

The Employment Leave Bill is not for us

Who this affects	Current law	Employment Leave Bill	What this changes
Anyone whose hours vary from week to week	Everyone is guaranteed at least four weeks annual leave and ten days sick leave a year.	You earn annual and sick leave for “standard” hours you’re required to work under your employment agreement. You will not earn leave for additional hours worked, instead you get a 12.5% “leave compensation payment”.	People who regularly work over their “standard hours” will get less leave. E.g. If you work 32 standard hours and 8 extra hours a week, you would get 16 hours less sick leave a year than you would under the current law.
Anyone who gets paid a higher rate when they work overtime	Leave pay is calculated so you’re paid at least as much on leave as you are when you’re working.	You will be paid a base rate plus any fixed allowances that you get every pay.	Pay cuts for anyone who gets overtime, allowances you don’t get every pay, extra pay for working anti-social hours, commissions, or bonuses.
Anyone who’s badly injured	ACC compensation does not affect your annual or sick leave.	You would not earn annual or sick leave while you’re on ACC compensation.	Anyone who’s badly injured ends up with less leave.
Anyone working shorter shifts on public holidays	You get a day in lieu if you work at all on a public holiday.	You would get an hour in lieu for every hour you work on a public holiday.	If you work a shorter shift on a public holiday than you normally do, you will no longer get a full day off to compensate.

Find out more:
psa.org.nz/ELB