

## Mondayisation

When a public holiday falls on a Saturday or Sunday, an employee's public holiday might be moved to the following Monday (or in some cases Tuesday).

Some public holidays are attached to a specific day of the week, for example, Queen's Birthday is always on a Monday. Other public holidays are attached to calendar dates so the day they are celebrated on moves through the days of the week:

- New Year's Day (1 January)
- the day after New Year's Day (2 January)
- Waitangi Day (6 February)
- ANZAC Day (25 April)
- Christmas Day (25 December), and
- Boxing Day (26 December).

Mondayisation happens when an employee's public holiday which falls on a Saturday or Sunday is moved to the following Monday (or in some cases Tuesday). Mondayisation only happens if the employee doesn't normally work on the calendar date of the holiday. If an employee normally works on the day of the public holiday's calendar date then there is no Mondayisation for them and their public holiday benefits apply to the calendar date.

**Otherwise working days** [\[/leave-and-holidays/calculating-payments-for-leave-and-holidays/otherwise-working-day/\]](#) has more information. [\[/leave-and-holidays/calculating-payments-for-leave-and-holidays/otherwise-working-day/\]](#)

If an employee would normally work on both the calendar date of the public holiday and the possible mondayisation date, their public holiday is on the calendar date. They don't get two public holidays.

Mondayisation does not affect and is not affected by shop trading restrictions which happen on days such as Easter Sunday and Anzac Day morning. These always apply on the calendar date of certain holidays.

**Restricted shop trading days** [\[/leave-and-holidays/public-holidays/restricted-shop-trading-days/\]](#) provides useful information about trading restrictions. [\[/leave-and-holidays/public-holidays/restricted-shop-trading-days/\]](#)

View the [Mondayisation Flow Chart \[PDF, 220 KB\]](#) [\[/assets/Uploads/tools-and-resources/flowcharts/mondayisation-flowchart.pdf\]](#).

### Public holiday falls on a Saturday and:

- the employee wouldn't normally work on the Saturday, then their holiday entitlement is transferred to the following Monday, or
- the employee would normally work on the Saturday, then they will get their holiday entitlements on the Saturday (the calendar date of the public holiday).

View the [table of entitlements for a calendar date public holiday falling on a Saturday](#). [\[/leave-and-holidays/public-holidays/mondayisation/public-holiday-falls-on-saturday/\]](#)

### Public holiday falls on a Sunday and:

- the employee wouldn't normally work on the Sunday, then they will get their holiday entitlements on either the following Monday (in the case of Waitangi Day and Anzac Day), or the following Tuesday (in the case of Christmas Day, New Year's Day, Boxing Day and the day after New Year's Day).
- an employee would normally work on the Sunday, then they will get their holiday entitlements on the Sunday (the calendar date of the public holiday).

View the [table of entitlements for a calendar date public holiday falling on a Sunday](#). [\[/leave-and-holidays/public-holidays/mondayisation/public-holiday-falls-on-sunday/\]](#)

## Scenarios

### [Christmas falls on Saturday - employee normally works Saturday](#)

[\[/leave-and-holidays/public-holidays/mondayisation/#collapse531\]](#)

Sarah has a part-time job at a service station. She normally works on a Saturday and 25 December is a Saturday on this occasion. The service station opens on Christmas Day. The Christmas Day public holiday won't be Mondayised for Sarah because 25 December is a normal working day for her and she will either get:

- 25 December as a day off on her relevant daily pay or average daily pay, or
- she can work on 25 December and be paid at a rate of at least time and a half for the hours she works and she will also get a paid alternative holiday (day in lieu).

If Sarah works on Monday 27 December, she:

- would be paid for the hours she works at whatever rate she would normally be paid for working on a Monday, and
- would not receive an alternative holiday (day in lieu) for working on Monday 27 December because this is just a normal Monday for Sarah.

## **[Christmas falls on Saturday - employee works Monday to Friday](#)**

[\[/leave-and-holidays/public-holidays/mondayisation/#collapse534\]](#)

Pita also works at the service station. He works full-time and normally works Monday to Friday. 25 December is a Saturday which is not a normal working day for Pita, so the Christmas Day holiday is Mondayised for him. He will either:

- have Monday as a day off on his relevant daily pay or average daily pay or
- he can work on Monday and get at least time and a half for the hours he works and also get a paid alternative holiday (day in lieu).

Pita will not get any payments (or alternative holiday) in relation to Saturday (25 December) unless he works on that day. If Pita did work on Saturday 25 December, because Saturday is not a normal working day for him, he would:

- be paid for the hours he does at whatever rate he would be paid for any other Saturday he worked, and
- not get an alternative holiday (day in lieu) for working on Saturday 25 December.

Pita's employer should explain this to him before Pita agrees to work on 25 December, so that he understands that he won't be paid at time and a half and won't get an alternative holiday (day in lieu) for working on 25 December.

## **Deciding which day an employee normally works for Mondayisation**

When an employee does not have a clear work pattern or there is a lot of variation in work times, it may be hard to decide if they would have normally worked on a Saturday or Sunday a public holiday falls on. You can use the [Otherwise working day calculator](#) [\[/leave-and-holidays/calculating-payments-for-leave-and-holidays/otherwise-working-day/\]](#) to help you.

An employer can't take an employee off the roster on a public holiday, when it is a day that they would normally work, so that they don't have to give the employee public holiday entitlements. Not recognising an employee's holiday entitlements is against the law.

## **[Public holiday falls on Saturday](#)**

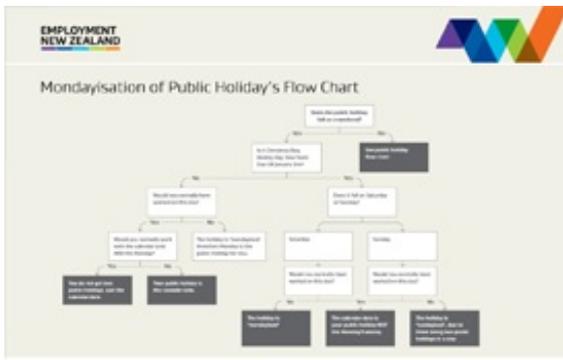
[\[/leave-and-holidays/public-holidays/mondayisation/public-holiday-falls-on-saturday/\]](#)

How to work out entitlements for public holidays falling on a Saturday.

## **[Public holiday falls on Sunday](#)**

[\[/leave-and-holidays/public-holidays/mondayisation/public-holiday-falls-on-sunday/\]](#)

How to work out entitlements for public holidays that fall on a Sunday.



[Mondayisation of public holiday's flow chart \[PDF, 220 KB\]](#)

</assets/Uploads/tools-and-resources/flowcharts/mondayisation-flowchart.pdf>

## [Tools and Resources](#)

</tools-and-resources/>

### [Mondayisation of public holidays flowchart](#)

</assets/Uploads/tools-and-resources/flowcharts/mondayisation-flowchart.pdf>

Work out if a public holiday is mondayised for an employee.

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### [Leave and holidays guide](#)

</assets/Uploads/tools-and-resources/publications/leave-and-holidays.pdf>

Guide to leave and holidays entitlements.

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### [Otherwise working day calculator](#)

[\[http://apps.employment.govt.nz/holiday-tool/owd.aspx\]](http://apps.employment.govt.nz/holiday-tool/owd.aspx)

Find out if you get a paid day off on a public holiday, and if you get an alternative holiday if you work on it .

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Please note that this content will change over time and may be out of date.

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