

21 January 2025

M R M

fyi-request-29476-81dcbac1@requests.fyi.org.nz

Ref. HNZ00074299

Dear M R M

Thank you for your email of 6 December 2024 to Health New Zealand | Te Whatu Ora (Health NZ) regarding back Holidays Act payments for Waikato staff.

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

When Health NZ was established, we inherited 20 separate payrolls. Each payroll was set up differently, with different practices and local arrangements in place, and a majority no longer suited for modern payroll requirements. 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.

Payments have been completed for current staff in Auckland, Counties Manukau, Waitematā, Hawke's Bay, South Canterbury, Taranaki and four former shared services (HealthAlliance, Health Partnerships, Health Source and Northern Region Alliance).

Project teams around the country are working hard to remediate outstanding payments to employees, however, 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. Because there are so many variables, it's not possible to set payment dates accurately very far ahead. However, Health NZ plans to complete Holidays Act Remediation payments to all current employees by July 2025, and payments to former employees are expected to start in early 2025. For the latest information, I encourage you to stay up to date with the Holidays Act Remediation page on Te Haerenga.

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

Thank you again for writing. I hope this information is useful, and I wish you well.

Nāku noa, nā



Fiona McCarthy
Interim Chief Human Resources Officer