

DHB Sector Public Holidays Factsheet

2021/2022

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 MECA sets out public holiday entitlements for NZNO members during the Christmas and New Year period. You can download a copy of the MECA from the NZNO website:

www.dhbmeca.nzno.org.nz/nzno_dhb_meca_information.

For the 2021/2022 Christmas and New Year period, public holidays fall as follows:

- **Christmas Day** will be recognised on **Saturday 25 December** or recognition will be transferred to Monday 27 December (refer to following detail)
- **Boxing Day** will be recognised on **Sunday 26 December** or recognition will be transferred to Tuesday 28 December (refer to following detail)
- **New Year's Day** will be recognised on **Saturday 1 January** or recognition will be transferred to Monday 3 January (refer to following detail)
- **Day after New Year's Day** will be recognised on **Sunday 2 January** or recognition will be transferred to Tuesday 4 January (refer to following detail)

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.

Where you are required to work on one of the four public holidays, the holiday shall be observed on that day and paid at double time for each hour worked and transfer of the observance of the day will not occur.

If you are rostered on duty on that Saturday or Sunday but do not work, you will be paid relevant daily pay for the day and transfer of the observance will not occur.

If you work on both the observed and the transferred public holiday you shall receive double time for each hour worked on the observed holiday and weekend penalty rates shall apply on the weekday to which



observance would otherwise be transferred.

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 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, and the weekday to which the observance of the public holiday is transferred where applicable, are both 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 Saturday 25 or Sunday 26 December or Saturday 1 or Sunday 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 deemed to have been required to work on Saturday 25 December, Sunday 26 December or Saturday 1 January, Sunday 2 January, the public holiday is observed on that Saturday/Sunday and transfer of the observance to Monday/Tuesday will not occur.

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)