

17 October 2024

GB
fyi-request-28324-6a17536a@requests.fyi.org.nz

Tēnā koe GB,

Your request for official information, reference: HNZ00064187

Thank you for your email on 9 September 2024, asking Health New Zealand | Te Whatu Ora (Health NZ) for the following under the Official Information Act 1982 (the Act):

We are still waiting for the payment that is owed to us, eight years after issues with holiday pay were identified in 2016 due to problems with the Holidays Act.

- 1. Could you please explain the reason for the delay in a way that a regular person can understand.*
- 2. Are the funds available, or is there a delay in receiving the funds that is causing the payment delay?*
- 3. What is the exact date when payments will start?*

*Yours faithfully,
An employee*

Response

Anyone that worked for Health NZ, one of the former District Health Boards (DHBs), healthAlliance, New Zealand Health Partnerships, HealthSource or Northern Regional Alliance at any time since 1 May 2010, may have been paid incorrectly for their leave. Health NZ is committed to addressing these issues to ensure that current and former staff receive their correct leave entitlements.

Could you please explain the reason for the delay in a way that a regular person can understand.

When Health NZ was established, it inherited 20 separate payrolls. Each payroll was set up differently, with different practices and local arrangements in place, and a majority were no longer suited for modern payroll requirements. Health NZ is working with each district's project team to ensure that the scale of work is clear, resources are engaged, and activities are completed. The complexities of the Holidays Act, the size of the workforce, the hours people work and the variety of the employment arrangements, as well as the state of the payroll systems and processes, all make this a very challenging programme of work.

Project teams around the country are working hard to remediate payments to employees on each of these payrolls. Before payments can be approved, each project team needs to complete a rigorous series of checks and testing, to ensure that any remediation payments will be correctly calculated and leave entitlements will be correct in the future. The complexities of the Holidays Act, the size of our workforce, the hours people work and the variety of the employment arrangements, as well as the state of the payroll systems and processes, all make this a huge and complex project requiring specialist skills. Health NZ appreciates our

current and former employees' patience as we progress with this significant programme of work.

Are the funds available, or is there a delay in receiving the funds that is causing the payment delay?

The Government provides the funding for Holidays Act remediation payments once each project has completed the national assurance framework and this process been confirmed by the Ministry of Health and Treasury.

What is the exact date when payments will start?

As agreed in a Memorandum of Understanding with unions and the Labour Inspectorate in 2020, we are paying current employees in each payroll first, then former employees.

So far, payments have been made to current Auckland district staff in late 2023, with further projects due to be completed in the coming months. We plan to complete Holidays Act Remediation payments to our current employees in 2024/25.

How to get in touch

If you have any questions, you can contact us at hnzOIA@Tewhatoru.govt.nz.

If you are not happy with this response, you have the right to make a complaint to the Ombudsman. Information about how to do this is available at www.ombudsman.parliament.nz or by phoning 0800 802 602.

As this information may be of interest to other members of the public, Health NZ may proactively release a copy of this response on our website. All requester data, including your name and contact details, will be removed prior to release.

Nāku iti noa, nā



Andrew Slater

**Chief People Officer
People and Communications**

TeWhatuOra.govt.nz

Health NZ, PO Box 793,
Wellington 6140, New Zealand