

# 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.

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## Five must-know employment tips for employers and employees during the Christmas rush

The holiday season is approaching fast and it's easy to make mistakes when rushing to prepare. These essential five employment tips for Christmas can help you know your employment obligations before something goes wrong.

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## The grey area of internships

Internships are a great way for businesses to grow talent and for workers or students to gain experience and new skills. However, internships can be a grey area where some employers may, knowingly or not, break employment law. There's a few things to consider when offering an internship to make sure that interns are not being exploited.

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## New pay equity law

An employee's pay, conditions, experiences in the workplace and access to jobs shouldn't be affected by gender. Changes to the Equal Pay Act 1972 make the process clearer on how employers should act if a pay equity claim is raised in their business.

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## Protecting your franchise brand

Promoting fair workplaces by assuring ethical and sustainable work practices in a franchise can be key to success or failure. Breaches of employment standards can have a negative impact on a brand and affect all parties within a franchise. Our guidance for franchisors and franchisees can help minimise this risk.

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## **\$2.38 million allocated to top employment initiatives**

Employment New Zealand has allocated a total of \$2.38 million to 19 new initiatives through the COVID-19 Workers and Workplaces Assistance Fund. The initiatives focussed on supporting businesses and entrepreneurs who will offer capability-building workshops, mentorship and networking opportunities.

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## **New Early Resolution Service for employers and employees**

Employment New Zealand has launched a new free phone-based early resolution service for employees and employers. The service provides assistance to resolve a workplace issue early, quickly, and informally, before it becomes too serious or needs a more formal process.

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