

Christmas Public Holidays Factsheet for Te Whatu Ora members

2024/2025

The summer holidays are coming up, know what your rights are at work.

NZNO/DHB Nursing and Midwifery Multi Employer Collective Agreement Christmas and New Year's entitlements

Clause 12.0 of the NZNO/Te Whatu Ora collective agreement sets out public holiday entitlements for NZNO members during the Christmas and New Year period. You can download a copy of the collective agreement from the NZNO website:

https://assets.nationbuilder.com/nzno/pages/1585/attachments/original/1731984151/20231108_Te-Whatu-Ora-31-March-2023-31-October-2024.pdf?1731984151

For the 2024/2025 Christmas and New Year period, public holidays fall as follows:

Christmas Day will be recognised on **Wednesday 25 December**.

Boxing Day will be recognised on **Thursday 26 December**.

New Year's Day will be recognised on **Wednesday 1 January**.

Day after New Year's Day will be recognised on **Thursday 2 January**

Requirement to work

In order to maintain services your employer may require you to work on a public holiday which falls on a day which would, but for it being a public holiday, be your working day.

You are deemed to have been required to work if you are rostered on duty or on-call and actually called into work. You are deemed NOT to have been required to work if you were not rostered on duty or were on-call but not called back to work.

Observance and payment

If you work on a public holiday which would otherwise be a working day, you will be paid double time and shall receive an alternative holiday.

If you are rostered on duty on any of those public holidays but do not work, you will be paid relevant daily pay for that day.



Night duty

If you work a night shift that straddles a public holiday you shall be paid the public holiday rates for those hours which occur on the public holiday and the applicable rates for the remainder of the shift. One alternative holiday shall apply in respect of each public holiday worked or part worked.

Off duty day upon which the employee does not work

Full-time employees: Where a public holiday falls on your rostered days off, you will be granted one alternative holiday in respect of the public holiday.

Part-time employees: If you work part time and your days of work are fixed, you shall only be entitled to the application of the public holiday provisions above if the day would otherwise be your working day.

If you work part-time and your days are not fixed (that is, rostered across all the days of the week), you shall be entitled to the public holiday provisions as set out above if you worked on the day of the week that the public holiday falls more than 40 percent of the time over the last three months.

On-call/call back on public holidays

If you are rostered on-call on either Wednesday 25 or Thursday 26 December or Wednesday 1 or Thursday 2 January, you are deemed to have been required to work if you were actually called in to work. You are not deemed to have been required to work if you were on-call but not called back to work.

If you are rostered on-call on the day of the public holiday and are required to work (that is called back to work) and that day would otherwise be your working day you will be paid the minimum call back rate of three hours (or for actual working and travelling time whichever is the greater) at T2, and receive an alternative holiday.

If you are on-call on the day of the public holiday and that day would otherwise be a working day, even if not called back to work, you will also be entitled to an alternative holiday.

If you have any questions please talk to your NZNO delegate or call the Member Support Centre on 0800 28 38 48.

Have a safe and happy festive season!

David Wait, NZNO Industrial Adviser

Level 3, Findex House
57 Willis Street
Wellington 6011
P O Box 2128
Wellington 6140
0800 28 38 48



www.nzno.org.nz
[www.facebook.com/
NZNursesOrganisation](https://www.facebook.com/NZNursesOrganisation)
[www.facebook.com/groups/
NZNODHBMECA2020](https://www.facebook.com/groups/NZNODHBMECA2020)

