

'HOW'S WORK??'



Employment information provided especially for people working in the New Zealand wine industry

april 2006

This month's topics will be of most interest to those who work for others.

Pay Rates for working on Easter or Anzac Public Holidays **Are you paid correctly? minimum wage rates have increased** **Your right to holiday pay**

Pay Rates for Public Holidays

If a Public Holiday is a normal working day for you, you are entitled to a paid day off from work, payable at your relevant daily rate of pay. If you actually work on the day, you must be paid time and a half your relevant hourly rate for the hours you worked, and in addition, given another paid day off as an alternative holiday. This extra day is to be taken at a mutually agreed time later on.

If you're someone who worked on the Public Holiday, but that day would not have been a normal working day for you, then you should be paid at time and a half for the hours you worked, but no alternative holiday would apply.

It is possible for employers to roster off casuals from working on the day, so you would not be entitled to a paid day off.

The time and a half rate applies to all workers who work on the day – salaried employees as well as those on wages.

Just a reminder – the public holidays over Easter were Good Friday and Easter Monday. **Easter Sunday is not a public holiday** so the time and a half rate does not apply to those who worked on Easter Sunday.

Minimum Wage Rates

New rates of pay took effect from 27 March for both adult and youth workers. For those over 18, you should now be paid at least \$10.25 per hour (up from \$9.50) - equivalent to \$21,320 per annum for a 40-hour working week.

For those aged 16 or 17, you need to be paid at the new minimum youth rate which has increased to \$8.20 per hour or \$328 for a 40-hour week.

If you think you are being underpaid, the first thing you should do is talk to your employer about it. If that doesn't get you satisfaction, then you are quite within your rights to speak to the Labour Department.

We've heard (sadly) that some people in our industry are not being paid correctly – we hope your boss isn't among those not doing it right.

Who gets Holiday Pay?

The short answer is, Everyone.

Have you heard comments like: "You're a casual so we don't pay you extra for holiday pay", or "Overseas workers don't get holiday pay"? Sounds like your boss doesn't understand the Holidays Act.

Even casuals who work, say, just for vintage, or for grapepicking, or to help out in a liquor store over a busy time like Christmas, must be paid holiday pay (which equates to 6% of your gross wages.)

There are some cases where holiday pay can be paid out weekly as an additional 6% of the minimum rate of pay (and must be shown separately) but generally speaking most people would either take their 3 weeks holiday each year and be paid for it at their normal rates, or, receive a 6% payment of their gross earnings for the year at the termination of their employment.

All employees are entitled to 6% holiday pay when they leave their job and we've been told that some casual workers are not being paid this.

Check with the Labour Department if you think you are being underpaid. They have people who can help you.

Keep up with what's happening in the employment side of the New Zealand wine industry by checking out the latest job vacancies at www.winejobsonline.com. If you know someone interested in a job change, refer them to the website. Of if you need another pair of hands to help out at your place, advertise your vacancy for national and international coverage. You can email Paddy and Heather Battersby at mail@winejobsonline.com



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