

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.

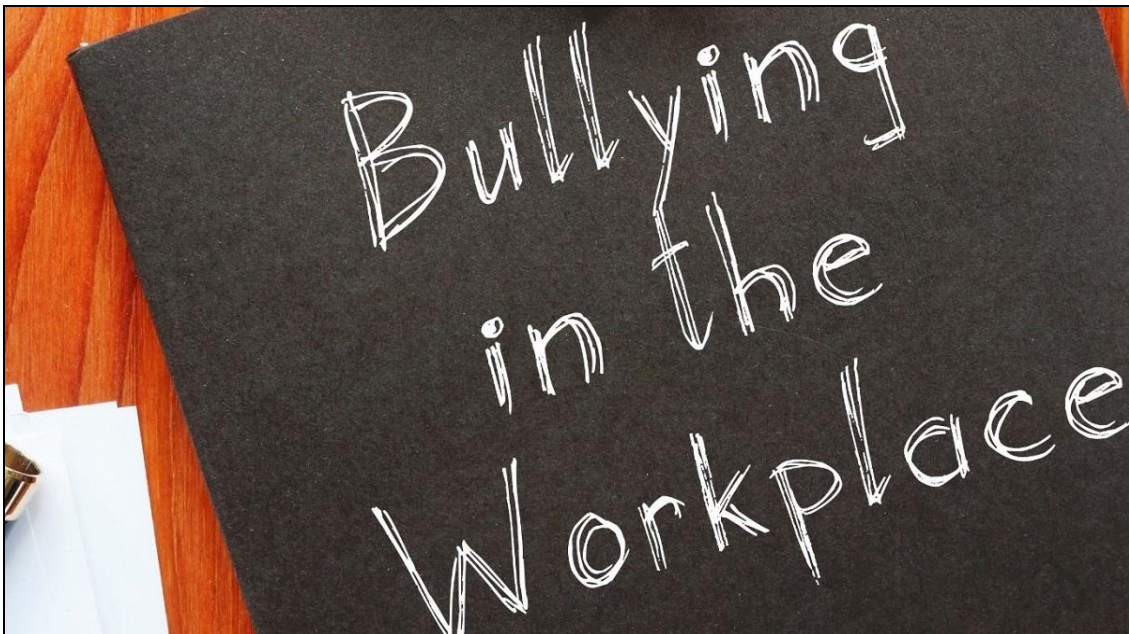


Employers warned against charging workers employment premiums

The Labour Inspectorate is reminding employers that charging an employment premium is illegal. A premium can be a payment an employer charges a worker in exchange for a job offer, or it can be more subtle, such as an employer trying to recoup recruitment-related costs or other business expenses such as theft by customers.

This follows a case brought to the Employment Relations Authority (ERA), by the Labour Inspectorate against four Christchurch grocery stores. The stores charged five employees for costs related to their employment, including the cost of listing online advertisements and administration fees for filling out Immigration New Zealand forms required for obtaining the workers' visas.

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Dealing with bullying in the workplace

Bullying is a serious issue in New Zealand workplaces. One in four employees in New Zealand say that they have been bullied at work. Employers have a legal obligation to make sure that their workers are healthy and safe - this includes managing the risks of bullying.

Bullying can damage the culture and brand of a business, increase absenteeism and reduce employee retention and business productivity. To make sure your business is ready to properly manage instances of bullying, check out our latest guidance.

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Getting extra resources during the summer rush

As summer gets closer, it's time to start thinking about your summer employment needs. Student Job Search is a job site that helps employers access a talent pool of over 400,000 tertiary students. Any employer can use Student Job Search and benefit from the innovation, skills and knowledge that students can bring to an organisation. When hiring students, it's important that you know your employment obligations.

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A graphic with a yellow background. On the left is a white robot icon with a hexagonal shield on its chest containing a white arrow. To the right is a white speech bubble containing the text "Step up your cyber defence". In the bottom right corner is the "certnz" logo with a yellow arrow, followed by "Cyber Smart Week" and "/// 2020".

Step up your
cyber defence

certnz 
Cyber Smart Week
/// 2020

Staying cyber safe this Cyber Smart Week

This week is Cyber Smart Week! That means it's time to step up your cyber defences and keep you and your employees safe from cyber-attacks. Cert NZ has four simple tips to help you prepare your cyber defences, including using a password manager and two-factor authentication.

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Treating older employees fairly and without discrimination

1 October 2020 was International Day of Older Persons. While many people leave the workforce at the age of 65 or before, some continue to work after the age of 65. Older people can bring a lot to a workplace. Their experience and knowledge can't easily be replaced, and like all workers, they should be treated fairly and without discrimination.

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\$50,000 penalty for exploiting migrant worker

Following a Labour Inspectorate investigation, an Auckland restaurant must pay \$50,000 after exploiting a migrant worker. The worker wasn't paid for all the hours that they worked, didn't receive any payment for holidays, and wasn't paid time and a half for working on public holidays. The worker also had to make a \$6,000 premium payment to the employer to secure an application for her work visa.

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