

## Anzac Day 2026



**Anzac Day is one of those public holidays where Trading Law meets Employment Law and can create confusion. Below is a summary of employee entitlements for Anzac Day in 2026.**

---

### **Overview**

In 2026, Anzac Day falls on Saturday, 25 April. Due to Mondayisation, the public holiday is observed on **Monday, 27 April** for most employees. Employees who normally work Saturdays observe it on 25 April. If the day is an "otherwise working day," employees get a paid day off, or time-and-a-half plus a day in lieu if they work.

### **Two key principles apply**

1. Employees can only receive one public holiday and one application of time and a half rates and/or alternative holiday (day in lieu) for ANZAC Day.
2. The restrictions on trading on Anzac Day only apply to the calendar date April 25, 2026. This means that a business can be open all day Monday April 27, 2026.

## Key 2026 Anzac Day Entitlements & Rules:

- **Mondayisation**: For employees who do not normally work Saturdays, the public holiday moves to Monday, 27 April 2026.
- **Saturday Workers**: If an employee would normally work on Saturday 25 April, they observe the holiday on Saturday (no transfer to Monday applies).
- **Payment for Working**: If an employee works on the observed day (or the actual day, if they are a regular Saturday worker), they must be paid time and a half and receive an alternative paid day off (day in lieu).
- **Payment for Not Working**: If the observed day is an "otherwise working day" (a day they would normally work) but they do not work, they are paid for that day.
- **Shop Trading Restrictions**: Shops must remain closed until 1:00 pm on Saturday, 25 April 2026.

## "Otherwise Working Day" Definition:

To determine if an employee is entitled to a paid day off, employers must look at whether the employee would have worked that day, based on their regular roster or work patterns, not just what their employment agreement states.

For further information or queries around this, please contact us at [hradvice@businesscanterbury.co.nz](mailto:hradvice@businesscanterbury.co.nz) if you need advice in this area.

---

*This document and any accompanying information is subject to copyright and has been provided for the sole benefit of the recipient member on the condition that it may not be reproduced or distributed in any forms to other parties in the case of 'templates' or 'sample' documents, their reproduction or distribution must be confined to use within the member's own business and not made available to third parties whether in payment of a fee or otherwise.*

**IMPORTANT DISCLAIMER** – The Canterbury Employers' Chamber of Commerce accepts no liability for any action taken, or consequences arising from any use of the material, or any reliance made on the material.