

## Public holidays

Employees get a paid day off on a public holiday if it's a day they would have normally worked on. If they work on that public holiday they're paid time and a half and get an alternative day off.

There are 11 public holidays (also known as statutory or stat holidays) provided under the Holidays Act 2003. All employees are entitled to public holiday benefits whether they are casual, fixed-term, part-time or full-time. Public holidays are in addition to annual holidays and there's no minimum period of time an employee has to be employed to get public holiday benefits.

Some public holidays are Mondayised if the public holiday falls on a Saturday or Sunday that the employee would not otherwise work on.

Each employee can get a maximum of 11 public holidays a year, for example:

- if a public holiday is Mondayised, they can't claim two public holidays (ie one for the actual date and one for the Mondayised date)
- if the employee is usually based in Auckland, but is temporarily based in Wellington, the Anniversary Day to be observed is a matter to be agreed by the employer and the employee, but they can only claim one Anniversary Day per year.
- an employee can't be entitled to more than four public holidays over the Christmas and New Year period, regardless of their work pattern.

What an employee gets for a public holiday depends on:

- whether or not they actually work on the holiday (or the day the public holiday has been transferred to), and
- whether or not it would normally be a working day (otherwise working day) for them (ie if it wasn't a public holiday).

An employee can only be made to work on a public holiday if:

- it falls on a day that they would have otherwise worked on, and
- their employment agreement says they have to work on the public holiday.

In all other circumstances, an employee only works on a public holiday if they agree to.

[Otherwise working day](#) [/leave-and-holidays/calculating-payments-for-leave-and-holidays/otherwise-working-day/]

## [Holidays and anniversary dates](#)

[\[/leave-and-holidays/public-holidays/public-holidays-and-anniversary-dates/\]](#)

New Zealand public holiday and anniversary dates from 2017 - 2020.

- [iCalendar feeds](#) [/leave-and-holidays/public-holidays/public-holidays-and-anniversary-dates/icalendar-feeds/]
- [Public holiday and anniversary dates for previous years](#) [/leave-and-holidays/public-holidays/public-holidays-and-anniversary-dates/dates-for-previous-years/]

## [Public holidays falling on a weekend](#)

[\[/leave-and-holidays/public-holidays/public-holidays-falling-on-a-weekend/\]](#)

When a public holiday falls on a Saturday or Sunday, an employee's public holiday might be moved to the following Monday (or in some cases Tuesday).

- [Public holiday falls on Saturday](#) [/leave-and-holidays/public-holidays/public-holidays-falling-on-a-weekend/public-holiday-falls-on-saturday/]
- [Public holiday falls on Sunday](#) [/leave-and-holidays/public-holidays/public-holidays-falling-on-a-weekend/public-holiday-falls-on-sunday/]

## [Falls within leave period](#)

[\[/leave-and-holidays/public-holidays/public-holiday-falls-within-leave-period/\]](#)

What happens when a public holiday falls within a period of leave such as annual, sick and bereavement leave or during a business close-down period.

## [Employees working shifts or on call](#)

[\[/leave-and-holidays/public-holidays/employees-working-shifts-or-on-call/\]](#)

Public holidays for employees working shifts or on call.

## [Transferring by agreement](#)

[\[/leave-and-holidays/public-holidays/transferring-a-public-holiday-by-agreement/\]](#)

An employer and employee may agree that an entire public holiday will be observed on another day for the employee.

## [Alternative holidays](#)

[\[/leave-and-holidays/public-holidays/alternative-holidays/\]](#)

An employee gets an alternative holiday if they work on a public holiday which falls on a day that they would have otherwise worked on.

## [Restricted shop trading days](#)

[\[/leave-and-holidays/public-holidays/restricted-shop-trading-days/\]](#)

There are three and a half days each year when almost all shops are required to be closed. Exceptions are shops which can open with conditions, have area exemptions or Easter Sunday local policies.

- [Restricted shop trading tool](#) [\[/leave-and-holidays/public-holidays/restricted-shop-trading-days/restricted-shop-trading-tool/\]](#)
- [Local council Easter Sunday shop trading policies](#) [\[/leave-and-holidays/public-holidays/restricted-shop-trading-days/local-council-easter-sunday-shop-trading-policies/\]](#)

## [Tools and Resources](#)

[\[/tools-and-resources/\]](#)

### [Leave and holidays guide](#)

[\[/assets/Uploads/tools-and-resources/publications/leave-and-holidays.pdf\]](#)

Guide to leave and holidays entitlements.

---

Please note that this content will change over time and may be out of date.

© Ministry of Business Innovation and Employment