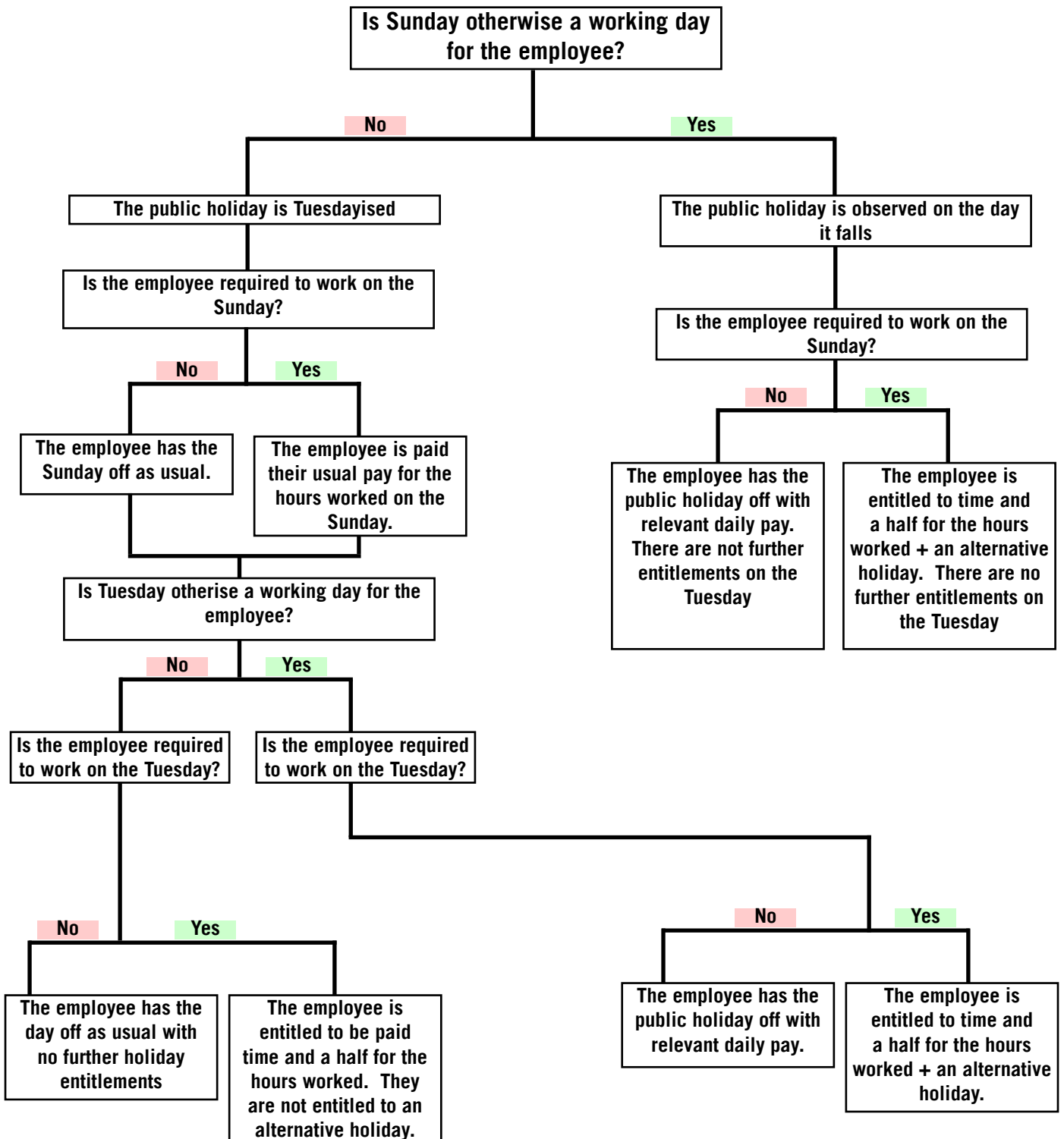


Christmas Day and New Years Day 2022/23



This flow chart has been prepared for members of Clubs New Zealand as a guide to determining employee holiday entitlements for Christmas Day 2022 and New Years Day 2023. This flow chart is based on minimum holiday entitlements and you must refer to the employees employment agreement to determine any further entitlements. The flow chart should be worked through from start to finish for each separate holiday for each employee individually.