

# HOLIDAYS SURVEY - MAIN RESULTS

## 1. About your business

### 1.1 Industry

#### Industry

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agriculture	64	3.9	3.9	3.9
	Forestry, Fishing and Mining	30	1.8	1.8	5.7
	Manufacturing	453	27.3	27.4	33.0
	Electricity, Gas and Water	28	1.7	1.7	34.7
	Construction	85	5.1	5.1	39.9
	Wholesale Trade	93	5.6	5.6	45.5
	Retail Trade	153	9.2	9.2	54.7
	Accommodation, Cafes and Restaurants	67	4.0	4.0	58.8
	Transport and Storage	103	6.2	6.2	65.0
	Communication Services	36	2.2	2.2	67.1
	Finance and Insurance Services	45	2.7	2.7	69.9
	Property and Business Services	106	6.4	6.4	76.3
	Government Administration and Defence	30	1.8	1.8	78.1
	Education, Health and Community Services	263	15.9	15.9	94.0
	Cultural, Recreation, and Personal Services	98	5.9	5.9	99.9
	Other (please specify below)	2	.1	.1	100.0
	Total	1656	99.9	100.0	
Missing	System	2	.1		
Total		1658	100.0		

### 1.2 Do your employees work shifts?

#### Employees work shifts

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	585	35.3	35.5	35.5
	no	1064	64.2	64.5	100.0
	Total	1649	99.5	100.0	
Missing	System	9	.5		
Total		1658	100.0		

### 1.3 Do you employ part-time employees?

Employ part-time workers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	1305	78.7	79.1	79.1
	no	345	20.8	20.9	100.0
	Total	1650	99.5	100.0	
Missing	System	8	.5		
Total		1658	100.0		

### 1.4 How many do you employ (Full Time Equivalents)?

Full-time equivalent workers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5	340	20.5	20.7	20.7
	6-20	507	30.6	30.8	51.5
	21+	798	48.1	48.5	100.0
	Total	1645	99.2	100.0	
Missing	System	13	.8		
Total		1658	100.0		

## 2. About the Holidays Act 2003

### 2.1 Are there any areas of the Holidays Act 2003 you find difficult to apply?

Areas of the Holidays Act difficult

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	1114	67.2	67.6	67.6
	no	534	32.2	32.4	100.0
	Total	1648	99.4	100.0	
Missing	System	10	.6		
Total		1658	100.0		

### 2.2 If yes, please indicate from the list set out below any areas that have caused difficulty (please click the box where applicable):

#### Annual Leave - Calculation

Annual leave calculation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	528	31.8	100.0	100.0
Missing	System	1130	68.2		
Total		1658	100.0		

## Annual Leave – Timing (where leave is to be taken)

### Annual leave timing

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	308	18.6	100.0	100.0
Missing System	1350	81.4		
Total	1658	100.0		

## Public Holidays

### Leave Entitlements - Working the public holiday

#### Public holidays working public holiday

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	469	28.3	100.0	100.0
Missing System	1189	71.7		
Total	1658	100.0		

### Leave Entitlements – Mondayisation Xmas/New Year/Saturday/Sunday issues

#### Public holidays mondayisation

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	542	32.7	100.0	100.0
Missing System	1116	67.3		
Total	1658	100.0		

### Leave Entitlements – Alternative holidays

#### Public holidays alternative hol

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	320	19.3	100.0	100.0
Missing System	1338	80.7		
Total	1658	100.0		

### Leave Entitlements – On call entitlement to alternative day

#### Public holidays on call

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	332	20.0	100.0	100.0
Missing System	1326	80.0		
Total	1658	100.0		

### Leave Entitlements – Sickness on public holiday

#### Public holidays sickness

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	329	19.8	100.0	100.0
Missing System	1329	80.2		
Total	1658	100.0		

## Relevant Daily Pay – Calculation of holiday pay

### Relevant daily pay holiday pay

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	549	33.1	100.0	100.0
Missing System	1109	66.9		
Total	1658	100.0		

## Relevant Daily Pay – Calculation of penal rate for working a public holiday

### Relevant daily pay penal rate

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	359	21.7	100.0	100.0
Missing System	1299	78.3		
Total	1658	100.0		

## Sickness or Bereavement Leave – calculation (relevant daily pay)

### Sick leave calculation

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	422	25.5	100.0	100.0
Missing System	1236	74.5		
Total	1658	100.0		

## Sickness or Bereavement Leave – medical certificates

### Sick leave medical certificates

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	292	17.6	100.0	100.0
Missing System	1366	82.4		
Total	1658	100.0		

## Sickness or Bereavement Leave – increased absenteeism

### Sick leave increased absenteeism

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	368	22.2	100.0	100.0
Missing System	1290	77.8		
Total	1658	100.0		

## Explaining Holiday Changes to Employees

### Explaining holiday changes

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	755	45.5	100.0	100.0
Missing System	903	54.5		
Total	1658	100.0		

## Impact of New Legislation on Existing Employment Agreement Conditions

### Impact of new leg on existing ea conditions

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	773	46.6	100.0	100.0
Missing System	885	53.4		
Total	1658	100.0		

### 2.3 Do you foresee your business becoming involved in any employment disputes arising from the Holidays Act 2003?

#### Forsee business in emploment disputes

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	390	23.5	23.8	23.8
no	1249	75.3	76.2	100.0
Total	1639	98.9	100.0	
Missing System	19	1.1		
Total	1658	100.0		

### 2.4 If you are in the service industry did you close on any public holiday because of the Holidays Act 2003 changes?

#### Service industry that closed on pub holiday

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	155	9.3	10.2	10.2
no	416	25.1	27.5	37.7
not applicable	943	56.9	62.3	100.0
Total	1514	91.3	100.0	
Missing System	144	8.7		
Total	1658	100.0		

### 2.5 Has your business incurred additional costs, either actual or in administration, due to the Holidays Act changes?

#### Business incurred additional costs due to HA

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	1235	74.5	75.0	75.0
no	411	24.8	25.0	100.0
Total	1646	99.3	100.0	
Missing System	12	.7		
Total	1658	100.0		

### 2.6 If yes, please indicate the approximate cost to your payroll:

#### If yes, approximate cost to payroll

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 0-2%	643	38.8	53.4	53.4
3-5%	369	22.3	30.6	84.0
More than 5%	193	11.6	16.0	100.0
Total	1205	72.7	100.0	
Missing System	453	27.3		
Total	1658	100.0		

# Business New Zealand Holidays Act 2003 Survey

Business New Zealand is canvassing the views of its regional organisations' members and Affiliated Industries Group members on the Holidays Act 2003 and its recent amendment.

This anonymous survey should take less than 5 minutes to complete and is intended to provide a snapshot of the relative ease or difficulty of complying with the new holidays legislation. It does not focus on increases in statutory entitlements such as penal rates for working on a public holiday or the four weeks' minimum annual leave from April 2007.

## 1. About your business

1.1 What industry are you in? (please choose one industry only)

- Agriculture
  - Forestry, Fishing and Mining
  - Manufacturing
  - Electricity, Gas and Water
  - Construction
  - Wholesale Trade
  - Retail Trade
  - Accommodation, Cafes and Restaurants
  - Transport and Storage
  - Communication Services
  - Finance and Insurance Services
  - Property and Business Services
  - Government Administration and Defence
  - Education, Health and Community Services
  - Cultural, Recreation, and Personal Services
  - Other (please specify)
- 

1.2 Do your employees work shifts? No  Yes

1.3 Do you employ part-time employees? No  Yes

1.4 How many do you employ (Full Time Equivalents)?  
1-5  6-20  >21

## 2. About the Holidays Act 2003

2.1 Are there any areas of the Holidays Act 2003 you find difficult to apply? (Please circle)  
Yes  No

If no, please go to question 2.3

2.2 If yes, please indicate from the list set out below any area or areas that have caused difficulty (please click the box where applicable):

### Annual leave

- calculation
- timing (when leave is to be taken)

### Public holidays

#### leave entitlements

- working the public holiday
- mondayisation
- Xmas/ New Year/ Saturday/ Sunday issues
- Alternative Holidays
- on call entitlement to alternative day
- sickness on public holiday

#### Relevant Daily Pay

- calculation of holiday pay
- calculation of penal rate for working a public holiday

### Sick or bereavement leave

- calculation (Relevant Daily Pay)
- medical certificates
- increased absenteeism

Explaining holiday changes to employees

Impact of new legislation on existing employment agreement conditions

Other (please state) \_\_\_\_\_

2.3 Do you foresee your business becoming involved in any employment disputes arising from the Holidays Act 2003?

Yes

No

2.4 If you are in the service industry did you close on any public holiday because of the Holidays Act 2003 changes?

Yes

No

N/A

2.5 Has your business incurred additional costs, either actual or in administration, due to Holidays Act changes?

No

Yes

If no, please go to question 3

2.2 If yes, please indicate the approximate cost to your payroll:

0-2%

3-5%

>5%

**3. General comments**

Are there any general comments you would like to make about the Holidays Act 2003 and/or the 2004 amendment?

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