

# EMPLOYMENT NEW ZEALAND



MINISTRY OF BUSINESS,  
INNOVATION & EMPLOYMENT  
HIKINA WHAKATUTUKI



Welcome to the Employment New Zealand newsletter. Here you will find the latest news and information about employment rights and responsibilities in New Zealand.

You are receiving this email because your business has opted to provide its email publicly on the New Zealand Business Number (NZBN) website or you have subscribed to our newsletter. As a business or a worker, we think you will be interested in hearing about the latest employment news and information. However, if you consider this newsletter not relevant, please unsubscribe at the bottom of this newsletter.



**Working remotely?**

COVID-19 has changed where some of us work – which can come with new challenges. When working remotely it's important that employers and employees consider aspects related to employment law, health and safety, as well as costs, privacy and data security issues. For example, employers should consider if they need to update the employment agreement to reflect any permanent changes to working arrangements, like hours of work or place of work.

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### **Designing the future of work in New Zealand**

The way New Zealanders work is changing fast. In response to this, the Innovation Fund is currently looking for ideas about how New Zealand might prepare for these changes. Specifically, the Fund is looking for realistic, evidence based solutions and advice to design the future of work in New Zealand. There is a total of \$350,000 available in the Fund for this.

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### Returning to work early from parental leave

During uncertain times, employees who are on parental leave may face financial difficulty and want to return to work earlier than planned. In this case, employers must act in good faith and should be as flexible as possible to ensure that the employee's early return benefits both parties.

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### **Thinking about hiring friends or family?**

Having friends or family help out in your business can seem like a good way to support them and your business. However, an informal arrangement could be considered employment and turn out to be costly. A recent ruling by the Employment Court details how an almost 50-year friendship ended after an employment disagreement.

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### **Have your say - bullying and harassment at work**

The Ministry of Business, Innovation and Employment (MBIE) is inviting you to have your say on bullying and harassment at work in New Zealand. In particular, MBIE wants to hear about how effective the systems are that prevent and respond to bullying and harassment.

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