

HOLIDAY SEASON

FAQs

Transferring between Districts?

A common question the support team get asked is what are RMOs entitled to when transferring? Check out the Transfers flow chart [here](#) on the website.

Have you picked up an extra duty on a public holiday?

You should receive:

- ★ A day in Lieu.
- ★ Paid at time and a half (T1.5) the applicable additional duty rate for the hours worked.

This includes the escalated rates. The only time this wouldn't apply is if you already worked the actual day of the holiday and then picked up an extra duty on the observed day.

What am I entitled to if I am on call on a public holiday?

- A day in Lieu.
- Paid at time and a half (T1.5) the applicable additional duty rate for the hours worked during a call back.

If I am a shift worker and the public holiday falls on my off-duty day what are my entitlements?

If the public holiday falls on an off-duty day you will still be granted an additional day of leave (except on Waitangi or ANZAC days).

If I am called back in for 1 hour on a public holiday but the minimum call back time is 3 hours, what will I be paid?

Only the hours worked will be paid at T1.5. e.g., Minimum time is 3 hours, but if you only worked 1 hour, you'll only get T1.5 for 1 hour and normal rates for the remaining 2 hours.

If I am rostered to work on a public holiday but take leave what happens?

- If you're on paid leave (sick or annual) there will be no deduction from your leave balance for this. No alternative holiday will apply as you did not work.
- If you are taking unpaid leave, you will not receive payment for the public holiday, unless you have worked during the fortnight ending on the day in which the holiday is observed.

Mondayised public holidays FAQs

The Holidays Act 2003 sets out that an employee is not entitled to any more than 1 public holiday for each of the days considered to be a public holiday. Mondayisation happens when a public holiday which falls on a Saturday or Sunday is moved to the following Monday (or in some cases Tuesday in 2022/2023). Mondayisation only happens if the employee doesn't normally work on the calendar date of the public holiday.

If an employee normally works on the day of the public holiday's calendar date, then there is no Mondayisation for them and their public holiday benefits apply to the calendar date.

If an employee would normally work on both the calendar date of the public holiday and the possible mondayisation date, their public holiday is on the calendar date. **You will not get paid additional for both days.**

You can only have the benefit of the public holiday once.

The National Manual [here](#) outlines examples and scenarios of how this is applied.

An example where you are a non-shift roster with 1:7 weekend roster frequency and you are rostered to work the Christmas/ New Year's public holiday which falls on a Saturday or Sunday.

For public holidays where they fall on a Saturday or Sunday and the day would otherwise be a working day for the employee, the public holiday must be treated as falling on that day.

If the Saturday or Sunday would not otherwise be a working day for the employee, the public holiday must be treated as falling on the following Monday. In this example, there is not large frequency of weekends worked and therefore the Saturday & Sunday would not be treated as an otherwise working day.

Working a shift roster and rostered to both Sunday 25 December and Monday 26 December?

As a shift worker the RMO would normally be rostered to a large portion of Sundays. For public holidays where they fall on a Saturday or Sunday and the day would otherwise be a working day for the employee, the public holiday must be treated as falling on that day. If the Saturday or Sunday would not otherwise be a working day for the employee, the public holiday must be treated as falling on the following Monday.

Since you are normally rostered to a large portion of Sundays, the Sunday is considered an otherwise working day. The public holiday is treated as falling on the Sunday.

The National Manual [here](#) outlines examples and scenarios of how this is applied.

Got more questions? Our Support team generally takes a break on statutory holidays, but is around every other weekday, and is on call for any urgent queries on the non-statutory days over the Christmas/New Year holidays. Please email support@stonz.co.nz and the team will get in touch as soon as they can.



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