



Frequently Asked Questions

No.	Question	Answer
1	Who is covered by the Holidays Act compliance project?	Anyone employed by Mid Central DHB from 01 May 2010.
2	What do I need to do?	You do not need to do anything at this stage as we are reviewing the compliance of the payroll system. All current employees will be notified of the next steps
3	I worked for a different DHB during this time. Who should I get in touch with?	A national website is being setup for employees who were previously employed at DHBs. We will tell you more about this soon.
4	Where can I get more information?	We are in the early stages of undertaking this review and will be keeping you informed as developments eventuate. We will communicate directly with past and present employees when we have a clear idea on how they may be impacted. You do not need to take any further action at this stage – we will be in touch.
5	Why pay from 2010 when the act was in force from 2004?	The issue was raised by the CTU in 2016. Under ordinary circumstances, there is a six year limitation but the CTU and DHBs agreed that the reference point would be May 2010, six years from when the CTU wrote to DHBs. This agreement also means all records prior to this point will not be reviewed.
7	What happens after the review?	After the review, we will rectify any non-compliance with the Holiday Act that we find and give employees any leave or payments they are owed.
8	Can I contact the Staff Service Centre (Payroll) team for assistance?	No. The SSC Payroll team has no further information other than what is on this FAQ page. You will be contacted directly once the outcome of the review is known.
9	Will all staff receive remediation payments?	Typically, this issue has affected staff who have left MidCentral DHB or received payments over and above their normal salary, such as allowances or benefits. It is too early in the process to quantify the number of staff who will receive payments.
10	On what bases will the review be carried out?	DHB's, the CTU and the Labour Inspectorate have agreed a Memorandum of Understanding which sets a national process for DHB's to identify and rectify the historic Holidays Act 2003 non-compliance. The review and remediation will be undertaken based on this MoU.
11	Who is involved in the process?	MidCentral DHB is working closely with the unions who have members employed at the DHB as well as the Labour Inspectorate. An auditor has also been appointed to audit the process.