

# EMPLOYMENT NEW ZEALAND

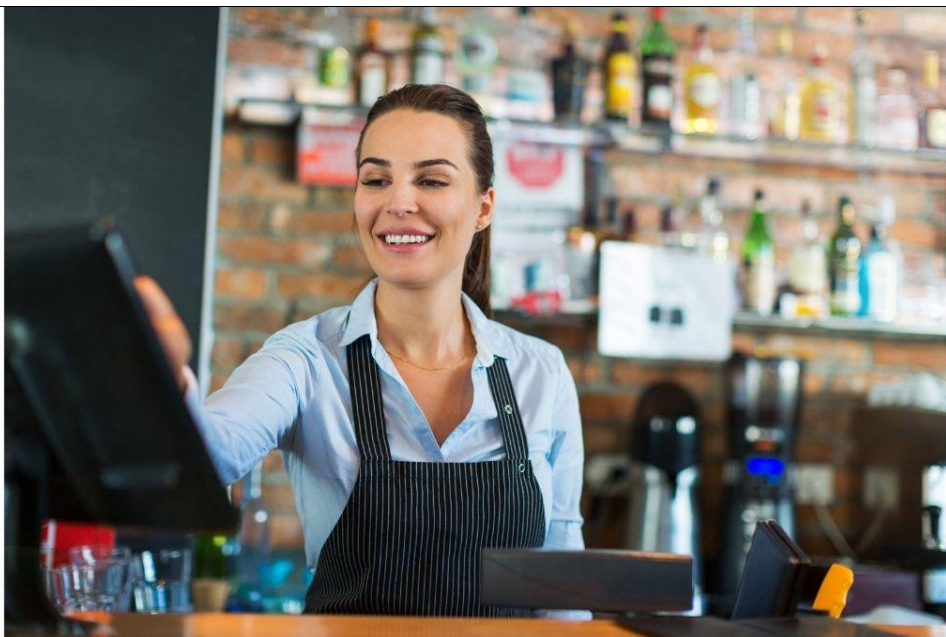


MINISTRY OF BUSINESS,  
INNOVATION & EMPLOYMENT  
HIKINA WHAKATUTUKI



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.



## Working under different alert levels

At each alert level change, employers and employees should first talk about whether employees can continue to work normally and how employees can work safely at home or at their place of work.

Employees may say no to working at their usual workplace if they believe that being at their place of work would expose them, or anyone else, to a serious risk of being infected with COVID-19, or any other health or safety risks.

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### **Leave and pay during COVID-19**

Employers cannot make employees take annual leave where they are not able to come to work because of the changes to alert levels. Employers can only make an employee take annual leave if they can't reach agreement with their employee about when annual leave will be taken, and they give the employee at least 14 days' notice.

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### **Wage Subsidy August 2021**

The Wage Subsidy is available to eligible businesses, organisations and the self-employed impacted by the move to Alert Level 4 on 17 August 2021.

To reflect higher wage costs since the scheme was first used in March 2020, the payments have been increased to:

- \$600 per week per full-time employee
- \$359 per week per part-time employee.

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### **Workers who visited a location of interest**

Alert Level 4 businesses and services are encouraged to ask their staff if anyone in their household has tested positive for COVID-19 or attended a location of interest.

If a household member has tested positive for COVID-19 or attended a location of interest, the worker must stay at home until the person in the household has received a negative test result.

They should not leave their home for any reason, including going to work, unless directed to by Healthline (e.g. to get a test).

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### Further support

Before taking any action, or a problem becomes bigger, employers and employees should first try talking to each other to resolve a problem. A union delegate or union office can also help.

If this does not resolve the problem, employers and employees can use our Early Resolution Service, a free phone-based service that helps resolve a workplace issue early, quickly, and informally.

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