

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.

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.



Minimum sick leave entitlements increasing to 10 days

From 24 July 2021, minimum sick leave entitlements will increase to 10 days per year. Employees will get the extra five days when they reach their next entitlement date – either after reaching 6 months' employment or on their sick leave entitlement anniversary (12 months after they were last entitled to sick leave).

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Company fined \$18,000 for unlawfully dismissing migrant worker

An employer must pay a migrant employee \$18,000 in compensation after unjustifiably dismissing them by replacing him before the expiry of his visa. The employer also failed to assist him with a visa while giving the impression that they were going to assist him.

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Southland dairy farmer “wilfully blind” to employment obligations

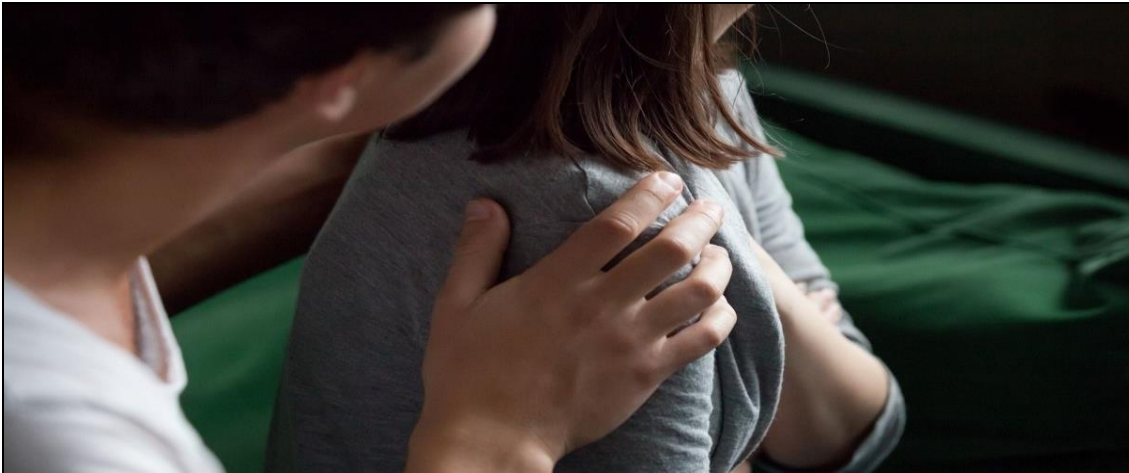
A dairy farmer has been ordered to pay \$30,000 for failing to comply with employment law. Breaches included; failing to give all his employees an employment agreement, not paying holiday pay on termination of employment, and failing to keep sufficient wage and time records.

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Do your employees have an employment agreement?

All employees must have a written employment agreement that includes certain things, like the hours of work and the wage rate or salary - so it is important you get it right. Our Employment Agreement Builder can help. It is fast, free and easy to use.

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Bereavement leave to cover miscarriage, stillbirth

Employees now have the right to take paid time off work in the unfortunate event of a miscarriage or stillbirth, under recent law changes.

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Extra protections for security officers

Security officers will soon receive the same protections in restructuring situations that are currently held by cleaning, catering, and some laundry and caretaking workers. The changes will come into effect on 1 July 2021. Regardless of if you own a security business or contract out your security services, this is important information you should read.

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