

# 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.



## Focus on Fair Pay - Bill at final stages

The Education and Workforce Select Committee has provided its recommendations on the proposed Fair Pay Agreements Bill in a [report to Parliament](#). The remaining stages of the Bill process will follow soon, with the FPA legislation expected to come into effect by the end of 2022.

The proposed FPA system introduces a process to set minimum employment terms and conditions on an industry or occupation-wide basis. Further information and guidance about the Fair Pay Agreement system will be available to employers and employees from next month.

[FIND OUT MORE](#)



## Labour Day - and your public holiday entitlements

Did you know, New Zealand was the very first country to adopt the eight-hour workday?

Labour Day was established in 1900 to recognise the trade unions' efforts in achieving this milestone. Observed on the fourth Monday in October, this year the public holiday takes place on 24 October.

Employees get a paid day off on public holidays if it's a day they would normally have worked. If you're unsure about the rules surrounding public holidays, check out our online advice, or use our 'Otherwise working day calculator'.

[FIND OUT MORE](#)



## Celebrating the Equal Pay Act's 50th anniversary

20 October 2022 marks the 50-year anniversary of the Equal Pay Act 1972. This law was instrumental in paving the way for actions to achieve equal pay regardless of gender or ethnicity.

To celebrate this landmark in New Zealand's history, the Equal Pay Taskforce is hosting an online event to reflect on 50 years of equal pay and the future, on Thursday, 20 October 2022.

Speakers will bring to life the journey that led to the passing of the Act, the struggles and successes for equal pay over the years, and the ongoing work to create a future where all people are paid fairly for the work they do.

[To virtually attend the event, register online](#)

[Find more resources and information to help you with equal pay in your workplace](#)



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### **New measures to combat migrant worker exploitation**

The Government has introduced the Worker Protection (Migrant and Other Employees) Bill, to better protect migrant workers from exploitation. The Bill will strengthen current measures, and introduce new ones to address employer non-compliance with employment and immigration law.

The changes build on the reporting and protection measures rolled out in 2021 and will include establishing an infringement regime. Those convicted of migrant exploitation will also be disqualified from managing or directing a company, and be named in a public register.

Research shows that migrants most at risk of exploitation lack basic knowledge of their employment rights. A new community-led education pilot has been set up to help raise awareness and understanding about worker rights and employer responsibilities.

[Find out more about the proposed measures to combat migrant worker exploitation](#)

[Read the findings of our research into migrant worker exploitation](#)

If you are aware of a breach of minimum employment rights, you can report it, using our [online form](#).



## Why workplace wellbeing is so important

For employers, keeping your team healthy and safe is an important part of running your business. When employees feel their wellbeing is being taken seriously, they'll usually be more productive, happier, and less stressed. On the other hand, sustained or high levels of stress can cause burnout, result in resignations, and affect productivity.

A health and wellbeing policy is an excellent way to build a positive and healthy workplace.

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