

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.

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COVID-19 vaccination and employment

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Workplaces play a key role in supporting New Zealand's vaccination campaign, and the rollout of COVID-19 vaccines will likely raise some important employment, workplace health and safety, and privacy questions.

How can my business support the COVID-19 vaccination campaign?

Employment New Zealand encourages all employers to make it easier for their employees to get vaccinated by removing any barriers, such as costs

or disadvantage (for example, if travel or time off work is needed). You could:

- Allow your employees to get vaccinated during work hours, without having to use annual leave or losing pay.
- Make employees aware of information about vaccination available from the Ministry of Health or District Health Boards.
- Organise vaccination at your workplace, if asked by the Ministry of Health or a District Health Board.

Can I make my employees get vaccinated?

No. Employers can only require that certain roles are performed by employees who are vaccinated, if the work is covered by a Health Order, or if a risk assessment shows that there is high risk of getting and/or infecting others with COVID-19. There are very few types of work in New Zealand where this would apply.

Can I change my unvaccinated employees' work arrangements or transfer them to other positions if vaccination is required for their job?

Before considering changes to roles or work, employers should consult with their employees (and their union, if one is available), and agree if changes to their work arrangements are possible or desirable. This could include:

- location
- hours of work
- change or duties (e.g. job content),
- transfer to other positions that no longer pose a high risk.

Employers should also consider whether the tasks that require vaccination can be postponed. For example, if an employee can't be vaccinated (e.g. pregnancy, certain medical conditions, or existing medication regimes) then this might mean certain alternative arrangements can be agreed for the short term, with vaccination planned for a later date.

[**SEE MORE ANSWERS TO YOUR QUESTIONS**](#)



New public health order around COVID-19 vaccinations

A new public health order sets to standardise the vaccination approach for people who work in MIQ facilities, transport people to and from MIQ facilities, including flight crew and bus drivers, and Government workers at seaports and airports. This Order does not change employment rights. Employees and their employer will need to work through their options, in good faith and in line with employment law.

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Doing business in the bubble

Before you send your staff overseas to do business or head off on your long-awaited overseas holiday, you need to be aware of the employment implications of the travel bubble.

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