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Bereavement leave

If someone close to you dies, and you meet the employee eligibility criteria, you may be able to take up to 3 days of annual bereavement leave.

When bereavement leave can be used

Bereavement leave is special paid leave that can be for used for a range of situations including:

- the death of an immediate family member or a close friend
- a miscarriage or stillbirth
- cultural responsibilities in relation to the death (for example, a tangi or headstone unveiling)
- organising estate or financial issues.

Employee eligibility

The Employment NZ website provides guidance on the eligibility criteria including:

- the employee's relationship to the deceased
- how long the employee has worked for the employer
- when the payment for bereavement leave is made.

[Bereavement leave — Employment NZ \(external link\)](#)^[Link: 1]

Some employers offer more than 3 days leave — check your employment agreement.

[What you need to do when someone dies \(https://www.govt.nz/browse/family-and-whanau/death-and-bereavement/what-you-need-to-do-when-someone-dies/\)](https://www.govt.nz/browse/family-and-whanau/death-and-bereavement/what-you-need-to-do-when-someone-dies/)

If you don't meet the criteria or want extra time off

Your employer might agree to:

- give you bereavement leave in advance
- let you take annual leave.

[If an employee can't take the bereavement leave they want \(external link\)](#)^[Link: 2]

Who to contact for help

Employers and employees can contact Employment NZ for queries about bereavement leave issues:

- [Resolving problems \(external link\)](#)^[Link: 3]
- [Request early resolution \(external link\)](#)^[Link: 4]

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](#)

Index of page links

1. <https://www.employment.govt.nz/leave-and-holidays/bereavement-leave/>
2. https://www.employment.govt.nz/leave-and-holidays/bereavement-leave/#scrollto-if-an-employee-can_0027t-take-the-bereavement-leave-they-want
3. <https://www.employment.govt.nz/resolving-problems/>
4. <https://earlyresolution.employment.govt.nz/>

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