



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



Labour Day and public holiday entitlements

Did you know, New Zealand was among the first countries in the world to generally accept the eight-hour workday?

Labour Day was established in 1899 and first celebrated in 1900 to commemorate efforts to make eight hours the standard working day in New Zealand. Observed on the fourth Monday in October, this year the public holiday is on Monday 28 October.

Employees get a paid day off on public holidays if it's a day they would normally have worked. If you're unsure about the rules surrounding public holidays, check out our guidance.

[Public holiday entitlements](#)



Hiring over the summer season

Summer is a busy period for many New Zealand businesses like orchards, tourism operators, cafes and restaurants.

If you're an employer, who is considering expanding your workforce to help you during your busy season, make sure you understand the different types of employees and your legal obligations. The workers you hire might be part-time or casual workers.

[Read more about the different types of worker](#)



Cashing-up annual holidays

Cashing-up annual holidays (also called annual leave) is the process of exchanging a portion of an employee's annual holiday entitlement for cash. Employees can ask their employer to pay out in cash up to one week of the employee's four-week annual holiday entitlement (per entitlement year), as long as they:

- have completed 12 months of employment, and
- submit a written request to the employer.

If an employer agrees to pay out some of the employee's annual holidays, they need to pay this out as soon as they can, and the payment must be at least the same amount as if the employee had taken the time off.

Multiple requests can be made up to a total of one week of the employee's minimum annual holiday entitlement.

Employers are however entitled to have a policy which states they do not have to consider a request for annual holidays cash-ups. If this is the case the above does not apply.

[Read more about cashing-up annual holidays](#)

News and updates

MBIE teams check Queenstown businesses for employment, immigration compliance

Teams from MBIE have conducted a joint-agency operation visiting 11 hospitality and retail businesses in the Queenstown area following complaints of breaches of employment and immigration legislation.

[Continue reading](#)

Napier developer loses bid to have \$96,000 penalties ruling overturned

A Napier developer's bid to overturn an Employment Relations Authority (ERA) determination ordering he and his construction company to pay penalties of \$96,000 has failed in the Employment Court.

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