

# 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.

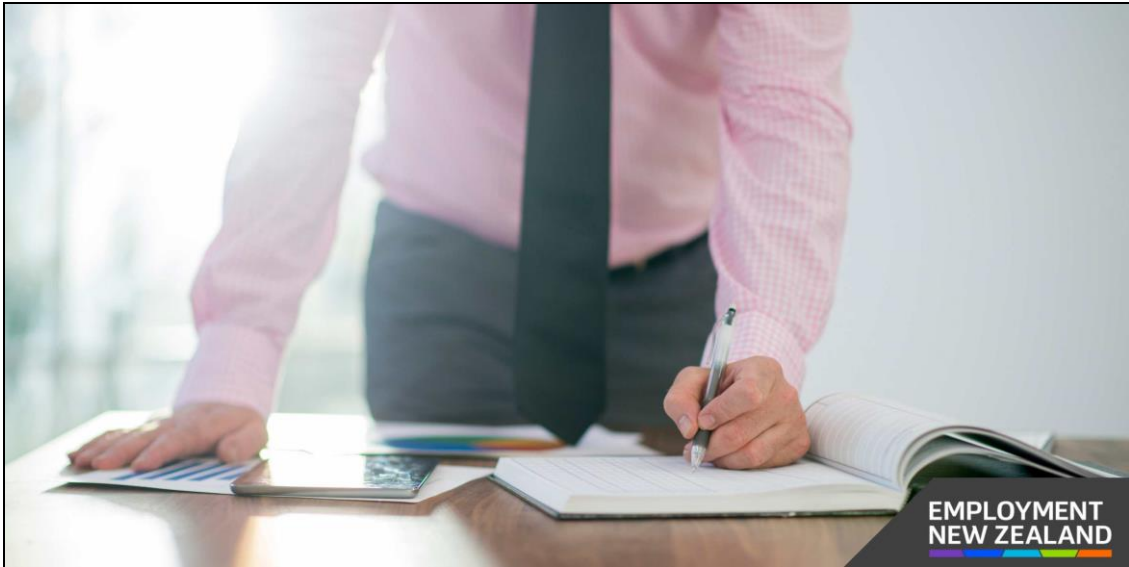


## **Focus on Fair Pay - Bill passes into law**

The Fair Pay Agreements (FPA) Bill has been passed into law, with the new system of employment bargaining to take effect on 1 December 2022.

Fair Pay Agreements bring together unions and employer associations within a sector to bargain for minimum employment terms for all covered employees in an industry or occupation. It is important for employees and employers to understand what this means for them if covered by a proposed FPA.

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



### **Employment breaches cost convenience store \$28,000**

Did you know that as an employer, you must keep accurate records of wage, time, holidays and leave records under the Employment Relations Act 2000 and Holidays Act 2003?

In a recent decision, the Employment Court has ordered the operator of a Greerton convenience store to pay arrears and penalties of more than \$28,000 following a Labour Inspectorate investigation into poor record keeping, holiday and leave breaches, and failure to pay the minimum wage.

Employers must keep complete and accurate records at all times. Failure to do so may result in infringement notices or penalties.

Find out how you can do the right thing by [keeping accurate records](#) and [paying your employees correctly](#).

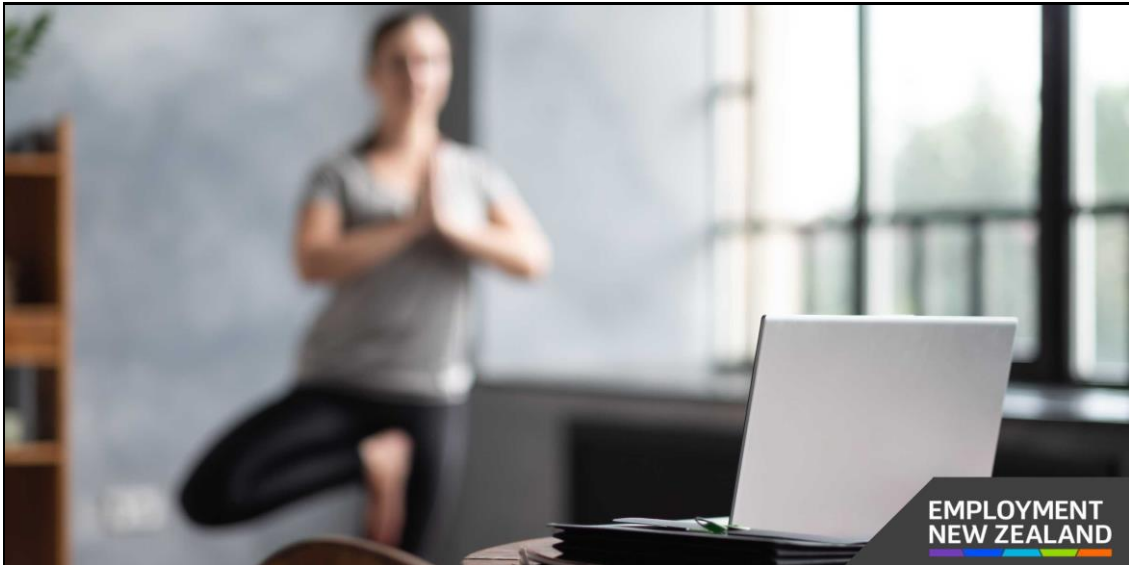
Read the [Employment Court Decision](#).



### **Contractor or employee?**

It's important to understand the difference between an employee and a contractor as the legal rights and responsibilities for each are quite different, and this will affect both the individual and the employer. If you are unsure, there are legal tests to help you. The Employment Mediation Service can also support parties to work out the nature of a working relationship themselves, or you can seek legal advice or support from a union or business association.

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



## How to support your wellbeing this summer

For some Kiwi businesses, the summer holiday season can be an unpredictable and stressful time of the year. So our colleagues at business.govt are teaming up with Xero and wellbeing expert Elizabeth Berryman to present a webinar about simple and effective ways you can support your wellbeing during the holiday period – whether you're run off your feet or not busy at all.

The event takes place on 17 November, starting at 11am – and it's free.

[Register for the webinar here.](#)



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