac Day falls on a Sunday. Employees who do not normally work on Sunday do not have an entitlement for payment for Anzac Day. There are restrictions on shop trading for Anzac Day.

For additional information on Public Holidays, or to use our Holidays Online Tool to work out your staff entitlements, visit www.ers.dol.govt.nz