

# EMPLOYMENT NEW ZEALAND



MINISTRY OF BUSINESS,  
INNOVATION & EMPLOYMENT  
HIKINA WHAKATUTUKI



Welcome to the Employment New Zealand newsletter. Here you will find the latest news and information about employment rights and responsibilities.



## **Is your holiday pay correct?**

Payment for annual holidays is made at the start of the employee's holiday. It's paid at either the rate of the employee's ordinary weekly pay or average weekly earnings – which ever one is greater.

**[Check that holiday pay was calculated correctly](#)**

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## Hours of work

Employees must be paid at least the minimum wage for all the time that they work, this applies to overtime as well as normal hours.

Employees and employers can agree to change days or hours of work and must record this in writing.

[Learn more about hours of work, including what activities are considered 'work'](#)

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## Public holidays and employees on-call

Sean is on-call on a public holiday. He had to limit his activities on the day but was not called out to any jobs. What pay is Sean entitled to?

It can be difficult to work out public holiday entitlements for employees on-call.

Check out our website for help.

## Public holidays for working shifts or on call

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## News and updates

### New requirements for employers under the Worker Protection Act

The Worker Protection (Migrant and other Employees) Act 2023 is now in force as of 6 January 2024. It strengthens immigration and employment laws to

assist in protecting employees from exploitation.

[Read more here.](#)

### **90-day trial periods extended to include all employers**

All employers in New Zealand, no matter their size, may include a 90-day trial period when offering new employment, with effect from Saturday 23 December 2023. This change means there are a number of things for employers and employees to consider but does not affect other essential aspects of employment relations, such as dealing in good faith and using fair processes.

[Read more here.](#)



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