

EMPLOYMENT NEW ZEALAND

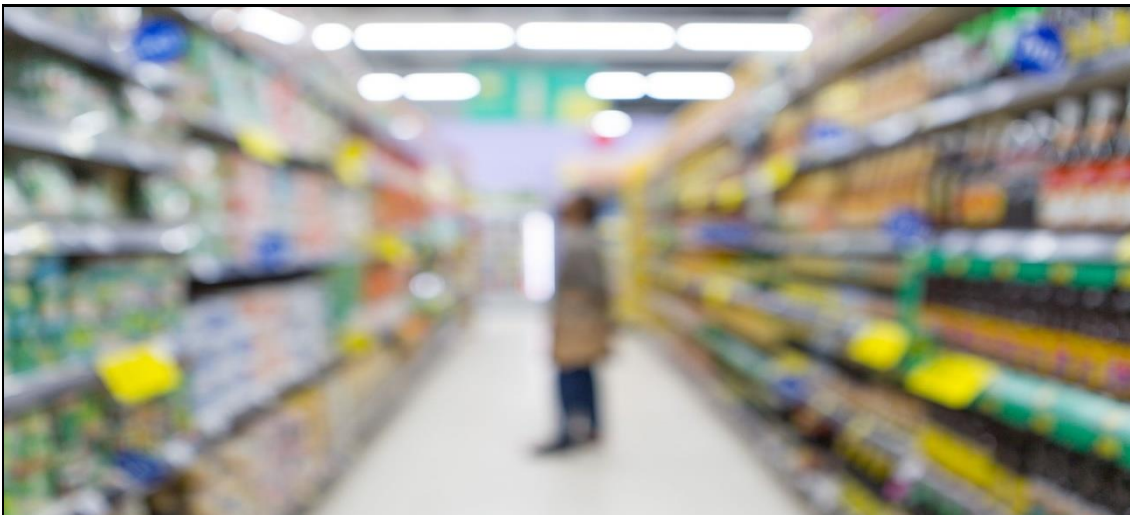


MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HIKINA WHAKATUTUKI



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.



Superettes to pay \$57,000 for migrant exploitation

Three superettes in South Auckland have been ordered to pay a total of \$57,000 in penalties for employment law breaches. The companies failed to provide the minimum wage, annual holidays, public holidays and alternative holidays to two former employees. The breaches also included failure to keep and maintain compliant wages, time, holiday and leave records, as well as failure to provide an employment agreement.

[**FIND OUT MORE**](#)



Contractor versus employee

Do you know the difference between an employee and a contractor? Each has their own legal rights and responsibilities, so it is important you know the difference.

[SEE THE DIFFERENCE](#)

SCENARIO: Asking for proof of sickness

One of your employees has been sick for two days. When the employee comes back to work, you ask for them to provide proof of sickness and to get a medical certificate from a doctor. The employee thought they didn't need it because they weren't sick for 3 days or more. Can you ask the employee for proof they were sick?

[SEE THE ANSWER](#)

Standing against bullying

21 May was Pink Shirt Day. Each year, the day is about standing against bullying by wearing pink to create a community where all people feel safe, valued and respected, regardless of age, sex, gender identity, sexual orientation, ability, or cultural background. Bullying is considered a workplace risk, and employers must deal with instances of bullying properly.

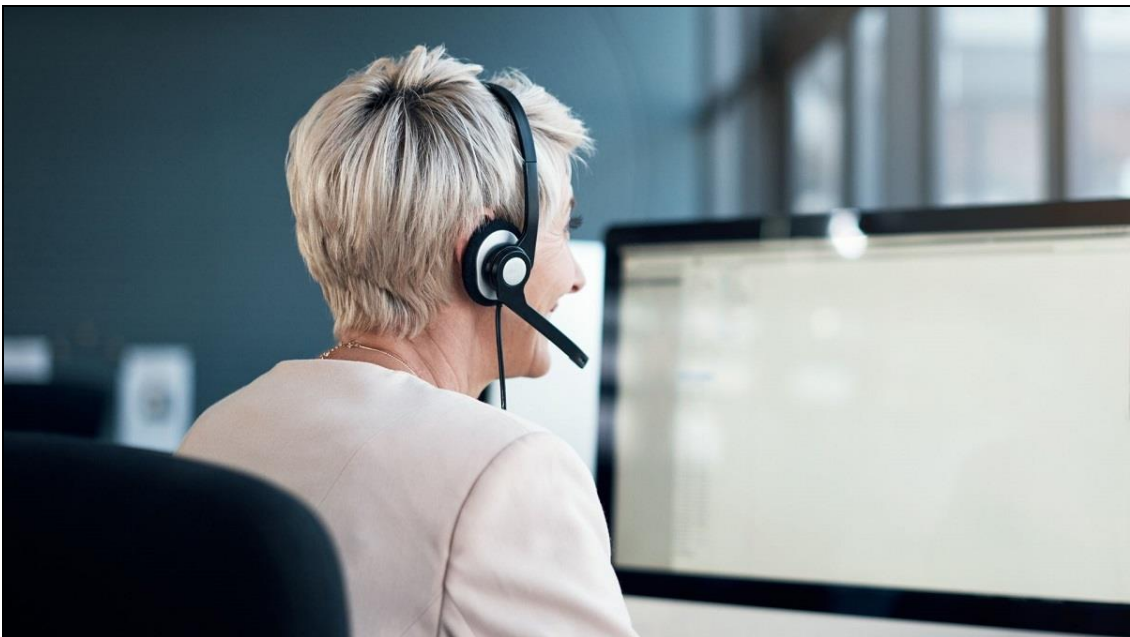
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For the record...

As an employer, you are required to keep accurate records. Good record-keeping makes sure that an employee's pay and leave are correct, prevents misunderstandings and protects you and the employee if there is a problem.

[FIND OUT WHAT RECORDS YOU'RE REQUIRED TO KEEP](#)



Employment Mediation Service update

The Employment Mediation Service has been working hard to deal with the number of additional cases following the COVID-19 lockdown.

Depending on the type of application, people who apply for mediation can now expect to wait on average between 12 and 20 working days to access the service. Employers and employees also now have the option of attending mediation in-person, online or via telephone. Online mediation is an excellent option for parties from different locations and often means quicker access to the service.

[APPLY FOR MEDIATION](#)



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