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# Working on public holidays

Find out how you'll be paid if you do or do not work on a public holiday and what your employment rights are as an employee.

## Public holidays in New Zealand

Employment New Zealand sets out which public holidays you can be paid for, depending on your work situation. Anniversary dates are also public holidays.

[Public holidays — Employment New Zealand \(external link\)](#) [Link: 1]

## Working or not on a public holiday

How you're paid for a public holiday depends on whether you normally work the day that the public holiday falls on. Employment New Zealand lists:

- [public holidays and anniversary dates \(external link\)](#) [Link: 2]
- [how to work out public holiday entitlements \(external link\)](#) [Link: 3].

## When it's not clear if you would normally work the day that a public holiday falls on

Talk to your employer and agree if the public holiday is on a day that you usually work — this is called an 'otherwise working day'. Employment New Zealand has information to help you find this out.

[Otherwise working day — Employment New Zealand \(external link\)](#) [Link: 4]

## Having to work on a public holiday

Employment New Zealand sets out the situations when you can be made to work a public holiday. In all other situations, you only work a public holiday when you agree to.

[Public holidays — Employment New Zealand \(external link\)](#) [Link: 5]

## If you are a contractor or working for yourself

You will not get paid days off or time and a half for public holidays.

[Employee or contractor? — Employment New Zealand \(external link\)](#) [Link: 6]

## If you work shifts or you are on call

There are different employment situations that might affect how you are paid or not paid for public holidays.

[Shift work on a public holiday — Employment New Zealand \(external link\)](#)<sup>[Link: 7]</sup>

## If you are on leave or your employer closes during the holidays

Employment New Zealand explains what happens when a public holiday falls on days you are taking leave, such as:

- annual, sick, bereavement or parental leave
- your employer closes for a period of time during holidays.

[Public holidays when you're on leave — Employment New Zealand \(external link\)](#)<sup>[Link: 8]</sup>

## Some days that can be confusing

There are some days that seem like public holidays, but they are treated differently:

- [Working over Easter](#)
- [Restricted shop trading days — Employment New Zealand \(external link\)](#)<sup>[Link: 9]</sup>

## Transferring a public holiday — anniversary dates

You or your employer may request to transfer the day of a public holiday. This can come up, for example, with anniversary dates if you are temporarily based in another location for work. Ask if this is an option in your workplace.

[Transferring a public holiday — Employment New Zealand \(external link\)](#)<sup>[Link: 10]</sup>

## Questions or problems with your holiday pay

You can contact your union representative or Employment New Zealand if you're having trouble understanding your employment rights. Employment New Zealand has a process called Early Resolution — you can use it to quickly sort out workplace issues before they become more serious.

- [Employee rights and responsibilities — Employment New Zealand \(external link\)](#)<sup>[Link: 11]</sup>
- [Your options when you have a problem at work](#)
- [Early Resolution — Employment New Zealand \(external link\)](#)<sup>[Link: 12]</sup>
- [Contact us — Employment New Zealand \(external link\)](#)<sup>[Link: 13]</sup>

## Who to contact for more help

If you need more help or have questions about the information or services on this page, contact the following agency.

- Employment New Zealand

[Contact and agency details](#)

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