



Directors:

Jeff Goldstein



Email: jeff@emplaywers.co.nz

Linda Ryder



Email: linda@emplaywers.co.nz

Staff Solicitor

Carolyn Davies



Email: carolyn@emplaywers.co.nz

Registered Legal Executive

Julie Knowles



Email: julie@emplaywers.co.nz

Office Administrator

Melissa Cowan



Email: melissa@emplaywers.co.nz

Volume 5, Issue 3

March 2015

'Mondayisation' - Observation of Public Holidays

This years' ANZAC day on 25 April 2015 will be the first public holiday to coincide with a weekend since the Holidays (Full Recognition of Waitangi Day and Anzac Day) Amendment Act 2013 ("the Act") came into force on 1 January 2014.

Waitangi Day will also coincide with a weekend in 2016 so it is important that employers are clear about what their obligations are to employees, to avoid any issues arising in the future.

What does 'Mondayisation' mean?

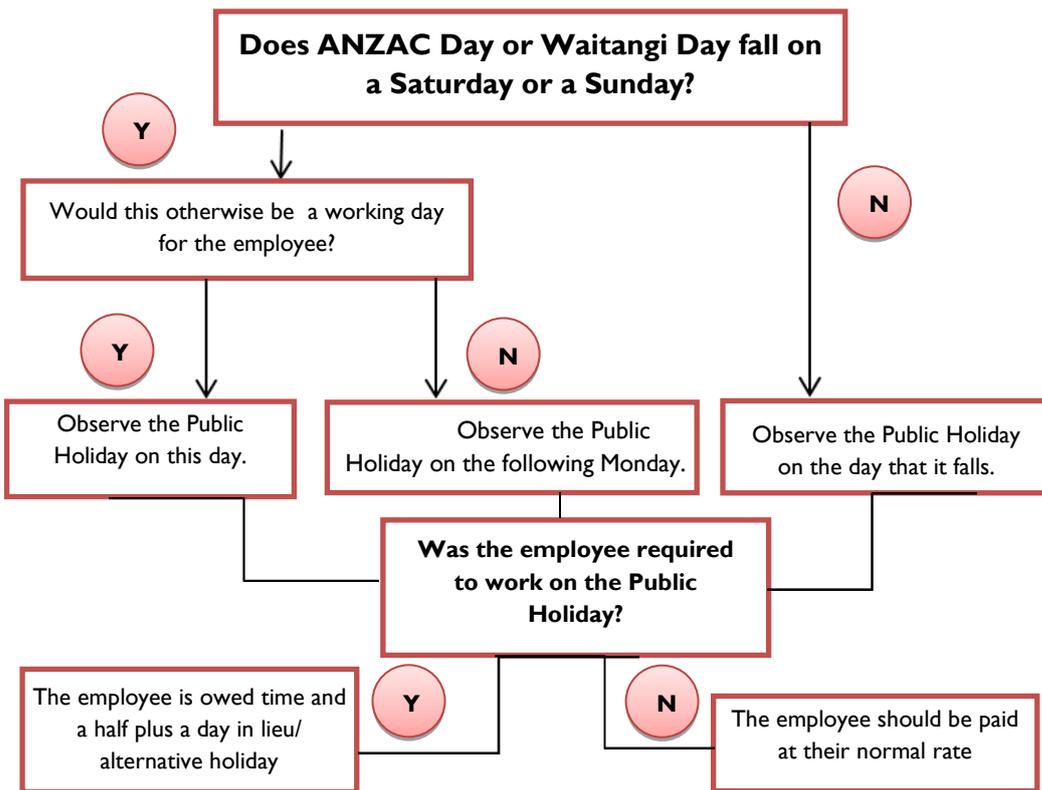
If Waitangi Day or ANZAC Day fall on a Saturday or Sunday, and the day would otherwise be a working day for the employee, the public holiday must be treated as falling on that day.

However, if the employee does not normally work on Saturday or Sunday then the public holiday will be treated as falling on the following Monday.

Whether a day would 'otherwise be a working day' for the employee is usually straightforward for regular workers, but can be harder to determine for seasonal, casual, or temporary workers.

Those employees who are required to work a public holiday will be entitled to be paid time and a half plus a day in lieu/alternative holiday. An employee is not able to claim two public holidays. Employers also need to remember that if an employee would normally work on a public holiday, and is not required to work that day, they are still entitled to be paid at their normal rate.

Please see a summary flow chart below. However for an accurate discussion of your obligations, please contact Jeff Goldstein or Linda Ryder on 03 343 4419



Can You Afford to Ignore the Cost of Fraud?

Fraud is deception intended to obtain an unlawful personal gain and causing an actual or potential financial loss to a business. Simply it is a burglary committed against a business.

Forensic accounting is the use of specialist accounting, auditing and investigative skills of a chartered accountant to analyse and unravel fraud hidden in an organisation's accounting systems. We investigate, analyse and present complex financial evidence in an easy concise understandable manner.

Recovering the Cost of Fraud

Are you insured against employee theft? Generally insurance against employee theft will not only cover the value of the financial loss of the fraud but also the cost of any specialist investigation.

The forensic accountant will quantify and provide evidence of the value of the financial loss and identify those assets of the fraudster that may be secured as reparations. We work with the legal profession to secure the freezing and recovery of the money or assets.

We call on the legal profession in employment issues arising from fraud and to adopt written workplace code of ethics to include a fraud policy.

Suspect fraud in your workplace?

Call **Hall Fisken and Associated Ltd**, Forensic Chartered Accountants

Craig Fisken

craig@hallfisken.co.nz

0274 870 812

Sandra James

sandra@hallfisken.co.nz

0274 138 114

Please contact Jeff Goldstein or Linda Ryder if you have any questions about the contents of this article or any other employment matters.

Training Seminar Series

We will be holding various training seminars over the coming months in relation to the new Employment Relations Act amendments which come into force in March and the proposed amendments to Health and Safety Legislation. Flyers are attached if you would like to register your attendance.

If you have any particular topics you would like to learn more about, please let us know.



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You can also continue to pay your invoice in the usual way through online banking and by cheque.



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