



Changes to Holidays Act 2003

This change came into effect on 1 April 2011, with the exception of provisions amending the law relating to closedown periods.

The key changes to this act are:

- The ability for employees to cash in a maximum of one week of annual holidays
- Transferring public holidays to another working day
- Proof of sickness requirements

Regarding the one provision in the Holidays Amendment Act 2010 came into **effect immediately**.

This provision relates to the treatment of holidays and leave during a 'closedown' of a. For example if your business has an annual 'closedown' or 'shut down' period that includes public holidays (as can happen over the Christmas / New Year period) then the employee is entitled to be paid for the public holidays if it is an otherwise working day for the employee. Prior to this change, a business that closed down was not obliged to pay an employee for public holidays that fell during the close down period.