



# Aged Care Public Holidays Factsheet

2024/2025

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

### Aged Care 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 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 and transfer of the observance to another day will not occur. 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

If you work a night shift that straddles a public holiday you will 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.

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!

Louisa Jones, NZNO Industrial Adviser