



The Human Resources Specialists

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HR KNOWHOW

WHAT'S NEW

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Easter Public Holidays / ANZAC DAY

This year, ANZAC Day and Easter Monday both fall on the same calendar day. This means that these two Public Holidays will be observed on the same day. Good Friday is also treated as a Public Holiday under the Holidays Act.

Employees who usually work on Good Friday and/or Easter Monday/ANZAC Day will be entitled to a paid day off. If required to work, employees will be entitled to time and a half for the hours worked, and an alternative holiday if the day is an otherwise working day for the employee.

Employees who are expected to work Monday 25 April will only be entitled to one Public Holiday, no automatic transfer of Public Holidays to another working day would apply.

For the purposes of clarity Easter Sunday is not considered a Public Holiday under the Holidays Act.

Shop Trading Days

All shops are required to remain closed until 1.00 pm on Anzac Day and on Good Friday, Easter Sunday or Christmas Day.

While Easter Monday is not a restricted trading day, ANZAC Day is, which does mean a trading restriction until 1.00 pm on Monday 25 April.

The exceptions to the shop trading restrictions are shops such as dairies and service stations. The goods for sale need to be items that people cannot put off buying until the next day and the quantity of goods for sale is no more than needed to meet the needs of people in the area.

Shops, such as takeaway bars, restaurants and cafes may also open provided they only sell prepared or cooked food ready to be eaten immediately in the form in which it is sold.

A shop providing services, rather than selling goods, such as a video rental store or a hairdresser may open as long as they only provide a service, such as renting videos or cutting hair and do not sell any goods, such as videos, or hair products.

Other shops which may also open on restricted trading days, are duty free stores, pharmacies, garden centres (only on Easter Sunday), shops selling only souvenirs and shops at any public transport terminal or station (selling books, magazines and newspapers, or duty free items/souvenirs, or food that has been cooked/prepared and is ready to be eaten). Shops in premises where an exhibition or show is taking place (including markets, craft shows and stalls) may also open provided certain criteria are met.

If you have any queries about Public Holidays entitlements / payments or restrictions on shop trading please contact KnowHow on 09 377 9891.

Kind regards

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The Employer's Resource

Employment Agreements, Company Policy and Procedures, Health and Safety Manuals/Systems Compliance, Restructuring, Redundancies, Managing Performance, Mediations, Dispute Resolution, Personal Grievances, Compliance, Termination

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