

1944

Annual leave introduced

(NZOYB, 1975)

HOURS OF WORK—Employer week since 1946, with the first le

HOLIDAYS—The Annual Holidays Act 1944 provides for an annual holiday of 3 weeks' duration on ordinary pay for all workers. A worker who has been employed for less than 1 year, on termination of his employment, is entitled to holiday pay for the period of employment. An employer is required to keep a record (holiday book) containing particulars of employment, annual holidays, and amounts paid in respect of each worker in his employment.

Public holidays include Christmas Day, Boxing Day, New Year's Day, 2 January (or a day in lieu), New Zealand Day, Good Friday, Easter Monday, Anzac Day, Labour Day, the Sovereign's Birthday, and the provincial anniversary day (or a day in lieu). Labour Day is deemed to be the fourth Monday in October. New Zealand Day is 6 February. Anzac Day (the 25th day of April) is a day of commemoration, being the anniversary of the first landing of troops on Gallipoli in 1915, and in terms of employment is observed as if it were a holiday. Where Anzac Day falls on a Sunday it is not transferred to a working day.

Other statutes dealing with holidays are the Anzac Day Act 1966, Sovereign's Birthday Observance Act 1952, and the New Zealand Day Act 1973.

FACTORIES ACT—The Factories Act 1946 applies to "any building, office, or place in which two or more persons are engaged or in which one or more persons are employed . . . directly or indirectly, in any handicraft, or in preparing or manufacturing goods for trade or sale . . .".

Restrictions on Employment—No boy or girl under 16 years of age may be employed in any factory unless a certificate of fitness is issued by an Inspector of Factories.

Safety, Health, and Welfare—The safety measures have reference to dangerous liquids, harmful noise, means of access and safety of employment, and means of escape in case of fire. The employer is required to keep a register of all accidents of which he has any knowledge, and first-aid appliances must be provided and maintained. The health and welfare provisions are very extensive and include reference to such matters as air space, cleanliness, ventilation, canteens, the care of employees, amenities, and other things to be supplied by the employer to secure employees' health or welfare.

SHOPS AND OFFICES ACT: Hours of Work—For shop assistants the hour of commencing work for persons under 16 years must not be earlier than 7 a.m., except that newspapers may be delivered from 6 a.m. by persons aged 12 years and under 16, and milk by persons aged 14 years and under 16 from the same hour. Persons under 18 years may not be employed after 10.30 p.m. The Act also provides that persons under 18 years cannot be employed in restaurants before 5 a.m. or after 10.30 p.m.

Sunday Trading—Sunday trading is prohibited except: (a) if provision is made in an award, the prior consent of the Minister being required to such inclusion; (b) for sale of exempted goods listed later; (c) if individual shops are granted exemption by the Shops and Offices Exemptions Tribunal or the Minister to permit them to open on Sunday. This is designed to offer a relaxation to enable shops to cater for the essential needs of the public after work and on weekends.

Exempted Goods—The Shops and Offices Exempted Goods Order 1968 permits the sale of various commodities including bakers' and pastrycooks' lines, building supplies and handyman's requisites, condiments, cooked foods, dairy produce, drinks, fish, frozen foods, fruit and vegetables, gardening supplies, miscellaneous groceries, magazines and periodicals, meats and small goods, medicinal and household goods, photographic goods, and some miscellaneous items.

Non-exempted goods must be properly locked away from the view of the public after normal closing hours.