



# HOLIDAY SEASON FAQs



## 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 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.

## Am I entitled to an alternative day off and / or additional pay if the public holiday falls on my sleep day?

No, if the sleep day is free of duty, then you do not get an alternative day. The reason is that payment for this day is included in the run category calculation, and you are not required to work.

## Mondayised public holidays FAQs

When a public holiday doesn't fall on a weekday, it is "Mondayised" and specific rules apply.

Be aware that in a year where Christmas and Boxing fall on a Saturday and Sunday, they will be mondayised to the following week. Meaning that if you work Saturday and Sunday as part of your normal roster pattern, you will be paid ordinary for these days.

If your normal roster pattern would also have you working Monday 27th and Tuesday 28th December (which have become the public holidays), then if you're don't work - you'll be paid a public holiday not worked.

If you do work, you'll be paid at T1.5, plus allocated a day in lieu.

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

## 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.

## 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.

## 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.

## Can I use a lieu day on another public holiday?

No, per legislation, alternative leave (or lieu days) cannot be taken on another public holiday.

## 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.
- You will be paid public holiday not worked.
- 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.

**Got more questions?** Our Support team will be on call for any urgent queries on the non-statutory days over Christmas and New Year's. Please email [support@stonz.co.nz](mailto:support@stonz.co.nz) and the team will get in touch as soon as they can.



Learn more about your public holiday entitlements here!



[stonz.co.nz](https://stonz.co.nz)