



# Primary Health Care & private hospitals Public Holidays Factsheet

2024/2025

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

### Christmas and New Year's entitlements

If your employment is covered by a collective agreement, your entitlements will be set out under the Public Holidays clause. Below are the minimum legal requirements for the 2024 -2025 holiday period.

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

- **Christmas Day** falls on **Monday 25 December**
- **Boxing Day** falls on **Tuesday 26 December**
- **New Year's Day** falls on **Monday 1 January**
- **Day after New Year's Day** falls on **Tuesday 2 January**.

### Observance and payment

If you are rostered on duty on the public holiday Monday or Tuesday but do not work, you will be paid relevant daily pay for the day.

If you work on a public holiday which would otherwise be a working day, you will be paid a minimum of time and a half and shall receive an alternative holiday. Please refer to your employment agreement on payment for working a public holiday.

Only one alternative holiday will be granted in respect of each public holiday.

### Night duty and shut down periods

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 day shall apply in respect of each public holiday worked (or part worked).

Employers can require employees to take annual holidays during a close-down period, providing they give at least 14 days' notice. If a business has a customary 'close-down' or 'shut-down' period that includes public holidays (as can happen over the Christmas and New Year period) then the employee is entitled to those public holidays and they are not to be treated as annual leave, subject to the general provisions above.

If you are not yet entitled to annual leave under the Holidays Act provision, the employer must pay you 8 percent of your total gross earnings since you began work, or mutually agree for you to take annual leave in advance.

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

**Have a safe and happy festive season!**

Andy Hipkiss, Industrial Advisor: Primary Health, Hospices and Private Hospitals

**Sector: PHC**