



## For employees:

Why it's important for you to get the right pay and entitlements for holidays and leave

**You are entitled to them,  
it's the law**



**You have earned all of  
the entitlements**



**You need paid time off to  
rest, recover and to attend  
to personal matters**



**Your employer must pay  
you for doing your job (they  
can't get out of it by saying  
they can't afford it)**



*This information is guidance only, is not legally binding, and should not be substituted for legal advice or for the wording of the Holidays Act 2003. MBIE does not accept any responsibility or liability for error of fact, omission, interpretation or opinion that may be present, nor for the consequences of any decisions based on this information.*