

Joint Notice



Impact of Christmas and New Year Statutory Holidays on Leave Cycles

Clause 2.7.1(c) of the current Collective Employment Agreement between FENZ and the NZPFU describes how public holidays falling within periods of leave will be dealt with for rostered shift staff.

"If a public holiday falls or public holidays fall within the extended leave period (i.e. the 14 days) the leave will be extended by the number of public holidays in the same manner as applies to sickness, namely an additional leave day is added to the first duty day shift immediately following the extended leave period."

In most circumstances, the application of this clause is straightforward. However, where statutory holidays fall during and immediately following the end of a leave cycle, this clause must be read in conjunction with the Holidays Act, which is clear that leave cannot be taken on a statutory holiday. This is relevant to the upcoming Christmas and New Year period, for those employees in Leave Group 4 and 5.

Four statutory holidays fall during Brown Watch Leave Group 4's period of leave, being 25th and 28th of December 2020 (Boxing day mondayised) and the 1st and 2nd of January 2021. Applying the Holidays Act and Clause 2.7.1 (c) of the Collective Employment Agreement Brown Watch Leave Group 4 would receive their additional days' leave on the 5th, 6th, 7th and 8th of January 2021, and therefore return to work for the first day shift on the 13th of January 2021.

Four statutory holidays fall during Blue Watch Leave Group 4's period of leave, being 25th and 26th of December 2020 and 1st and 2nd of January 2021. Applying the Holidays Act and Clause 2.7.1 (c) of the Collective Employment Agreement Blue Watch Leave Group 4 would receive their additional days' leave on the 7th, 8th, 9th and 10th of January, and therefore return to work for the first day shift on the 15th of January 2021.

Two statutory holidays fall during Green Watch Leave Group 4's period of leave, being 25th and 26th December 2020. Applying the Holidays Act and Clause 2.7.1 (c) of the Collective Employment Agreement, Green Watch Leave Group 4 would receive their additional leave days on the 3rd and 4th of January night shifts, after their return to work on the 1st and 2nd of January 2021.

Three statutory holidays fall during Red Watch Leave Group 4's period of leave, being 25th and 26th December 2020 and 1st of January 2021. Applying the Holidays Act and Clause 2.7.1 (c) of the Collective Employment Agreement, Red Watch Leave Group 4 would receive their

additional leave days on the 3rd, 5th and 6th of January (first day shift and both night shifts) with a return to work on their second day shift on the 4th of January 2021.

Two statutory holidays fall during Green Watch Leave Group 5's period of leave, being the 1st and 2nd of January 2021. Applying the Holidays Act and Clause 2.7.1 (c) of the Collective Employment Agreement, Green Watch Leave Group 5 would receive their additional leave days on the 17th and 18th of January 2021 day shifts.

Red, Brown and Blue Leave Group 5's all start outside of any observed holiday periods and do not accrue any PHRs.

Since all watches earn additional leave days this Christmas period during the leave 4 & 5 slot, it has been decided in all fairness across the board to allow them to either take the days as they fall or allow their PHRs to be shifted to a future date for manning at the stations over the holidays.

Coloured Watch Leave Group 4 & 5 workers must notify the rosters office by Friday 4th of December 2020, if they wish to move their additional annual leave days.

It would be appreciated if you could discuss this with your AM/AAMs as soon as possible and then notify rosters.

Rosters: When moving PHR's do not delete. To move, use the edit function and select a future date as agreed and applied for.

If you have moved your annual leave to start on any of these dates and have earned PHR days, then same rules apply.