

Reprint
as at 1 October 2018



Shop Trading Hours Act 1990

Public Act 1990 No 57
Date of assent 3 July 1990
Commencement see section 1(2)

Act name: replaced, on 30 August 2016, by section 5(3) of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Contents

	Page
Title [<i>Repealed</i>]	2
1 Title and commencement	3
<i>Preliminary provisions</i>	
2 Interpretation	3
2A Transitional, savings, and related provisions	4
Part 1	
Restricted trading days	
<i>General rule</i>	
3 Shops to be closed on Anzac Day morning, Good Friday, Easter Sunday, and Christmas Day	4
<i>Exemptions</i>	
4 Certain shops may remain open	5
4A Garden centres may remain open on Easter Sunday	6
4B Shops in certain areas may remain open on Easter Sunday	6

Note

Changes authorised by subpart 2 of Part 2 of the Legislation Act 2012 have been made in this official reprint.
Note 4 at the end of this reprint provides a list of the amendments incorporated.

This Act is administered by the Ministry of Business, Innovation, and Employment.

	<i>Offence</i>	
5	Offence	6
	Part 2	
	Trading on Easter Sunday	
	Subpart 1—Local Easter Sunday shop trading policies	
5A	Territorial authority may have local Easter Sunday shop trading policy	7
5B	Adoption, amendment, and revocation of local Easter Sunday shop trading policy	8
5C	Review of local Easter Sunday shop trading policy	9
5D	Delegation of power in relation to local Easter Sunday shop trading policies	9
5E	Chief executive to be notified of local Easter Sunday shop trading policy	10
	Subpart 2—Shop employee rights	
5F	Interpretation	10
5G	Provision requiring shop employee to work, or be available to work, on Easter Sunday unenforceable	10
5H	Shop employee's right to refuse to work on Easter Sunday	10
5I	Employer's obligation to notify shop employee of right to refuse to work on Easter Sunday	11
5J	Shop employee's obligation to notify employer of intention to refuse to work on Easter Sunday	11
5K	Employer's obligation not to take certain actions	12
5L	Personal grievance	12
	Part 3	
	Miscellaneous matters	
6	Shop Trading Hours Act 1977 repealed	13
7	Consequential protection for certain workers	14
7A	Further consequential protection for certain workers <i>[Repealed]</i>	16
8	Effect of certain provisions in leases, etc	16
9	Prosecutions	18
	Schedule 1AA	19
	Transitional, savings, and related provisions	
	Schedule 1	20
	Protective provisions	

Title *[Repealed]*

Title: repealed, on 30 August 2016, by section 4 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

1 Title and commencement

- (1) This Act is the Shop Trading Hours Act 1990.
- (2) This Act shall come into force on 1 August 1990.

Section 1 heading: amended, on 30 August 2016, by section 5(2) of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Section 1(1): amended, on 30 August 2016, by section 5(3) of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Preliminary provisions

Heading: inserted, on 30 August 2016, by section 6 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

2 Interpretation

In this Act, unless the context otherwise requires,—

chief executive means the chief executive of the department that, with the authority of the Prime Minister, is for the time being responsible for the administration of this Act

district has the same meaning as in section 5(1) of the Local Government Act 2002

employer has the meaning set out in section 5F

employment agreement has the meaning set out in section 5F

goods includes all personal chattels other than alcohol (within the meaning of the Sale and Supply of Alcohol Act 2012), money, and things in action

local Easter Sunday shop trading policy means a policy adopted by a territorial authority under subpart 1 of Part 2

publicly available has the same meaning as in section 5(1) of the Local Government Act 2002

repealed Act means the Shop Trading Hours Act 1977

shop means a building, place, or part of a building or place, where goods are kept, sold, or offered for sale, by retail; and includes an auction mart, and a barrow, stall, or other subdivision of a market; but does not include—

- (a) a private home where the owner or occupier's effects are being sold (by auction or otherwise); or
- (b) a building or place where the only business carried on is that of selling by auction agricultural products, pastoral products, and livestock, or any of them; or
- (c) a building or place where the only business carried on is that of selling goods to people who are dealers, and buy the goods to sell them again

shop employee has the meaning set out in section 5F

special consultative procedure has the same meaning as in section 5(1) of the Local Government Act 2002

territorial authority has the same meaning as in section 5(1) of the Local Government Act 2002.

Section 2 **chief executive**: inserted, on 30 August 2016, by section 7 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Section 2 **district**: inserted, on 30 August 2016, by section 7 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Section 2 **employer**: inserted, on 30 August 2016, by section 7 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Section 2 **employment agreement**: inserted, on 30 August 2016, by section 7 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Section 2 **goods**: replaced, on 18 December 2013, by section 417(1) of the Sale and Supply of Alcohol Act 2012 (2012 No 120).

Section 2 **local Easter Sunday shop trading policy**: inserted, on 30 August 2016, by section 7 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Section 2 **publicly available**: inserted, on 30 August 2016, by section 7 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Section 2 **shop employee**: inserted, on 30 August 2016, by section 7 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Section 2 **special consultative procedure**: inserted, on 30 August 2016, by section 7 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Section 2 **territorial authority**: inserted, on 30 August 2016, by section 7 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

2A Transitional, savings, and related provisions

The transitional, savings, and related provisions set out in Schedule 1AA have effect according to their terms.

Section 2A: inserted, on 30 August 2016, by section 8 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Part 1

Restricted trading days

Part 1 heading: inserted, on 30 August 2016, by section 9 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

General rule

Heading: inserted, on 30 August 2016, by section 9 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

3 Shops to be closed on Anzac Day morning, Good Friday, Easter Sunday, and Christmas Day

- (1) Subject to sections 4, 4A, and 4B, every shop shall remain closed—
- (a) before 1 pm on Anzac Day; and
 - (b) all day on any day that is Good Friday, Easter Sunday, or Christmas Day.

- (2) For the purposes of subsection (1)—
- (a) a shop that has a common entrance with a factory or warehouse is not closed at any time unless—
 - (i) the shop's entrance is then closed; and
 - (ii) no person in the shop is then selling goods, canvassing for orders of goods, or delivering goods; and
 - (b) subject to paragraph (a), a shop is not closed at any time unless—
 - (i) the shop is then locked, or otherwise secured against entry by members of the public; and
 - (ii) no person in the shop is then selling goods, canvassing for orders of goods, or delivering goods.

Section 3(1): amended, on 30 August 2016, by section 10 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Exemptions

Heading: inserted, on 30 August 2016, by section 11 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

4 Certain shops may remain open

- (1) Section 3(1) does not apply to a shop if it is—
- (a) a shop where—
 - (i) the goods for sale include nothing that is not food, drink, a household item, a personal item, an automotive fuel, an automotive lubricant, an automotive part, or an automotive accessory, of a kind that people may reasonably need to be able to buy at any time; and
 - (ii) the quantity of goods for sale is no greater than that sufficient to meet the demands of the people who live or are staying in the area where the shop is, and people (other than people travelling in order to buy goods at the shop) travelling through the area; or
 - (b) a shop whose principal business is selling goods falling into one or other of the following categories:
 - (i) goods intended to be bought as souvenirs;
 - (ii) duty free goods (that is to say goods sold from or through an export warehouse or a duty-free store (as those terms are defined in section 5(1) of the Customs and Excise Act 2018) to people intending to take the goods out of New Zealand);
 - (iii) prepared or cooked food ready to be eaten immediately in the form in which it is sold; or

- (c) a shop at any public passenger transport terminal, or at any station where public passenger transport services stop, whose principal business is selling goods falling into one or other of the following categories:
 - (i) books, magazines, and newspapers;
 - (ii) the categories specified in paragraph (b); or
 - (d) a pharmacy; or
 - (e) a shop in premises where a bona fide exhibition or show devoted (entirely or primarily) to agriculture, art, industry, and science, or any of those matters, is being held.
- (2) Section 3(1) does not apply to a shop in respect of its remaining closed at any time on any day if—
- (a) on 31 July 1990 there was in force in respect of the area in which the shop is situated an order under section 20 of the repealed Act (applied for under section 18(2) of that Act) authorising shops to be open at that time on that day; and
 - (b) all conditions (if any) subject to which the order was made are being (or, as the case may be, have been) complied with.

Section 4(1)(b)(ii): amended, on 1 October 2018, by section 443(3) of the Customs and Excise Act 2018 (2018 No 4).

4A Garden centres may remain open on Easter Sunday

Section 3(1) does not apply to a shop on Easter Sunday if it is a garden centre, being a shop the sole or principal business of which is the sale of plants or garden supplies or both.

Section 4A: inserted, on 11 April 2001, by section 4 of the Shop Trading Hours Act Repeal Amendment Act 2001 (2001 No 16).

4B Shops in certain areas may remain open on Easter Sunday

Section 3(1) does not apply to a shop on Easter Sunday if the shop is located in a district, or part of a district, in which a local Easter Sunday shop trading policy permits shops to open on Easter Sunday.

Section 4B: inserted, on 30 August 2016, by section 13 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Offence

Heading: inserted, on 30 August 2016, by section 14 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

5 Offence

- (1) The occupier of a shop that is not closed in accordance with section 3 commits an offence against this Act, and is liable, on conviction, to a fine not exceeding \$1,000.
- (2) For the purposes of subsection (1),—

- (a) the occupier of a shop,—
 - (i) includes any agent, manager, supervisor, or other person acting or apparently acting in general management or control of the shop; and
 - (ii) where the shop is occupied by a corporation or body of persons (whether incorporated or not), includes the shop's working manager:
- (b) a hawker or other person carrying on business by selling goods, or offering goods for sale by retail, otherwise than in a shop who—
 - (i) sells goods otherwise than in a shop; or
 - (ii) offers goods for sale otherwise than in a shop; or
 - (iii) delivers goods to a customer otherwise than in a shop,—
is deemed to be the occupier of a shop that is not closed.
- (3) In any proceedings for an offence against this Act,—
 - (a) it is sufficient to allege in the charging document that a place is a shop and to state in the charging document the name of its ostensible occupier, or a style or title under which its occupier is usually known or carries on business; and
 - (b) the charge may from time to time be amended as to the actual name of the occupier of the place.

Section 5(1): amended, on 1 July 2013, by section 413 of the Criminal Procedure Act 2011 (2011 No 81).

Section 5(3)(a): amended, on 1 July 2013, by section 413 of the Criminal Procedure Act 2011 (2011 No 81).

Section 5(3)(b): amended, on 1 July 2013, by section 413 of the Criminal Procedure Act 2011 (2011 No 81).

Part 2

Trading on Easter Sunday

Part 2: inserted, on 30 August 2016, by section 15 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Subpart 1—Local Easter Sunday shop trading policies

Subpart 1: inserted, on 30 August 2016, by section 15 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

5A Territorial authority may have local Easter Sunday shop trading policy

- (1) A territorial authority may have a local Easter Sunday shop trading policy to permit shops to open on Easter Sunday in an area comprising—
 - (a) the whole of its district; or
 - (b) any part or parts of its district.

- (2) A local Easter Sunday shop trading policy under subsection (1) may not—
 - (a) permit shops to open only for some purposes; or
 - (b) permit only some types of shops in the area to open; or
 - (c) specify times at which shops may or may not open; or
 - (d) include any other conditions as to the circumstances in which shops in the area may open.
- (3) Nothing in subsection (2) is intended to limit the territorial authority's power to control any of the matters in subsection (2)(a) to (d) under any other enactment.
- (4) A local Easter Sunday shop trading policy under subsection (1)(b) must include either or both of the following:
 - (a) a map of the area;
 - (b) a clear description of the boundaries of the area so that they are easily identifiable in practice.
- (5) However, where a local Easter Sunday shop trading policy includes both a map and a description of the area and there is an inconsistency between the map and the description, the description prevails.

Section 5A: inserted, on 30 August 2016, by section 15 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

5B Adoption, amendment, and revocation of local Easter Sunday shop trading policy

- (1) A territorial authority must use the special consultative procedure when deciding whether to—
 - (a) adopt a local Easter Sunday shop trading policy; or
 - (b) amend a local Easter Sunday shop trading policy; or
 - (c) revoke a local Easter Sunday shop trading policy.
- (2) Despite subsection (1)(b), a territorial authority may, by resolution made publicly available, make minor changes to, or correct errors in, a local Easter Sunday shop trading policy, but only if the changes or corrections do not affect an existing right of a person to whom the policy applies.
- (3) A territorial authority must,—
 - (a) as soon as practicable after adopting or amending a local Easter Sunday shop trading policy, make the policy publicly available; and
 - (b) as soon as practicable after deciding to revoke a local Easter Sunday shop trading policy, make publicly available the date on which the revocation is effective.

Section 5B: inserted, on 30 August 2016, by section 15 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

5C Review of local Easter Sunday shop trading policy

- (1) This section applies if a territorial authority has adopted a local Easter Sunday shop trading policy under section 5B.
- (2) The territorial authority must review the first local Easter Sunday shop trading policy adopted by the territorial authority no later than 5 years after adopting the policy.
- (3) Subsection (2) does not affect the ability of the territorial authority to review the policy, or any subsequent local Easter Sunday shop trading policy, at any other time.
- (4) A territorial authority that is reviewing a local Easter Sunday shop trading policy must use the special consultative procedure to decide whether to—
 - (a) amend the policy; or
 - (b) revoke the policy; or
 - (c) replace the policy; or
 - (d) continue the policy without amendment.
- (5) A local Easter Sunday shop trading policy that is not reviewed as required by subsection (2) is, if not earlier revoked by the territorial authority concerned, revoked on the day that is 2 years after the date by which the policy is required to be reviewed under that subsection.

Section 5C: inserted, on 30 August 2016, by section 15 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

5D Delegation of power in relation to local Easter Sunday shop trading policies

- (1) A territorial authority may not delegate to a committee or other subordinate decision-making body, community board, or member or officer of the local authority the power to make a final decision whether to adopt, amend, revoke, or replace a local Easter Sunday shop trading policy, or to continue a local Easter Sunday shop trading policy without amendment following a review.
- (2) Nothing in this section restricts the power of a territorial authority to delegate to a committee or other subordinate decision-making body, community board, or member or officer of the territorial authority the power to do anything before the exercise by the territorial authority (after consultation with the committee or body or person) of the power to adopt, amend, revoke, or replace a local Easter Sunday shop trading policy, or to continue a local Easter Sunday shop trading policy without amendment following a review.

Section 5D: inserted, on 30 August 2016, by section 15 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

5E Chief executive to be notified of local Easter Sunday shop trading policy

A territorial authority must, within 10 working days after the date on which the territorial authority adopts, amends, or revokes a local Easter Sunday shop trading policy,—

- (a) notify the chief executive of the decision to adopt, amend, or revoke the policy; and
- (b) provide to the chief executive—
 - (i) a copy of the resolution to adopt, amend, or revoke the policy; and
 - (ii) in the case of an adoption or amendment of a policy, a copy of, or an electronic link to, the policy.

Section 5E: inserted, on 30 August 2016, by section 15 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Subpart 2—Shop employee rights

Subpart 2: inserted, on 30 August 2016, by section 15 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

5F Interpretation

In this subpart, unless the context otherwise requires,—

employer has the same meaning as in section 5 of the Employment Relations Act 2000

employment agreement has the same meaning as in section 5 of the Employment Relations Act 2000

shop employee means an employee within the meaning of section 6 of the Employment Relations Act 2000 who works in or from a shop.

Section 5F: inserted, on 30 August 2016, by section 15 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

5G Provision requiring shop employee to work, or be available to work, on Easter Sunday unenforceable

A provision in a shop employee's employment agreement (including an availability provision as defined in section 67D of the Employment Relations Act 2000) that requires the shop employee to work, or to be available to accept any work that the employer makes available, on Easter Sunday is unenforceable against the shop employee.

Section 5G: inserted, on 30 August 2016, by section 15 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

5H Shop employee's right to refuse to work on Easter Sunday

A shop employee—

- (a) may refuse to work on Easter Sunday; and

- (b) is not required to provide the employer with a reason for refusing to work on Easter Sunday.

Section 5H: inserted, on 30 August 2016, by section 15 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

5I Employer’s obligation to notify shop employee of right to refuse to work on Easter Sunday

- (1) An employer who wants a shop employee to work on an Easter Sunday must give notice to the shop employee of his or her right to refuse to work on Easter Sunday.
- (2) A notice under subsection (1) must—
 - (a) be in writing; and
 - (b) be given,—
 - (i) in the case of a shop employee whose employment with the employer started more than 4 weeks before the relevant Easter Sunday, no earlier than 8 weeks and no later than 4 weeks before the relevant Easter Sunday; and
 - (ii) in the case of a shop employee whose employment with the employer started 4 weeks or less before the relevant Easter Sunday, as soon as is reasonably practicable after the shop employee’s employment with the employer starts; and
 - (c) be—
 - (i) delivered in person to the shop employee; or
 - (ii) sent by email to the shop employee; or
 - (iii) if a manner of giving notices is specified in the shop employee’s employment agreement, given in the manner specified.

Section 5I: inserted, on 30 August 2016, by section 15 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

5J Shop employee’s obligation to notify employer of intention to refuse to work on Easter Sunday

- (1) A shop employee who intends to refuse to work on Easter Sunday must give notice to his or her employer of that intention.
- (2) A notice under subsection (1) must—
 - (a) be in writing; and
 - (b) be given,—
 - (i) in the case of a shop employee whose employment with the employer started more than 14 days before the relevant Easter Sunday, no later than 14 days after the date on which the shop employee receives a notice under section 5I; and

- (ii) in the case of a shop employee whose employment with the employer started 14 days or less before the relevant Easter Sunday, as soon as is reasonably practicable after the shop employee receives a notice under section 5I; and
- (c) be—
 - (i) delivered in person to the shop employee’s employer; or
 - (ii) sent by email to the shop employee’s employer; or
 - (iii) if a manner of giving notices is specified in the shop employee’s employment agreement, given in the manner specified.

Section 5J: inserted, on 30 August 2016, by section 15 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

5K Employer’s obligation not to take certain actions

- (1) A shop employee’s employer, or a representative of that employer, must not—
 - (a) compel the shop employee to work on an Easter Sunday; or
 - (b) treat the shop employee adversely because the shop employee refuses to work on an Easter Sunday.
- (2) For the purposes of subsection (1)(a), an employer or a representative of an employer **compels** a shop employee to work on an Easter Sunday if the employer or a representative of the employer—
 - (a) makes working on an Easter Sunday a condition of the employer continuing to employ the shop employee; or
 - (b) exerts undue influence on the shop employee with a view to inducing the shop employee to work on an Easter Sunday; or
 - (c) requires the shop employee to work on Easter Sunday without giving the shop employee notice under section 5I of the shop employee’s right to refuse under section 5H.
- (3) For the purposes of subsection (1)(b), **treat the shop employee adversely** has the same meaning as **treats an employee adversely** in section 67F of the Employment Relations Act 2000 as if references to an employee in that section were references to the shop employee.

Section 5K: inserted, on 30 August 2016, by section 15 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

5L Personal grievance

- (1) A claim by a shop employee that the shop employee’s employer, former employer, or a representative of the employer has contravened section 5K—
 - (a) is a grievance that the shop employee may have against the employer or the former employer; and
 - (b) is a personal grievance as if the claim were a claim listed in section 103(1) of the Employment Relations Act 2000.

- (2) The Employment Relations Act 2000 applies accordingly.

Section 5L: inserted, on 30 August 2016, by section 15 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Part 3

Miscellaneous matters

Part 3 heading: inserted, on 30 August 2016, by section 16 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

6 Shop Trading Hours Act 1977 repealed

- (1) The following enactments are hereby repealed:

- (a) the Shop Trading Hours Act 1977:
- (b) the Shop Trading Hours Amendment Act 1979:
- (c) the Shop Trading Hours Amendment Act 1980:
- (d) the Shop Trading Hours Amendment Act 1982:
- (e) the Shop Trading Hours Amendment Act 1989.

- (2) *Amendment(s) incorporated in the Act(s)*

- (3) *Amendment(s) incorporated in the Act(s).*

- (4) *Amendment(s) incorporated in the Act(s).*

- (5) *Amendment(s) incorporated in the Act(s).*

- (6) Every—

- (a) order under section 17A or section 20 of the repealed Act; and
- (b) authority under section 13(2) or section 15 of the repealed Act; and
- (c) order or exemption under the Shops and Offices Act 1955 or under any enactment repealed by that Act,—

is hereby consequentially revoked.

- (7) The Shop Trading Hours (Approved Goods Extension) Notice 1990 is hereby consequentially revoked.

- (8) The Shop Trading Hours Commission established by section 4(1) of the repealed Act is hereby abolished.

- (9) On the commencement of this Act,—

- (a) the files and records of the said Shop Trading Hours Commission shall be deemed to have become files and records of the Department of Labour; and the Secretary of Labour shall deal with them accordingly; and
- (b) its debts, assets, liabilities, and other property shall become debts, assets, liabilities, and other property of the Minister of Labour.

7 Consequential protection for certain workers

- (1) In this section, and (both as part of this Act and when deemed by this section to have been inserted into any industrial document) in the provisions set out in Schedule 1, unless the context otherwise requires,—

at night means at any time between 9 pm on any day and 7 am the next day

existing document means an industrial document applying to shop workers that, on 1 August 1990, was current or in force under the Labour Relations Act 1987

industrial document means an award or agreement within the meaning of the Labour Relations Act 1987

protected day means a day that is a Sunday, New Year's Day, the day after New Year's Day, Waitangi Day, Good Friday, Easter Monday, Anzac Day, the Sovereign's birthday, Labour Day, Christmas Day, Boxing Day, or the day observed as anniversary day in the locality concerned

protected worker, in relation to an employer on any day, means a worker who has or had been employed by the employer (or persons whose successor the employer is) for the continuous period including all or part of that day and beginning before 1 August 1990 (whether or not the location or designation of the worker has or had changed during that period)

protective provisions means the provisions set out in Schedule 1

shop worker means a person who is employed to work in or from any shop or shops, or whose employment at any time is dependent on any shop's being open at that time

subsequent document, in relation to an existing document or a subsequent document, means an industrial document that is (in terms of section 2(2) and (3) of the Labour Relations Act 1987) subsequent to that existing or subsequent document.

- (2) In any provision deemed by this section to have been inserted in any industrial document, the term **shop**, unless the context otherwise requires, has the meaning assigned to it by section 2.
- (3) After the commencement of this Act, the protective provisions shall be deemed to have been inserted into every existing document (but in such a way as to apply only to the shop workers to whom the document applies).
- (4) Subject to subsections (5) and (6), where any of the protective provisions has been deemed by this section to have been inserted into an industrial document, that provision shall be deemed to have been inserted into any subsequent document negotiated under the Labour Relations Act 1987 (but in such a way as to apply only to the shop workers to whom the subsequent document applies).
- (5) Where any of the protective provisions has been deemed by this section to have been inserted into an industrial document, that provision may—

- (a) by agreement between the parties; or
 - (b) as a consequence of arbitration agreed by the parties,—
in any subsequent document negotiated under the Labour Relations Act 1987 be declared to have been omitted from the subsequent document; and in that case the provision shall not thereafter be deemed by subsection (4) to have been inserted into the subsequent document or any further subsequent document.
- (6) Where any of the protective provisions has been deemed by this section to have been inserted into an industrial document, there may—
- (a) by agreement between the parties; or
 - (b) as a consequence of arbitration agreed by the parties,—
be contained in a subsequent document a provision declared (in the provision itself or another provision of the document) to be the protective provision in an amended form; and in that case the protective provision concerned shall not thereafter be deemed by subsection (4) to have been inserted into the subsequent document or any further subsequent document (whether in its original form or in any amended form).
- (7) To every industrial document into which any protective provisions are deemed by subsection (4) to have been inserted there shall be attached an annex, numbered in accordance with Schedule 1,—
- (a) setting out in full—
 - (i) those inserted provisions; and
 - (ii) the definition in section 2 of the term shop; and
 - (iii) the definitions in subsection (1) of the terms at night, protected day, protected worker, and shop worker; and
 - (b) stating that by virtue of the Shop Trading Hours Act Repeal Act 1990 those inserted provisions apply to all shop workers to whom the document applies; and
 - (c) specifying the protective provisions that—
 - (i) have under subsection (5) been omitted from the document; or
 - (ii) having under subsection (6) been contained in an earlier industrial document in an amended form, have since been omitted; and
 - (d) specifying (by reference both to each protective provision concerned and to the appropriate provision or provisions of the document) the protective provisions that—
 - (i) have under subsection (6) been contained in the document in an amended form; or

- (ii) having under subsection (6) been contained in an earlier industrial document in an amended form, are now contained in the document in a form that has been further amended.
- (8) An annex attached to an industrial document pursuant to subsection (7) is not part of the document.
- (9) Where provisions are deemed by this section to have been inserted into an industrial document,—
 - (a) the other provisions of the document shall be construed in a sense consistent with the inserted provisions, whenever such a construction is appropriate and reasonable; and
 - (b) subject to paragraph (a), to the extent that other provisions of the document give workers protection greater or more advantageous than the protection given by the inserted provisions, they shall prevail over the inserted provisions; and
 - (c) subject to paragraphs (a) and (b), to the extent that the inserted provisions conflict with other provisions of the document, the inserted provisions shall prevail.

Section 7(1): amended, on 30 August 2016, by section 17(1) of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Section 7(1) **protective provisions**: amended, on 30 August 2016, by section 17(1) of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Section 7(1) **subsequent document**: amended, on 30 August 2016, by section 17(2) of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Section 7(7): amended, on 30 August 2016, by section 17(1) of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

7A Further consequential protection for certain workers

[Repealed]

Section 7A: repealed, on 30 August 2016, by section 18 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

8 Effect of certain provisions in leases, etc

- (1) No mandatory opening provision in a lease, licence, contract, covenant, or agreement, entered into or made before 12 November 1980 shall so be construed as to require the opening of any shop at any time on a Saturday, unless the shop was on 11 November 1980 entitled to be open at that time by virtue of an authority or order under section 13(2), section 15, or section 20 of the repealed Act.
- (2) No mandatory opening provision in a lease, licence, contract, covenant, or agreement, entered into or made before 1 August 1990 shall so be construed as to require the opening of any shop at any time—
 - (a) on any day that is a Sunday, New Year's Day, the day after New Year's Day, Waitangi Day, Good Friday, Easter Monday, Anzac Day, the Sover-

eign's birthday, Labour Day, Christmas Day, Boxing Day, or the day observed as anniversary day in the locality in which the shop is situated;
or

- (b) between 9 pm on any day and 7 am the next day,—
unless the shop was, on 31 July 1990, entitled to be open at that time by virtue of an authority or order under section 13(2), section 15, section 17A, or section 20, of the repealed Act.
- (2A) A mandatory opening provision in a lease, licence, contract, covenant, or agreement entered into, or made before, the commencement of the Shop Trading Hours Act Repeal Amendment Act 2001 must not be interpreted as requiring a shop to which section 4A applies to open on Easter Sunday.
- (2B) Subsection (2A) does not apply to a shop that, before the commencement of the Shop Trading Hours Act Repeal Amendment Act 2001, was entitled to be open on Easter Sunday under section 4.
- (2C) A mandatory opening provision in a lease, licence, contract, covenant, or agreement that was entered into or made before the commencement of the Shop Trading Hours Amendment Act 2016 must not be interpreted as requiring a shop to which section 4B applies to open on Easter Sunday.
- (2D) Subsection (2C) does not apply to a shop that, before the commencement of the Shop Trading Hours Amendment Act 2016, was entitled to open on Easter Sunday under section 4 or 4A.
- (3) In this section, **mandatory opening provision**, in relation to a shop, means a provision—
- (a) requiring the shop to be open at all times when it may lawfully be open;
or
- (b) requiring the shop to be open whenever required to be open by a specified person, or a person of a specified class or description; or
- (c) specifying hours and days on which the shop should be open, and requiring it to be open during those hours on those days to the extent that it may lawfully be open then.

Section 8(2A): inserted, on 11 April 2001, by section 6 of the Shop Trading Hours Act Repeal Amendment Act 2001 (2001 No 16).

Section 8(2B): inserted, on 11 April 2001, by section 6 of the Shop Trading Hours Act Repeal Amendment Act 2001 (2001 No 16).

Section 8(2C): inserted, on 30 August 2016, by section 19 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Section 8(2D): inserted, on 30 August 2016, by section 19 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

9 Prosecutions

- (1) Every prosecution under the repealed Act initiated by an information laid before 1 August 1990 shall proceed as if section 6 of this Act had not been enacted.
- (2) Every prosecution under section 5 initiated by an information laid before the commencement of the Shop Trading Hours Act Repeal Amendment Act 2001 must proceed as if that Act had not been enacted.

Section 9(2): added, on 11 April 2001, by section 7 of the Shop Trading Hours Act Repeal Amendment Act 2001 (2001 No 16).

Schedule 1AA
Transitional, savings, and related provisions

s 2A

Schedule 1AA: inserted, on 30 August 2016, by section 20 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

Part 1
Provisions relating to Shop Trading Hours Amendment Act 2016

1 Interpretation

In this Part, **2016 Act** means the Shop Trading Hours Amendment Act 2016.

2 Prosecutions initiated before the commencement of 2016 Act

The amendments made by the 2016 Act do not apply to prosecutions initiated under section 5 by a charge laid before the commencement of the 2016 Act.

Schedule 1

Protective provisions

s 7

Schedule 1 heading: amended, on 30 August 2016, by section 21 of the Shop Trading Hours Amendment Act 2016 (2016 No 39).

- 1 No worker shall be required to work on a protected day or at night. No undue influence shall be applied to any worker in an attempt to induce that worker to agree to work on a protected day or at night. No action shall be taken to discriminate against or disadvantage any worker not wishing to work on a protected day or at night. This clause overrides clause 3.
- 2 A worker who agrees to work on Sundays or at night shall give the employer at least 2 weeks notice of wanting to cease working on Sundays or at night. If a worker stops working on Sundays or at night, the employer does not have to offer the worker other working hours in substitution. This clause overrides clause 3.
- 3 Workers shall continue to be employed on the basis of the conditions (in relation to working hours) that applied to them immediately before the commencement of this Act except where by mutual agreement between the employer and a worker the hours are altered.
- 4 Where an employer intends to open a shop on Sundays, at night, or on a protected day that is not a Sunday, the employer shall offer the work to protected workers who are suitably qualified and capable of carrying out the work before offering it to any other person.
- 5 Where no workers, or not enough workers, accept work on Sundays, at night, or on a protected day that is not a Sunday, the employer retains the right to recruit extra workers.
- 6 Where an employer decides to close a shop on a day that is not a protected day, or on part of such a day, the employer shall consult all workers affected, and the union, to minimise disruptions to work patterns.
- 7 The employer shall give all workers and the union at least 4 weeks written notice (including a description of the rights of workers under these provisions) of the employer's intention to employ workers on any protected day that is not a Sunday, or to begin or resume employing workers on Sundays or at night:
provided that a shorter period of notice may be given by agreement with the union to meet the exigencies of a changed trading environment. The union shall not withhold its agreement unreasonably.
- 8 During the period referred to in clause 7, the employer shall give the union a reasonable opportunity to discuss with workers arrangements for work on Sundays or on any protected day that is not a Sunday or at night.

- 9 The employer shall consult with the union about alterations to patterns of working hours, or to job responsibilities, arising from a decision to open a shop on Sundays or at night.
- 10 The employer shall either provide or pay for transport between a worker's home and place of employment if the worker—
 - (a) works during a protected day or at night; and
 - (b) in order to do so, must leave home or work (as the case may be) when suitable public transport (by train, bus, ferry, boat, cable car, or a combination of 2 or more of those means of transport) is not available.
- 11 The employer shall ensure that the personal security of every worker who works alone at night is reasonably protected (for example by ensuring reasonable access to the presence and support of another worker or some other person).

Reprints notes

1 *General*

This is a reprint of the Shop Trading Hours Act 1990 that incorporates all the amendments to that Act as at the date of the last amendment to it.

2 *Legal status*

Reprints are presumed to correctly state, as at the date of the reprint, the law enacted by the principal enactment and by any amendments to that enactment. Section 18 of the Legislation Act 2012 provides that this reprint, published in electronic form, has the status of an official version under section 17 of that Act. A printed version of the reprint produced directly from this official electronic version also has official status.

3 *Editorial and format changes*

Editorial and format changes to reprints are made using the powers under sections 24 to 26 of the Legislation Act 2012. See also <http://www.pco.parliament.govt.nz/editorial-conventions/>.

4 *Amendments incorporated in this reprint*

Customs and Excise Act 2018 (2018 No 4): section 443(3)

Shop Trading Hours Amendment Act 2016 (2016 No 39)

Sale and Supply of Alcohol Act 2012 (2012 No 120): section 417(1)

Criminal Procedure Act 2011 (2011 No 81): section 413

Shop Trading Hours Act Repeal Amendment Act 2001 (2001 No 16)