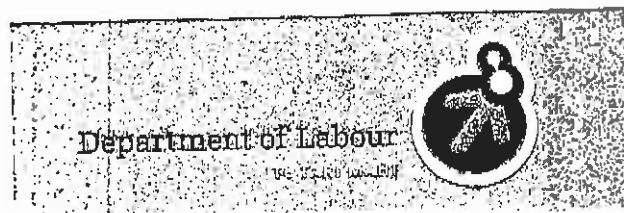


28 March 2012

Dr David Clark
MP for Dunedin North
P O Box 6001
DUNEDIN 9059



File No: 12/00612

Dear Dr Clark

I refer to your official information request dated 14 February 2012, received 15 February 2012.

You requested the following information:

"Copies of all reports, briefings and other documents written or received by Department of Labour officials dated from 1st January 2011 to 14th February 2012 concerning the mondayisation of public holidays".

The information that is within the scope of your request is attached. The information is:

- a Aide Memoire, 1 February 2011.
- b Email, 1 February 2011, - *australia (sic)*.
- c Briefing 12/00548, 10 February 2012 - *Advice on the Member's Bill: Holidays (Full Recognition of Waitangi Day and ANZAC Day) Amendment Bill.*
- d Email, 9 February 2012 - *Results from the National Survey of Employees on staff working on public holidays.*
- e Email, 10 February 2012 - *Dates for Waitangi and ANZAC Days.*
- f Email, 10 February 2012 - *FW: Urgent query - Holidays (Full Recognition of Waitangi Day and ANZAC Day) Amendment Bill.*
- g Email, 13 February 2012 - *RE: Information on how Australia treats public holidays that fall on a weekend.*
- h Email, 14 February 2012 - *RE: Information on how Australia treats public holidays that fall on a weekend.*
- i Email, 14 February 2012 - *FW: Request for briefing - Mondayisation*
- j Email, 14 February 2012 - *RE: Costings for Mondayising Waitangi and Anzac days.*

Some information in the above documentation has been withheld under the provisions of s9(2)(a) of the Official Information Act 1982 (OIA) which relates to

2

the privacy of natural persons and s9(2)(h) of the OIA which relates to the maintenance of legal professional privilege.

There is some Information within the scope of your request that is withheld in its entirety under the provisions of s9(2)(h) of the OIA which relates to the maintenance of legal professional privilege and s9(2)(a) of the OIA which relates to the privacy of natural persons. This Information is :

- a Email, 1 February 2011, - RE: 20110102 AIDE MEMOIRE- mondayising v3
- b Email, 10 February 2012, RE: Draft Briefing on Holidays Amendment (Full Recognition of Waitangi Day and ANZAC Day) Amendment Bill.

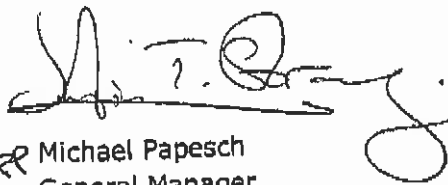
I have considered under section 9(1) of the OIA whether there are any countervailing public interest considerations in making the foregoing information available to you, however in my view there are none.

You have the right to contest the decision to withhold information by seeking an investigation and review of that decision by the Ombudsman, whose address for contact purposes is:

The Ombudsman
Office of the Ombudsmen
P O Box 10-152
WELLINGTON 6144

If you wish to discuss any aspect of your request or this response, or if you require any further assistance, you are encouraged to contact Justin Strang, Manager Employment Relations Policy on 04 915 4615.

Yours sincerely



Michael Papesch
General Manager
Labour and Immigration Policy
for Secretary of Labour

3

'Mondayising' Waitangi Day and Anzac Day

Context

- 1 Please find below some information on mondayising Waitangi Day and Anzac Day.
- 2 The Holidays Act 2003 (the Act) provides for 11 paid public holidays. There is no information on the average number of public holidays employees receive per year. This is because the entitlement to public holidays depends on whether the public holiday falls on a day the employee would otherwise work.
- 3 The majority of the public holidays are already observed on a Monday (such as Labour Day, Easter Monday and Queen's Birthday) or are mondayised (such as the Christmas and New Year holidays).¹
- 4 Waitangi Day and Anzac Day are observed on their actual dates (6 February and 25 April), regardless of whether they fall on a weekday or weekend.
- 5 In Australia, when Anzac Day falls on a weekend, the following week day is considered a public holiday in Western Australia, Victoria, Australian Capital Territory, New South Wales, South Australia, Queensland and Northern Territory.

Benefits of 'mondayising' Waitangi Day and Anzac Day

- 6 The benefits include:
 - a It would align their treatment with the Christmas and New Year holidays
 - b any increase in costs to businesses would be low as Waitangi Day and Anzac Day only fall on a weekend every two years out of seven years
 - c workers who work Mondays would have a paid day off work, increasing opportunities for rest and family/community activities. An indicator of the extent to which New Zealanders work standard working hours (Monday - Friday) is the Survey of Working Life.² 62.7 percent of employed people surveyed said they usually work all of their hours between 7am and 7pm, Monday to Friday (standard working times).
 - d It may improve people's understanding of mondayisation as it would be consistent with the treatment of Christmas and New Year public holidays when these days fall on a weekend, and
 - e it may increase local tourism by providing long weekends.

What are the disadvantages of mondayising Waitangi and Anzac Days?

The disadvantages include:

- a the special significance of 6 February and 25 April may be lost if the holiday is taken on another day. However, mondayising would not necessarily detract

¹ Under mondayisation, if the holiday falls on a weekend, and the employee doesn't normally work on the weekend, the holiday is transferred to the following Monday or Tuesday so that the employee still gets a paid day off if they usually work those days. If the holiday falls on a Saturday or Sunday and the employee normally works on that day, then the holiday remains at the traditional day and the employee is entitled to that day off on pay.

² All employed Household Labour Force Survey respondents were asked to take part in this survey in the March 2008 quarter.

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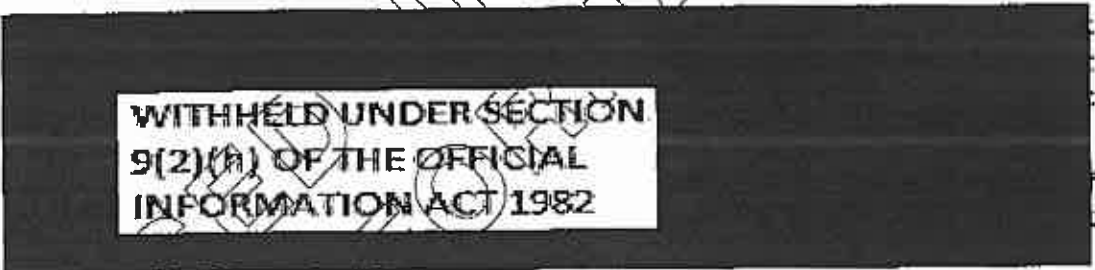
from the actual dates themselves. For example, mondayising Christmas does not detract from the religious significance of 25 December and Anzac Day dawn services would still occur on 25 April. In addition, this issue may not be significant as the new change around transferring public holidays to another working day will allow employers and employees to agree to transfer a public holiday to another working day, for any reason (including business reasons) if the day is an otherwise working day for the employee.

- b while expected to be low, labour costs and compliance costs would still increase depending on which day an employee works
- c it increases the perceived bias of public holidays towards Monday to Friday workers (although employees who work on a weekend will still get the public holiday)
- d it may increase costs to consumers if businesses impose a public holiday surcharge on the actual public holiday and the mondayised public holiday, and
- e It may create confusion as some people already find mondayisation confusing.

Options for Implementation

Amend the Holidays Act

8



9

Interaction between the Holidays Act 2003 and the Anzac Day Act 1966 and the Waitangi Day Act 1976

10 The Anzac Day Act 1966 states that where Anzac Day falls on a Sunday it shall be observed as a Sunday, and where Anzac Day does not fall on a Sunday, it shall be observed up to 1 o'clock in the afternoon as if it were a Sunday.

11 The Waitangi Day Act 1976 explicitly states that Waitangi Day shall be observed as a public holiday throughout New Zealand on the day of the week on which it falls, and where Waitangi Day falls on a Saturday and Sunday, it shall be observed as a Saturday or Sunday.

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OFFICIAL INFORMATION ACT

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B

Section 9(2)(a)

From: Section 9(2)(a)
Sent: Tuesday, 1 February 2011 2:13 p.m.
To: Section 9(2)(a)
Subject: australia

When Anzac day falls on a weekend, the following week day is considered a public holiday in Western Australia, Victoria, Australian Capital Territory, New South Wales, South Australia, Queensland and Northern Territory.

Section 9(2)(a)

Policy Advisor
 Employment Relations Policy Unit
 Department of Labour | Te Tari Mahi
 56 The Terrace | PO Box 3705 | Wellington | New Zealand

Section 9(2)(a)

Web: www.dol.govt.nz

RELEASED UNDER THE OFFICIAL INFORMATION ACT

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Department of Labour
TE TARI MAHI



BRIEFING

MINISTER	PORTFOLIO	DEADLINE
Hon Kate Wilkinson	Minister of Labour	N/A
Action sought	For your information	
Title	ADVICE ON THE MEMBER'S BILL: HOLIDAYS (FULL RECOGNITION OF WAITANGI DAY AND ANZAC DAY) AMENDMENT BILL	
Date	10 February 2012	
Security	In Confidence	
Copied to	N/A	
For referral to	N/A	
Agencies consulted	N/A	
Contact Information	<p>Section 9(2)(a)</p> <p>Justin Strang Manager, Employment Relations Policy</p>	<p>DDI: Section 9(2)(a)</p> <p>MB:</p> <p>DDI: 04 915 4615</p> <p>MB: 027 676 8710</p>
Authorising manager	<p>Michael Papesch General Manager, Labour and Immigration Policy</p>	<p>DDI: 04 915 4318</p> <p>MB: 027 224 4458</p>
Tracker number	12/00548	

Minister's comments

Minister's feedback	Very Poor	Poor	Neutral	Good	Very Good
Quality of advice	1	2	3	4	5
Writing style	1	2	3	4	5
Quality of analysis	1	2	3	4	5
Completeness of information	1	2	3	4	5

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Department of Labour
TE TARI MAHI

12/00548

10 February 2012

Hon Kate Wilkinson, Minister of Labour

ADVICE ON THE MEMBER'S BILL: HOLIDAYS (FULL RECOGNITION OF WAITANGI DAY AND ANZAC DAY) AMENDMENT BILL**Purpose**

- 1 This briefing advises you on the Holidays (Full Recognition of Waitangi Day and ANZAC Day) Amendment Bill (the Bill), including its costs and implications. The Bill is a Private Member's Bill being sponsored by Dr David Clark, Member for Dunedin North.
- 2 The briefing provides advice on what the Bill does, relevant contextual information, and the benefits and disadvantages of 'Mondayising' Waitangi Day and ANZAC Day (including relevant costs it would impose on employers and the economy). The Department of Labour (the Department) recommends that if the Government wants to minimise the costs to employers and the economy that Waitangi Day and ANZAC Day not be Mondayised.

Executive Summary

- 3 The Bill amends the public holiday provisions of the Holidays Act 2003 (the Holidays Act) to provide for the transfer to the following Monday of the public holidays for Waitangi Day and ANZAC Day if they fall on a weekend.
- 4 The Bill will predominantly affect those who work standard working hours (ie. Monday to Friday). The Department estimates that approximately 1.377 million employees will be potentially affected by the Bill.
- 5 The increased cost to employers will be uneven over time. In the years when either Waitangi Day or ANZAC Day falls on a weekend, the Department estimates the increased cost to employers will be approximately \$203 million (or 0.3% of the total economy-wide wage bill). In the years when both Waitangi Day or ANZAC Day fall on a weekend, the cost would rise to approximately \$406 million (or 0.6% of the total wage bill).
- 6 Benefits of Mondayisation include the increased opportunity for rest and family/community activities for workers who work Mondays.
- 7 The Department recommends that if the Government wants to minimise costs to employers and the economy that Waitangi Day and ANZAC Day not be Mondayised.

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- 8 If the Government decided to support the Bill, you could request that Department officials work with Dr David Clark on refining the Bill, and advise the Select Committee to which the Bill is referred.

What does the Bill do?

- 9 The purpose of the Bill is to amend the public holiday provisions of the Holidays Act 2003 to provide for the transfer to the following Monday of the public holidays for Waitangi Day and ANZAC Day if they fall on a weekend.
- 10 The Bill provides that if either Waitangi Day and ANZAC Day:
- falls on a Saturday or Sunday and the day would otherwise be a working day for the employee, the public holiday must be treated as falling on that day
 - falls on a Saturday or Sunday and the day would not be an otherwise working day for the employee, the public holiday must be treated as falling on the following Monday.
- 11 The Bill seeks to provide 11 public holidays in every year. However, there will still be some situations where a Mondayised public holiday falls on the same day as another public holiday, such as a Mondayised ANZAC Day falling on the same day as Easter Monday. The Holidays Act currently provides that where two or more public holidays fall on the same day, the public holidays are treated as one day.
- 12 A copy of the Bill is attached to this briefing.

Context - 'Mondayising' Waitangi Day and ANZAC Day

Current legislation

- 13 The Holidays Act provides for 11 paid public holidays per year. The majority of the public holidays are already observed on a Monday (such as Labour Day, Easter Monday, and Queen's Birthday) or are Mondayised (such as the Christmas and New Year holidays).¹
- 14 Waitangi Day and ANZAC Day are observed on their actual dates (6 February and 25 April), regardless of whether they fall on a weekday or weekend.
- 15 The ANZAC Day Act 1966 and the Waitangi Day Act 1976 contain directions for when the days are to be observed. Both of these Acts are administered by the Ministry of Culture and Heritage.
- 16 In Australia, when ANZAC Day falls on a weekend, the following week day is considered a public holiday in all the states and territories bar Tasmania.

¹ Under Mondayisation, if the holiday falls on a weekend, and the employee doesn't normally work on the weekend, the holiday is transferred to the following Monday or Tuesday so that the employee still gets a paid day off if they usually work those days. If the holiday falls on a Saturday or Sunday and the employee normally works on that day, then the holiday remains at the traditional day and the employee is entitled to that day off on pay.

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Recent consideration of Mondayisation

- 17 The question of Mondayisation of ANZAC and Waitangi day has been considered on a number of occasions, most recently during the review of the Holidays Act 2003 and a petition to the Transport and Industrial Relations Committee in 2008.

Review of the Holidays Act 2003

- 18 In 2009, you asked the Ministerial Advisory Group on the review of the Holidays Act 2003 to review the current treatment of public holidays.
- 19 The Group received 241 public submissions on the review. Of these submissions, 14 recommended Mondayising Waitangi Day and/or ANZAC Day. A further three submitters recommended observing Waitangi Day and/or ANZAC Day on another day (the closest Monday or Friday). The Group did not ask for public comment on the specific issue of Mondayisation.
- 20 The Group recommended no changes to the current treatment of public holidays, including Mondayising Waitangi Day and/or ANZAC Day, as it appeared there was insufficient public appetite for any change.

Petition 2008/69 of Laura McCarthy

- 21 In 2009, the Transport and Industrial Relations Committee received a petition from Laura McCarthy and 66 others. The petition requested the House of Representatives to review the Holidays Act to allow for public holidays that fall on a weekend to be observed on the following Monday. The Department's advice to the Committee was that a review of the Holidays Act was unnecessary as the Ministerial Advisory Group had completed a comprehensive review of the Holidays Act and concluded that no change was needed to the current treatment of public holidays.

What are the costs of Mondayising Waitangi Day and ANZAC Day?

- 22 The Department considers the main material cost to be the increased labour costs borne by employers (that is, the cost of labour that employers already pay for in the form of wages but would not receive any labour for if Waitangi Day and ANZAC Day were Mondayised).

Numbers of employees potentially affected

- 23 The Bill will predominantly affect those who work standard working hours (ie. Monday to Friday). This is because it is only those for whom Monday is an otherwise working day who will have a public holiday on the following Monday if Waitangi Day or ANZAC Day fall on a Saturday or a Sunday.
- 24 An indicator of the extent to which New Zealanders work standard working hours (Monday to Friday) is Statistics New Zealand's most recent Survey of Working Life (from 2008), which found 62.7 percent of the employed people surveyed said they usually work all of their hours between 7am and 7pm, Monday to Friday.²

² All employed Household Labour Force Survey respondents were asked to take part in this survey in the March 2008 quarter.

10

- 25 As at December 2011, 2,221,000 New Zealanders were employed.³ If it is assumed that 62 percent of employees currently work Monday to Friday (a useful approximation), then around 1.377 million employees will be potentially affected by the Bill.

Costs to employers

- 26 The size of the increase in labour costs for employers depends on the number of employees who ordinarily work Mondays.

The Department's initial estimate of the increased costs to employers

- 27 The Department has made an initial estimate of the increased labour costs in any one year if Waitangi Day and/or ANZAC Day fell on a weekend:⁴
- If either Waitangi Day or ANZAC Day fall on a Saturday or Sunday (will occur in six out of the next 20 years) - approximately \$203.6 million. This represents approximately 0.3% of the entire wage/salary bill across the economy.
 - If both Waitangi Day and ANZAC Day fall on a Saturday or Sunday (will occur in two out of the next 20 years) - approximately \$407.2 million. This represents approximately 0.6% of the entire wage/salary bill across the economy.

Caveats

- 28 The Department considers this is a good initial estimate of the increased cost to employers. However, there are a number of caveats to this approach, including:
- the employment and hours figures used relate to all employed people, including the self-employed, who are not subject to the Holidays Act. The estimate is therefore overstated to a degree
 - it assumes a five-day work week to derive the average number of hours worked per day
 - it does not account for how employers might alter the way they operate their business in response to the Mondayisation of Waitangi Day and ANZAC Day (by changing who works on which day)

When Waitangi Day and/or ANZAC Day fall on a weekend

- 29 The table below shows the years between 2012 and 2031 (the next 20 years) when Waitangi Day and/or ANZAC Day fall on a Saturday or a Sunday.

³ HLFS - December 2011

⁴ This approach assumes: 1) 62.7 percent of the 2,221,000 people employed (or 1,377,020 employees) are potentially affected by the Bill (from the 2008 Survey of Working Life), 2) the average number of hours worked per day is 7.175 (from the December 2011 HLFS, and 3) the median wage is \$20.36 an hour (from the 2011 New Zealand Income Survey).

11

Year	Waitangi Day	ANZAC Day	Day that would be Mondayised	Approximate increase in labour costs ⁵
2015	Friday	Saturday	ANZAC Day	\$203.6 million
2016	Saturday	Monday	Waitangi Day	\$203.6 million
2020	Thursday	Saturday	ANZAC Day	\$203.6 million
2021	Saturday	Sunday	Waitangi Day and ANZAC Day	\$407.2 million
2022	Sunday	Monday	Waitangi Day	\$203.6 million
2026	Friday	Saturday	ANZAC Day	\$203.6 million
2027	Saturday	Sunday	Waitangi Day and ANZAC Day	\$407.2 million
2028	Sunday	Tuesday	Waitangi Day	\$203.6 million

30 If you agree, the Department can undertake further work to refine its estimate of the increased costs to employers from Mondayising Waitangi Day and/or ANZAC Day.

Other costs/disadvantages

31 Other costs/disadvantages include:

- a the special significance of 6 February and 25 April may be perceived to be lost if the holiday is taken on another day. However, Mondayising would not necessarily detract from the actual dates themselves. For example, Mondayising Christmas does not detract from the religious significance of 25 December and ANZAC Day dawn services would still occur on 25 April. Also, this issue may not be significant as the Holidays Act now allows employers and employees to agree to transfer a public holiday to another working day, for a range of reasons (including business reasons) if the day is an otherwise working day for the employee
- b It may result in a perception that public holidays are biased towards Monday to Friday workers (although employees who work on a weekend will still get the public holiday)
- c It may increase costs to consumers if businesses impose a public holiday surcharge on the actual public holiday and the Mondayised public holiday, and
- d it may create confusion as some people already find Mondayisation confusing.

What are the benefits of Mondayising Waitangi Day and ANZAC Day?

32 The main benefit afforded by Mondayising Waitangi Day and ANZAC Day is the increased opportunity for rest and family/community activities for those employees who work Mondays.

33 The Department has not been able to monetise the benefits from increased leisure.

⁵ This figures in the table assume the estimate of the proportion of employees working on a Monday (62 percent) remains the same into the future. The figures are in "2011 dollars" and do not account for any changes in the cost of labour in real terms in the future.

12

34 Other benefits include:

- a it would align Waitangi Day and ANZAC Day's treatment with the Christmas and New Year holidays
- b any increase in costs to individual businesses would be relatively low as Waitangi Day or ANZAC Day only falls on a weekend in approximately six out of every 20 years, and both Waitangi Day or ANZAC Day in two out of every 20 years
- c It may improve people's understanding of Mondayisation as it would be consistent with the treatment of Christmas and New Year public holidays when these days fall on a weekend
- d It may increase local tourism by providing long weekends, and
- e It would align with the treatment of ANZAC Day in Australia.

The Department recommends no change

- 35 Mondayisation would increase opportunities for rest and family/community activities. However, the Department recommends that if the Government wants to minimise costs to employers and the economy that Waitangi Day and ANZAC Day not be Mondayised.

Implementation of Mondayisation

- 36 If the Government decided to support the Bill, Department officials could work with Dr David Clark on refining the Bill, and advise the Select Committee to which the Bill is referred.

Refining the Bill

37 [REDACTED] WITHHELD UNDER SECTION 9(2)(h) OF THE OFFICIAL INFORMATION ACT 1982

38 [REDACTED] WITHHELD UNDER SECTION 9(2)(h) OF THE OFFICIAL INFORMATION ACT 1982

39 [REDACTED] WITHHELD UNDER SECTION 9(2)(h) OF THE OFFICIAL INFORMATION ACT 1982

40 [REDACTED] WITHHELD UNDER SECTION 9(2)(h) OF THE OFFICIAL INFORMATION ACT 1982

OFFICIAL INFORMATION ACT

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WITHHELD UNDER SECTION 9(2)(h) OF THE OFFICIAL INFORMATION ACT 1982

Recommendations

It is recommended that you:

- 1 **Note** the contents of this briefing, which provides advice on the Holidays (Full Recognition of Waitangi Day and ANZAC Day) Amendment Bill
- 2 **Note** the Department of Labour recommends that, if the Government wants to minimise costs to employers and the economy, the Holidays Act 2003 not be amended to provide for the Mondayisation of Waitangi Day and ANZAC Day
- 3 **Agree** that officials provide you with further advice on the net benefits and costs of Mondayising Waitangi Day and ANZAC Day

AGREE/DISAGREE

Michael Papesch
General Manager, Labour and
Immigration Policy
for Secretary of Labour

10 / 02 / 2012
..... / /

Hon Kate Wilkinson
Minister of Labour

..... / /

RELEA... OFFICIAL INFORMATION ACT

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Section 8(2)(a)

From: Section 9(2)(e)
Sent: Thursday, 9 February 2012 3:06 p.m.
To: Section 9(2)(e)
Cc: Justin Strang; Rob Hodgson
Subject: Results from the National Survey of Employers on staff working on public holidays

Hi Section 9(2)(a)

Further to my discussion with Justin, here are some preliminary results (in black font below) from the National Survey of Employers on businesses operating and employees working on public holidays. We will be briefing Ministers on these survey results by the end of March, once we have the final dataset in-house. We are likely to present the data by business size and/or industry in most cases as the results are less meaningful when presented for all employers due to the differences observed by these 2 key variables.

Rob wants to see the final version of whatever you decide to include in your note to the Minister so that we can check that the survey results are presented in the correct context, particularly as we haven't yet released any of this data or briefed ministers. Please copy both Rob and I in on this. Please give me a call if you have any questions. (I have included the survey questions at the end of this email - FYI).

Regards

Section 9(2)(a)

Preliminary results from the Department's Labour and Immigration Research Centre's National Survey of Employers (NSE) show that 54 percent of medium to large sized employers and 38 percent of smaller employers (with less than 20 employees) operated on the Monday of Queens Birthday weekend in June 2011.

Furthermore, among medium to large employers, 41 percent have employees who generally work on public holidays and 16 percent have staff who 'sometimes work on public holidays/depends on the holiday'. Eighteen percent of smaller employers reported that they have staff who generally work on public holidays and another 11 percent said 'sometimes/it depends on the holiday'.

Employers who did not operate their business on the Monday of Queen's Birthday weekend were also asked why their business doesn't operate of these types of holidays. Officials are currently analysing responses to this question.

The Department expects to have the final survey data available early March and will then brief you on the main findings by 30 March.

Article I. Questions

- Article II. Did your business operate on the Monday after Queen's Birthday weekend in June 2011?
- 1.... Yes
 - 2.... No
 - 98.. Don't know
 - 99.. Would rather not say

ARTICLE III. IF CODE 2 Q40 ASK, ELSE SKIP. Are there any particular reasons why your business doesn't operate on holidays like the Monday after Queens Birthday weekend in June?

Article IV. Generally, do any of your employees work on public holidays?

- 1.... Yes
- 2.... No
- 3. Sometimes/Depends on the holiday
- 98.. Don't know
- 99.. Would rather not say

Section 9(2)(a)

Labour Research & Evaluation
 Policy and Research Group | Rōpū Kaupapahere me te Rangahau
 Department of Labour | Te Tari Mahi
 56 The Terrace | PO Box 3705 | DX SR57019
 Wellington | New Zealand

Section 9(2)(a)

Web: www.dol.govt.nz

**Labour & Immigration
 Research Centre**

Te Pokapū o te Tari Mahi me te Manatū Rangahau

A SERVICE OF THE DEPARTMENT OF LABOUR

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Section 9(2)(a)

From: Section 9(2)(a)
Sent: Friday, 10 February 2012 11:40 a.m.
To: Section 9(2)(a)
Subject: Dates for Waitangi and Anzac Days
Attachments: Dates for Waitangi and Anzac Days.docx

Hi,

Attached is a table showing what days of the week Waitangi Day and Anzac Day fall on between 2012 and 2031 (the next 20 years). Between 2012 and 2052 there is only one instance of Easter Clashing with Anzac Day (see attached doc).

Regards,

Section 9(2)(a)

Section 9(2)(a)

Policy Advisor | Kaitohutohu Kaupapahere
 Employment Relations Policy Unit
 Department of Labour | Te Tari Mahi
 56 The Terrace | PO Box 3705 | Wellington | New Zealand

Section 9(2)(a)

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Year	Waitangi Day	Anzac Day	Day that would be Mondayised
2012 (Leap year)	Monday	Wednesday	
2013	Wednesday	Thursday	
2014	Thursday	Friday	
2015	Friday	Saturday	
2016 (Leap year)	Saturday	Monday	Anzac Day
2017	Monday	Tuesday	Waitangi Day
2018	Tuesday	Wednesday	
2019	Wednesday	Thursday	
2020 (Leap year)	Thursday	Saturday	Anzac Day
2021	Saturday	Sunday	Waitangi Day and Anzac Day
2022	Sunday	Monday	Waitangi Day
2023	Monday	Tuesday	
2024 (Leap year)	Tuesday	Thursday	
2025	Thursday	Friday	
2026	Friday	Saturday	Anzac Day
2027	Saturday	Sunday	Waitangi Day and Anzac Day
2028 (Leap year)	Sunday	Tuesday	Waitangi Day
2029	Tuesday	Wednesday	
2030	Wednesday	Thursday	
2031	Thursday	Friday	

Easter Monday doesn't fall on the 25th April between 212 and 2052. However, in 2038 Easter Sunday is the 25th April, making the public holiday Easter Monday the 26th April. If Anzac Day was Mondayised (and so fell on 26th April) we would still only get the one day as a public holiday since where more than one public holiday falls on the same day you only get the one public holiday.

OFFICIAL INFORMATION ACT

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Section 9(2)(a)

From: Section 9(2)(a)
Sent: Friday, 10 February 2012 12:15 p.m.
To: Section 9(2)(a)
Cc: Section 9(2)(a)
Subject: FW: Urgent query - Holidays (Full Recognition of Waitangi Day and ANZAC Day) Amendment Bill

Hi,

Section 9(2)(a) would be the person to contact in the first instance as he's the one that looks after the Anzac Day and Waitangi Day Acts.

Section 9(2)(a)

From: Section 9(2)(a)
Sent: Friday, 10 February 2012 12:09 p.m.
To: Section 9(2)(a)
Cc: Section 9(2)(a)
Subject: RE: Urgent query - Holidays (Full Recognition of Waitangi Day and ANZAC Day) Amendment Bill

Hi Section 9(2)(a) as discussed, more than happy to work with you and PCO to work out what may be required here (if anything), but difficult to provide anything like a helpful response at the moment given that the key people are away and we haven't consulted PCO. Section 9(2)(a)

From: Section 9(2)(a)
Sent: Friday, 10 February 2012 10:54 a.m.
To: Section 9(2)(a)
Cc: Section 9(2)(a)
Subject: Urgent query - Holidays (Full Recognition of Waitangi Day and ANZAC Day) Amendment Bill
Importance: High

Hi

We've been asked to prepare a briefing for the Minister of Labour about the Holidays (Full Recognition of Waitangi Day and ANZAC Day) Amendment Bill (copy attached) Section 9(2)(a) The briefing needs to go to the Minister today.

The Bill would amend the Holidays Act 2003 but we are unsure if consequential amendments to the Waitangi Day Act 1976 and Anzac Day Act 1966 would also be required. Would you be able to provide us with an indication of whether amendments might be required and whether they would be minor or major. Could we have a response from you by 1.30pm today please.

Given the very tight timeframe we appreciate that a definitive answer is unlikely and that further and proper discussion will be required but an indication of the likelihood of amendments being required would be much appreciated.

Ngā mihi nui

Section 9(2)(a)

Section 9(2)(a)

Policy Advisor | Kaitohutohu Kaupapahere
Employment Relations Policy Unit

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Department of Labour | Te Tari Mahi
56 The Terrace | PO Box 3705 | Wellington | New Zealand

Section 9(2)(a)

Web: www.dol.govt.nz

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20

Section 9(2)(a)

From: Section 9(2)(a)
Sent: Monday, 13 February 2012 4:13 p.m.
To: Section 9(2)(a)
Cc: Section 9(2)(a) Justin Strang
Subject: RE: Information on how Australia treats public holidays that fall on a weekend

Hi Section 9(2)(a)

First, yes, "Sunday only" means there is a substitute or additional holiday only if the actual public holiday falls on a Sunday (and not on a Saturday).

Second, in terms of recent changes, I've identified the following recent changes:

Victoria: Prior to 2008, Victoria only allowed for substitute holidays for New Year's Day and Boxing Day, and only if they fell on a Sunday.

NSW: From 2011/12, an additional public holiday will be provided when Christmas Day, Boxing Day or New Year's Day falls on a weekend.

Queensland: From 2011, if a public holiday falls on a Sunday the following day will be an additional public holiday, rather than a substitute day. From 2011/12, an additional public holiday will be provided when Christmas Day, Boxing Day or New Year's Day falls on a weekend.

Cheers

Section 9(2)(a)

From: Section 9(2)(a)
Sent: Monday, 13 February 2012 3:27 p.m.
To: Section 9(2)(a)
Cc: Section 9(2)(a) Justin Strang
Subject: RE: Information on how Australia treats public holidays that fall on a weekend

Hi - thanks for the prompt response.

As discussed, is this an established status quo or have there been any recent changes we should know about? And what does the NSW 'Sunday only' mean - only substituted or additional if it falls on a Sunday but not if it falls on a Saturday?

Section 9(2)(a)

Section 9(2)(a)

Office of the Hon Kate Wilkinson
 Minister of Conservation | Minister of Labour
 Minister for Food Safety | Associate Minister of Immigration
www.katewilkinson.co.nz | www.beehive.govt.nz

From: Section 9(2)(a)
Sent: Monday, 13 February 2012 3:16 pm
To: Section 9(2)(a)

Cc: Section 9(2)(a) Justin Strang

21

Subject: Information on how Australia treats public holidays that fall on a weekend

Hi Section 9(2)(a)

In response to the Minister's request for further information on how Australia treats public holidays that fall on a weekend:

Summary: Most national public holidays in Australia are Mondayised if they fall on a Saturday or a Sunday. Most national public holidays are observed/commemorated on their actual date, even if they are Mondayised.

- If a relevant national public holiday falls on a weekend, a substitute or an additional public holiday is usually observed on the following work day depending on the State/Territory and the holiday in question. This set out in the table below

Holiday	WA	Tas	Vic	ACT	NSW	SA	Qld	NT
New Year's Day	Yes	Yes	Yes	Yes	Sunday only	Yes	Yes	Yes
Australia Day	Yes	Yes	Yes	Yes	Sunday only	Yes	Yes	Yes
ANZAC Day	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
Christmas Day	Yes	Yes	Yes	Yes	Sunday only	Yes	Yes	Yes
Boxing Day/Proclamation Day	Yes	Yes	Yes	Yes	Sunday only	Yes	Sunday only	Yes
New Year's Eve	Yes	Yes	Yes	Yes	Sunday only	Yes	Yes	Yes

- Substituted public holiday - If a public holiday is substituted, then the substitute day is regarded as the public holiday. This substitute day is the only one that attracts the relevant penalty rates for working on public holidays.

- Additional public holiday - The actual public holiday and the additional day are both public holidays and both days attract the relevant penalty rates for working on public holidays.

The States/Territories generally observe/celebrate these holidays on their actual date, regardless of which day they fall and of whether, if they fall on a weekend, there is an additional public holiday on the Monday or Tuesday ie. if ANZAC Day fell on a Sunday, it would be commemorated on that Sunday, with an additional public holiday on the Monday (with the exception of Tasmania)

Please let me know if you need any clarification or further information.

Cheers

Section 9(2)(a)

Section 9(2)(a)

Policy Advisor | Kaitiaki Take Kōwhiri
 Employment Relations Policy Unit
 Policy and Research Group
 Department of Labour | Te Tari Mahi

Section 9(2)(a)

Web: www.dol.govt.nz

Section 9(2)(a)

22

From: Section 9(2)(a)
Sent: Tuesday, 14 February 2012 12:26 p.m.
To: Section 9(2)(a)
Subject: RE: Information on how Australia treats public holidays that fall on a weekend

From: Section 9(2)(a)
Sent: Tuesday, 14 February 2012 9:41 a.m.
To: Section 9(2)(a)
Cc: Section 9(2)(a); Justin Strang
Subject: RE: Information on how Australia treats public holidays that fall on a weekend

Hi [Section 9(2)(a)] we're still working through this. What we've been able to establish so far is given below. I hope this helps in the interim.

I'll get back to you as soon as I have more information.

Cheers

Section 9(2)(a)

From: Section 9(2)(a)
Sent: Monday, 13 February 2012 6:01 p.m.
To: Section 9(2)(a)
Cc: Section 9(2)(a); Justin Strang
Subject: RE: Information on how Australia treats public holidays that fall on a weekend

Hi - could I have a response by 9am tomorrow please.

In summary, there is no simple answer to each of the questions below.

- Is Australia like NZ in that if you work the actual day on a weekend, and the 'Mondayised' holiday, you don't receive two holidays? Or would you receive two?

This would depend on whether the Mondayised holiday is a substitute day or an additional day, and whether or not the Monday is a day an employee ordinarily works.

- If the Monday is a substitute day, then the Monday is regarded as the public holiday. The actual day becomes an ordinary working day, and employees are paid their ordinary rate of pay. If the Monday is a day the employee ordinarily works, they are entitled to be paid a minimum of their base rate of pay for all hours worked. Many awards or agreements also provide for additional penalty rates for working on a public holiday, or for other time off instead of payment of penalty rates.

If it is not a day they ordinarily work, they are not entitled to payment for working on the public holiday.

- If the Monday is an additional day, then both the actual public holiday and the additional day are public holidays. If an employee ordinarily worked both days, they would get two public holidays.
- If they are substituted, does that mean if you work Saturday 25 April, but not Monday 27 April, you don't get a holiday?

If a public holiday is substituted, then the substitute day is regarded as the public holiday (and is the only one that attracts any relevant penalty rates for working on a public holidays). Whether an employee is paid for working on the substitute day depends on whether the substitute day is a day they ordinarily work. If it is a day they ordinarily work, they are entitled to be paid a minimum of their base rate of pay for all hours worked. Many awards or agreements also provide for additional penalty rates for working on a public holiday, or for other time off instead of payment of penalty rates. If it is not a day they ordinarily work, they are not entitled to a public holiday.

- Is it possible to clarify the 'yes' categorisation in the table to be either substituted or additional for each state.

It varies by State/Territory and by holiday. It may even vary year to year. We think that in some cases, State/Territory law may require that for any given public holiday, any extra public holiday be a substitute or an additional public holiday. In other cases, it can be either and is proclaimed as such each year. I've updated the table to include how the relevant public holidays were treated in 2011/2012 (note: this is based on what I've been able to find in the short time available. I haven't been able to find out the information for all holidays, or whether some holidays might have been treated differently in the past).

A = Additional
S = Substitute

Holiday	WA	Tas	Vic	ACT	NSW	SA	Qld	NT
New Year's Day	Yes A	Yes S	Yes A	Yes S	Sunday only A	Yes A	Yes A	Yes S
Australia Day	Yes	Yes	Yes A	Yes S	Sunday only S	Yes If Australia Day falls on a Sat, the Mon is a substitute holiday; if on a Sun, the Mon is an additional holiday	Yes S	Yes
ANZAC Day	Yes A	No	Yes	Yes A	Yes S	Yes A	Yes S	Yes A
Christmas Day	Yes A	Yes	Yes	Yes S	Sunday only S	Yes If Australia Day falls on a Sat, the Mon is a substitute holiday; if on a Sun, the Mon is an additional holiday	Yes A	Yes A
Boxing Day/Proclamation Day	Yes A	Yes A	Yes	Yes S	Sunday only S	Yes A	Sunday only A	Yes A
New Year's Eve	Yes	Yes	Yes	Yes	Sunday only	Yes A	Yes	Yes

Thanks

Section 9(2)(a)

Section 9(2)(a)

Office of the Hon Kate Wilkinson

Minister of Conservation | Minister of Labour

Minister for Food Safety | Associate Minister of Immigration

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From: Section 9(2)(a)

Sent: Monday, 13 February 2012 4:13 pm

To: Section 9(2)(a)

Cc: Section 9(2)(a) Justin Strang

Subject: RE: Information on how Australia treats public holidays that fall on a weekend

Hi Section 9(2)(a)

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Second, in terms of recent changes, I've identified the following recent changes:

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Queensland: From 2011, if a public holiday falls on a Sunday the following day will be an additional public holiday, rather than a substitute day. From 2011/12, an additional public holiday will be provided when Christmas Day, Boxing Day or New Year's Day falls on a weekend.

Cheers

Section 9(2)(a)

From: Section 9(2)(a)

Sent: Monday, 13 February 2012 3:27 p.m.

To: Section 9(2)(a)

Cc: Section 9(2)(a) Justin Strang

Subject: RE: Information on how Australia treats public holidays that fall on a weekend

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Section 9(2)(a)

Section 9(2)(a)

Office of the Hon Kate Wilkinson

Minister of Conservation | Minister of Labour
 Minister for Food Safety | Associate Minister of Immigration
www.ketewilkinson.co.nz | www.beehive.govt.nz

25

From: Section 9(2)(a)
Sent: Monday, 13 February 2012 3:16 pm
To: Section 9(2)(a)
Cc: Section 9(2)(a) Justin Strang
Subject: Information on how Australia treats public holidays that fall on a weekend

Hi Section 9(2)(a)

In response to the Minister's request for further information on how Australia treats public holidays that fall on a weekend:

Summary: Most national public holidays in Australia are Mondayised if they fall on a Saturday or a Sunday. Most national public holidays are observed/commemorated on their actual date, even if they are Mondayised.

- If a relevant national public holiday falls on a weekend, a substitute or an additional public holiday is usually observed on the following work day depending on the State/Territory and the holiday in question. This set out in the table below

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ANZAC Day	Yes A	No	Yes	Yes A	Yes S	Yes A	Yes S	Yes A
Christmas Day	Yes A	Yes	Yes	Yes S	Sunday only S	Yes	Yes A	Yes
Boxing Day/Proclamation Day	Yes A	Yes A	Yes	Yes S	Sunday only S	Yes A	Sunday only A	Yes
New Year's Eve	Yes	Yes	Yes	Yes	Sunday only	Yes A	Yes	Yes

Substituted public holiday - If a public holiday is substituted, then the substitute day is regarded as the public holiday. This substitute day is the only one that attracts the relevant penalty rates for working on public holidays.

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- The States/Territories generally observe/celebrate these holidays on their actual date, regardless of which day they fall and of whether, if they fall on a weekend, there is an additional public holiday on the Monday or Tuesday i.e. If ANZAC Day fell on a Sunday, it would be commemorated on that Sunday, with an additional public holiday on the Monday (with the exception of Tasmania)

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Please let me know if you need any clarification or further information.

Cheers

Section 9(2)(a)

Section 9(2)(a)
Policy Advisor | Kaitohutohu Kaupapahere
Employment Relations Policy Unit
Policy and Research Group
Department of Labour | Te Tari Mahi

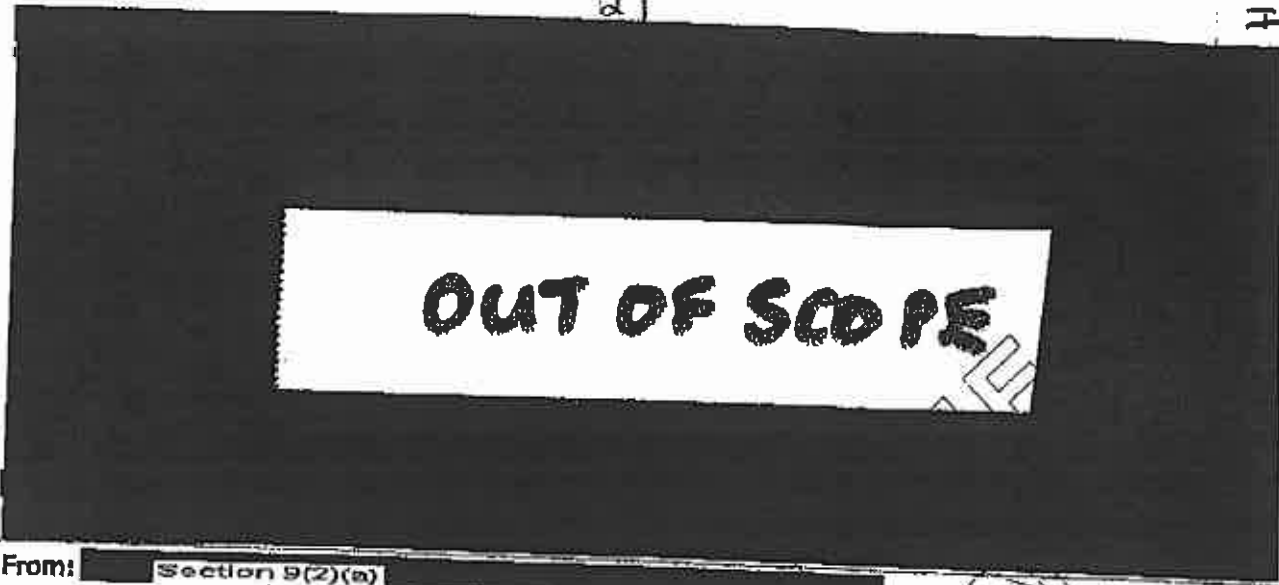
Section 9(2)(a)

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OUT OF SCOPE

From: [redacted] Section 9(2)(a)
Sent: Tuesday, 14 February 2012 1:32 p.m.
To: Justin Strang; [redacted] Section 9(2)(a)
Subject: FW: Request for briefing - Mondayisation

Hi - request for briefing as below.

Thanks

[redacted] Section 9(2)(a)

[redacted] Section 9(2)(a)
Office of the Hon Kate Wilkinson
Minister of Conservation | Minister of Labour
Minister for Food Safety | Associate Minister of Immigration
www.katewilkinson.co.nz | www.beehive.govt.nz

From: [redacted] Section 9(2)(a)
Sent: Tuesday, 14 February 2012 1:29 pm
To: [redacted] Section 9(2)(a)
Subject: Request for briefing - Mondayisation

Hi [redacted] Section 9(2)(a)

Can the department please provide a briefing paper for weekend bags that gives a little more detail around the Mondayising proposal.

Specifically, we need more detail and drill into the \$200m figure they provided on the daily cost, and also look at some comparable jurisdictions and what they do, including the amount and type of holidays (statutory and ordinary holidays) and Mondayisation.

It's important that the briefing looks at and compares the treatment of Mondayisation in countries where this occurs - ie is it like in NZ where workers would not have two holidays if we worked on Xmas day on Saturday, and the next Monday (the holiday for mon-fri workers).

The department's opinion is not being sought on whether they support or oppose.

Deadline: 3pm Friday 17 February.

Section 9(2)(a)

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Section 9(2)(a)

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Section 9(2)(a)

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4

From: Section 9(2)(b)
 Sent: Tuesday, 14 February 2012 1:58 p.m.
 To: Section 9(2)(a)
 Subject: RE: Costings for Mondayising Waitangi and Anzac days

Hey,

Sounds good, tomorrow should work.

What specifically would you like, to drill down into?

The Time Use Survey will have more up-to-date figures, but we'll need a special run. The figures we have been using actually came from a research report, so it may be more complicated than just doing a special run.

What are your timelines?

Cheers

Section 9(2)(a)

From: Section 9(2)(a)
 Sent: Tuesday, 14 February 2012 1:49 p.m.
 To: Section 9(2)(a)
 Cc: Section 9(2)(a)
 Subject: RE: Costings for Mondayising Waitangi and Anzac days

Thanks Section 9(2)(a) and I are still keen to meet to talk through the estimates in more detail. We're keen to make sure we understand just how the estimates have been arrived at, their robustness, and whether/how easy it would be to refine them further.

We've been asked to provide a further briefing for the Minister of Labour that "drills down" into the initial approx. \$200m cost figure already provided.

I had one quick question: does the 2009/10 Time Use Survey give us the more up-to-date figures we want?

http://www.stats.govt.nz/browse_for_stats/people_and_communities/time_use/TimeUseSurvey_HOTP2009-10/Commentary.aspx

Cheers

Section 9(2)(a)

From: Section 9(2)(a)
 Sent: Tuesday, 14 February 2012 11:24 a.m.
 To: Section 9(2)(a)
 Cc: Section 9(2)(a)
 Subject: RE: Costings for Mondayising Waitangi and Anzac days

Hey Section 9(2)(a)

30

I thought I'd save us a meeting and just email you instead. Also might head home after lunch.

The second estimates we provided are about as refined as we can get at the moment. If we put the proposal into context, there are 261 weekdays in the average year, less between 9 and 11 statutory holidays. That's 5,010 working weekdays every 20 years. Of those, 10 days (0.2% of weekdays) will become statutory holidays under the proposal.

Baring that in mind, if our modelling shows that costs increase by about 0.2% then we're about right.

Using Quarterly Employment Survey (QES) data we can get estimates of wages and hours worked by employees. This is better than our HLFS estimates, because they were for all employed.

From the 1998/99 Time Use Survey we found that about 88% of work was done Monday through Friday. Assuming an even split, that's 17.6% of hours worked and wages paid on a Monday. That survey also found that 5.6% of work was done on a Sunday. We assumed that these people form the core services that will operate through the holiday. So effectively 31.8% (that is 5.6%/17.6%) of those who usually work Mondays will work the holiday.

The wages and salaries paid to staff on holiday plus the wages and salaries paid to those working the holiday are about \$280million each holiday (or 0.4% of the total annual wage bill). Last week we looked forward 7 years and found that there were 4 extra holidays, costing on average \$158million per year (0.2% of the annual wage bill) for the next 7 years. Looking further ahead, you guys found 10 extra holidays in the next 20 years, costing on average \$138million per year (0.2% of the annual wage bill) for the next 10 years. This seems about right.

		% annual wage bill
Total annual wage bill	69,653,868,700	
Monday usual hours	8,947,132	
Monday covering hours	1,550,497	
Monday usual earnings	235,759,176	
Monday covering earnings	40,855,994	
Cost per extra holiday	276,615,170	0.4%
Average cost (4 every 7 yrs)	158,066,811.45	0.2%
Average cost (10 every 20yrs)	138,307,585.02	0.2%

The impacts on GDP are ambiguous so we won't model them any further than we already have. We know that the economy will lose on average 10 days every 20 years, potentially decreasing output by 0.2% per year on average. However, there may be productivity gains associated with the extra holidays, lifting output to its previous level (or even beyond). The extra wages paid workers covering those on holiday will feed through into the economy as well.

A few problems with this approach:
Time use data is old, but it is not clear that we can easily get updated data. The distribution of hours across the working week is likely to have changed since 1998/99. If anything, we are probably over-estimating the amount of work done on a Monday - overstating our estimates. However, about 0.2% seems about right, so we may not be.

Cheers

Section 9(2)(a)

From: Section 9(2)(a)
Sent: Monday, 13 February 2012 5:18 p.m.
To: Section 9(2)(a)
Subject: RE: Costings for Mondayising Waitangi and Anzac days

Section 9(2)(a)

If you've got some time tomorrow, it would be good to catch up to discuss how we might refine the cost of Mondayising Anzac and Waitangi Days.

Attached fyi is the briefing we provided the MoL on Friday. Also attached is some coverage in the media today!

Is 1.30 ok?

Cheers

Section 9(2)(a)

From: Section 9(2)(a)
Sent: Friday, 10 February 2012 3:28 p.m.
To: Section 9(2)(a)
Cc: Section 9(2)(a)
Subject: RE: Costings for Mondayising Waitangi and Anzac days

Hi guys,

I called in the big guns and we've got a better cost measure (using QES hours and the old Time Use Survey) and sorted the GDP thing for you. These are still "rough as" though.

Mondayising the 2 holidays will cost firms an additional \$160million in the average year, based on an estimated Monday wage bill (\$135m) and an additional amount for penal rates for the people who will work the holiday (\$25m).

This will decrease GDP by -0.2% in an average year. I would not advise going into any more detail than that.

We have looked at the calendar and found that you will get 4 extra holidays every 7 years and you won't get one until 2015.

Please bear in mind that this was put together quickly, so a more thorough analysis is needed. Also, we used 1998/99 Time Use survey data to estimate the proportion of work done on a Monday. The way we work is likely to have changed since then, with more firms operating on the weekends, etc, so our numbers are likely to be overstated.

Cheers

Section 9(2)(a)

From: Section 9(2)(a)
Sent: Friday, 10 February 2012 12:50 p.m.
To: Section 9(2)(a)
Subject: RE: Costings for Mondayising Waitangi and Anzac days

Thanks, that's great. I think we'll stick with people rather than hours for now (the briefing needs to go today). We're likely to undertake to provide MoL with a further refined estimate if she so direct:

But what I did also want to perhaps include was a (rough) estimate of the impact on GDP. Along the lines of:

- In 2011, New Zealand's GDP was xx (I've heard \$200 billion?)
- the latest Household Labour Force Survey (December 2011) has the average number of hours worked per week at 73,776,000
- therefore GDP per hour worked = xx
- therefore reducing the number of hours worked in 2011 by xx (if Waitangi Day and Anzac Day had been Mondayised) would have taken xx off GDP

Does that sound feasible? Can you see any fundamental flaws in this approach?

Cheers

Section 9(2)(a)

From: Section 9(2)(a)
Sent: Friday, 10 February 2012 9:54 a.m.
To: Section 9(2)(a)
Cc: Section 9(2)(a)
Subject: RE: Costings for Mondayising Waitangi and Anzac days

Hey again,

Bit frazzled yesterday. Now I've had a proper look at your email and see what you're trying to do, I can provide some more considered advice. Section 9(2)(a) did something similar last year - his work might have another method in I

Firstly, you're pretty much there. We can just make a few refinements, depending on how scientific you want to go from Stats)

- We have the 62.7% of people working Monday-Friday (or we can try and get the % of hours worked Monday from Stats)
- We can use the employment and hours figures from yesterday's HLES to work out the average hours per person (which is 35.9/week or 7.175/day - assuming a 5 day work week)
- We have the median wage of \$20.38/hr

[Number of people working Monday-Friday * usual hours worked per day * median hourly wage] * 2 = cost of Mondayizing both
 [(62.7%*2,221,000) * 7.175* \$20.38] = \$407.2 million

Caveats to this approach

- The key problem with this is that the employment and hours figures are for all employed people (including self-employed, who I don't believe are bound by the holidays act) so our estimates may be overstated
- We assume a 5-day work week to get average hours per day
- There will be more.

Happy to discuss

W

From: Section 9(2)(a)
Sent: Thursday, 9 February 2012 12:21 p.m.
To: Section 9(2)(a)
Cc: Section 9(2)(a)
Subject: Costings for Mondayising Waitangi and Anzac days

Hi Section 9(2)(a)

Hopefully this is just a quick question.....blame Justine if it is not.

We are trying to work out costings for potentially Mondayising Waitangi and Anzac days.

My thinking:

- Statistics NZ released some data in 2008 about working life in NZ which stated 62.7% of people work Monday to Friday.
 - o Have spoken to stats and this is the most recent data
- As at December 2011 2,221,000 NZ's were employed, this however includes part time workers (62.7% would be 1,392,567 people)

- The Income Survey released in June 2011 stated the median hourly rate is \$20.38 (\$20.38*8hours=\$163.04*2days= \$326.08)

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At the roughest of estimates can I say it would cost an estimated \$454,088,247.36? (\$326.08*1,392,567)

[REDACTED]

Are you able to please help.

OUT OF SCOPE

Regards

[Section 9(2)(a)]

Policy Advisor

Employment Relations Policy Unit

Department of Labour | Te Tari Mahi

56 The Terrace | PO Box 3705 | Wellington | New Zealand

[Section 9(2)(a)]

Web: www.dol.govt.nz

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