

**December 2015**

### **Paying employees over the festive season**

This year Christmas and New Year's days fall on a Friday, and Boxing Day and 2 January are on a Saturday. Therefore the statutory holidays for Christmas Day and New Years Day are observed on the actual days, and the statutory holidays for Boxing Day and January 2nd are 'Mondayized' for those employees who usually only work Monday to Friday. That means those days will transfer to the immediate following Monday.

If an employee would usually work on the Friday or Monday, and works on these days, they are entitled to be paid at time and a half for the time they work plus receive a day in lieu at another date. However if the employee would usually work the Friday and Saturday (for example farm workers), then those are the two statutory days and they would get time and a half for those days, plus the days in lieu.

No matter if you work six days a week or five, you still only get the two statutory days for each break.

If you hire someone to work on these days, and they do not normally work these days for you, they still need to be paid time and a half for the hours worked but you do not need to give them any days in lieu.

If you have any questions or concerns around this or any other employment issue then give me a call. John Brosnan, Human advisor at CooperAitken Accountants, Morrinsville, Matamata and Thames, DDI 07 889 8838 or email [john@cooperaitken.co.nz](mailto:john@cooperaitken.co.nz).  
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