



A-Z OF EMPLOYING

## **Waitangi Day**

*Our guide for Employers and Managers*

**SUPPORTING,  
FACILITATING &  
REPRESENTING  
BUSINESS**

Business**Central** 

# Abandonment of employment

*Our guide for Employers and Managers*

This is only a guide. It should not be a substitute for professional advice.

Please seek advice from our AdviceLine Team if you require specific assistance.

## Use this guide to understand

- Why Waitangi Day is treated as a public holiday
- Whether Waitangi Day is to be Monday-ised for employees

Te Tiriti O Waitangi/The Treaty of Waitangi was signed on 6 February 1840. This date is commemorated each year on 6 February as Waitangi Day and is therefore classified as a public holiday.

## Holidays Act 2003

Waitangi Day is observed as a public holiday on 6 February every year. However, where the day falls on Saturday or Sunday, and that day is not otherwise a working day for an employee, the public holiday will be treated as falling on the following Monday for that employee.

Traditionally, Waitangi Day was provided for by the Waitangi Day Act 1976. This was substantially repealed by the Holidays Act 2003, effectively treating Waitangi Day as any other public holiday.

Refer to the A-Z Guide on **Public Holidays** for that information.

### Remember:

- ▶ Always call AdviceLine to check you have the latest guide (refer to the publication date below).
- ▶ Never hesitate to ask AdviceLine for help in interpreting and applying this guide to your fact situation.
- ▶ Use our AdviceLine employment advisors as a sounding board to test your views.
- ▶ Get one of our consultants to draft an agreement template that's tailor-made for your business.
- ▶ Visit our website [www.businesscentral.org.nz](http://www.businesscentral.org.nz) regularly.
- ▶ Attend our member briefings to keep up to date with all changes.
- ▶ Send your staff to Business Central Learning courses and conferences designed for those who manage employees.

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