



Working on Public Holidays

Know Your Rights & Entitlements

When Can You Be Asked?

Required to Work

Must be in employment agreement. Applies to normal working days.

Requested to Work

For days not normally worked. You can choose to accept.

Voluntary Work

Choosing to work without request receives no extra compensation.



Payment Entitlements

1

Time and a Half

Daily pay plus 50% for hours worked on the holiday.

2

Alternative Option

Full relevant daily pay for time worked on holiday.

3

Greater Amount

You receive whichever payment option is higher for you.



Alternative Holiday Rights

You're Entitled When:

- Holiday falls on normal working day
- You work any part of that day
- Work is per employment agreement

You're Not Entitled If:

- You only work public holidays
- You chose to work voluntarily
- Not in employment agreement

Taking Your Alternative Holiday

01

Mutual Agreement

Choose date together with employer on working day.

02

Employer Choice

If no agreement, employer decides with 14 days' notice.

03

12-Month Rule

Must be taken within year or employer can mandate date.

04

Payment Option

After 12 months, request payment at relevant daily pay rate.

The 11 Public Holidays

- New Year's Day & 2 January
- Waitangi Day & Anzac Day
- Good Friday & Easter Monday
- Queen's Birthday & Labour Day
- Christmas Day & Boxing Day
- Anniversary Day (regional)

 All governed by Holidays Act 2003



Need Help Understanding Your Rights?

Contact **HR Unlocked** for expert guidance on holiday entitlements and employment matters.

[Get Expert Advice](#)

Share this with colleagues who need to know their rights!