

Easter public holidays 2023

- Good Friday – 7 April
- Easter Monday – 10 April
- Easter Sunday – 9 April – is NOT a public holiday.

Employees can only be required to work on a public holiday (in this case Good Friday and/or Easter Monday) if –

- it falls on a day they would otherwise have worked AND
- their employment agreement requires work on public holidays.

Employees who are required to be available for work must have an availability provision in their employment agreement for this to apply.

Employees can, of course, agree to work on any public holiday, whether it falls on an otherwise working day or not.

Pay for working on a public holiday (whether it's an otherwise working day or not for the employee), is the higher of:

- relevant daily pay (or average daily pay if applicable) for the time actually worked on the day excluding any penal rates in the employment agreement relating to that day) plus half that amount again (in other words time and a half), or
- relevant daily pay (or average daily pay) that relates to the time actually worked on the day including any penal rates in the employment agreement. The employee is NOT entitled to time and a half on top of the penal rate.

In addition, employees who work on a public holiday that falls on an otherwise working day for the employee, are entitled to an alternative holiday (in other words, a paid day off).

Public holidays that fall during a period of leave (annual, sick, bereavement or family violence leave) are treated as paid, unworked public holiday. The public holiday is IN ADDITION to the leave granted.

Immigration changes for partners of migrant workers

New changes to partner work rights, and an expansion of the Victims of Family Violence work visa, will strengthen protections and improve processes for partners of migrants who have come to New Zealand for work, Immigration Minister Michael Wood has announced.

From 31 May 2023 partners of most temporary migrant workers will be able to apply for a Partner of a Worker Work Visa with some conditions. This change will not affect partners with existing work visas. "This approach will allow partners to apply for a work visa from offshore. They can work for any Accredited Employer, do not need to have a job or job offer to apply for the visa, and they will not need to engage with Immigration New Zealand if they change jobs" Michael Wood said.

"For employers, it means they will be able to keep recruiting partners in almost any role provided they meet the required payment thresholds – this is the median wage for most roles.

“To ensure New Zealand can continue to attract and retain high-skilled migrant workers, partners of migrants working in occupations on the Green List or paid twice the median wage will continue to be eligible for open work rights. Partners of New Zealand citizens and residents will also continue to be eligible for open work rights,” Michael Wood said.

The Government also announced today expanded access for those on partner-based visas to the Victims of Family Violence Work Visa. “From 28 February 2023 access to the Victims of Family Violence work visa will be expanded to people who are on partner-based visas that are linked to temporary migrants,” Michael Wood said.

“A Victim of Family Violence Work Visa enables eligible migrants to obtain a six-month open work visa independent of their partner. While immigration settings do not cause family violence, this change aims to reduce the challenges faced by migrant victims of family violence based on their visa status,” Michael Wood said.

The changes align with the wider work Government is doing to implement Te Aorerekura - National Strategy to Eliminate Family Violence and Sexual Violence by ensuring systems enable safety.

Source: [Beehive.govt.nz](https://www.beehive.govt.nz)

This article is brought to you by AdviceWise People, who provide WGANZ’s free employment helpline 0800 692 384. If you have any questions or would like to discuss the article, please call Philip or Anthony.