# ResolvePay

The simplest way to
solve your **holiday pay**
problems

Combining specialist holiday pay knowledge with configurable recalculation software
to give you the comfort you are getting your holiday pay right
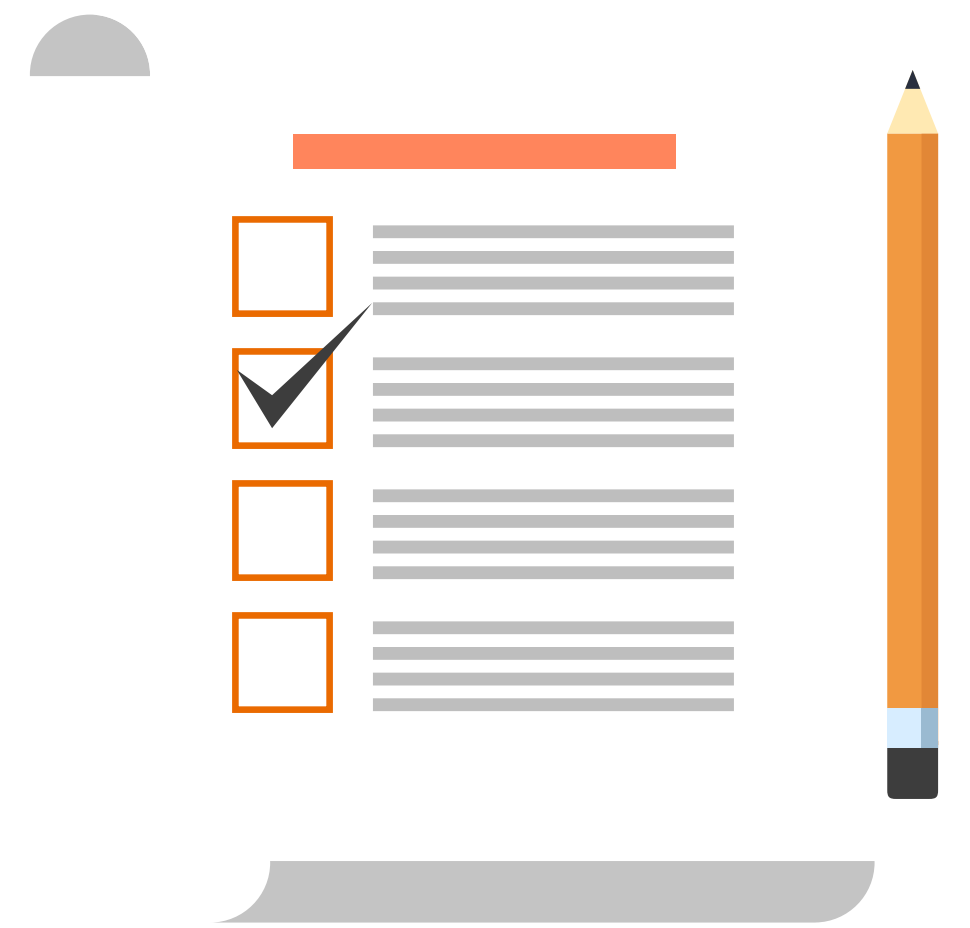
**Recalculate** | **Reset** | **Comply**

# We make the holiday pay headache disappear

The Holidays Act 2003 is the central legislation that determines how an employer must pay their employees when they take leave in New Zealand. The Act details the approach for calculating and paying employees when they take Annual, Domestic Violence, Bereavement, Sick, Alternate Day and Public Holiday leave.

Difficulties often arise in applying the Act, particularly for businesses with irregular working patterns or those that pay regular allowances, commissions or bonuses.

While eventually the Act will be updated, employers still have an obligation to fix past issues and comply with the Act. MBIE is actively undertaking audits of high risk businesses, which can result in hefty fines.

For most businesses getting this wrong is unintentional, however it still needs to be addressed. That's where we come in.

## We can untangle you from your holiday pay mess

✓ We know the Act inside out

✓ We understand how it should be applied

✓ We work with you and your advisors

✓ We identify and resolve issues

✓ We recalculate mispayments using our proprietary holiday pay software

✓ We are experienced in working with a range of payroll systems

✓ We ensure your systems and controls are setup correctly for holiday pay

# We fix holiday pay issues for businesses of all shapes and sizes

We have a range of solutions depending on your holiday pay and payroll data analytics requirements.

## Complete ResolvePay solution

- Complete holiday pay review of your payroll configuration and employment contracts
- Detailed issue identification and recommended changes report
- Detailed recalculations

## Recalculation only solution

- You and/or your advisors complete a holiday pay review
- We undertake detailed recalculations
- Holiday pay, leave entitlements and termination payment recalculations

## Annual holiday pay health check

- 3-day review to assure ongoing compliance with the Holidays Act
- 50 point check including
  - Employment Agreements
  - Payroll system configuration
  - Processes

## Payroll data analytics

- Assistance in resolving payroll data problems
- Perform data analysis, such as
  - Casual employees
  - Working patterns
  - Minimum contractual hours

We offer competitive prices on all our solutions.
Prices vary depending on the solution, complexity of your business and number of employees.
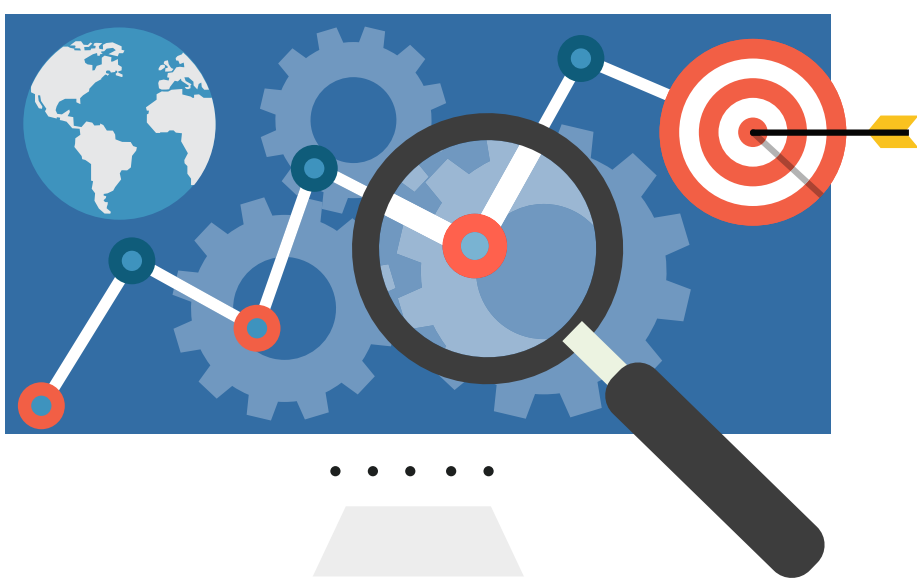
*Reducing your risks and costs*

# We are your holiday pay specialists

Our team of consultants, internal auditors and data analysts have years of experience resolving holiday pay and payroll data issues across a range of industries and payroll systems. We work with employers, advisors and unions to help settle holiday pay issues and assure future compliance to the Act.

We are supported by our proprietary holiday pay software, HART, which allows for complex recalculations to be carried out with greater accuracy, flexibility and ease.

## *Our holiday pay software gives you the edge*

- Quickly and cost-effectively complete complex recalculations for every instance of leave, over any time frame
- Calculations for Annual Leave, Domestic Violence, Bereavement, Alternate Day, Public Holiday and Sick Leave
- Analysis and calculations of leave entitlement and termination payments
- Configurable for complex working arrangements and multiple scenarios
- Process data from any payroll system
- Detailed, auditable and customisable calculation reports
- Scalable for any number of employees

*"I was overwhelmed trying to figure out how to fix all our holiday pay issues. ResolvePay came in, reviewed our situation, provided practical and relevant recommendations, and recalculated leave for over 100 of our employees. They are professional, friendly and really do make things easy."*

Shelley M, HR Manager

## Let's talk.

Keen to hear more about how we can help you?
Call, email or check out our website today for more info.

Recalculate, reset and comply with ResolvePay

0800 425 015  |  info@resolvepay.co.nz  |  www.resolvepay.co.nz