

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.



Understanding Fair Pay Agreements – join a webinar

The Fair Pay Agreement system came into effect on 1 December 2022. Whether you're an employee or employer, this may be important to you. To help employees and employers better understand what the Fair Pay Agreement system could mean for them, MBIE will be holding webinars on the dates below. If you're interested, please register for the relevant webinar below:

General public webinar: 16 February, 2-3.15pm

Employees webinar: 24 February, 10-11.15am

Employers webinar: 28 February, 3-4.15pm

[Find out more about Fair Pay agreements on our website.](#)



Fair Pay Agreement applications

As at 25 January 2023, no applications to initiate bargaining for a Fair Pay Agreement have been approved by MBIE.

We encourage you to visit the [Fair Pay Agreements dashboard](#) on the MBIE website regularly to check the status of any proposed agreements, and to see if public submissions have been called for any proposed agreements.

The [Employment New Zealand website](#) has further information and guidance about the Fair Pay Agreement system.

[FIND OUT MORE](#)



What are the rules for public holidays?

New Zealanders enjoy 12 public holidays each year – 11 national holidays and one regional holiday. This year, Waitangi Day – which marks the signing of the

Treaty of Waitangi – falls on Monday 6 February. The normal rules for public holidays apply.

Employees get a paid day off on public holidays if it's a day they would normally work. If the employee ends up working on the public holiday, they are paid at least time and a half, and get an alternative day off.

Where a public holiday falls on a Saturday or Sunday, and the employee doesn't normally work on that day, the public holiday is 'Mondayised' and moved to the following Monday (or in some cases Tuesday).

[FIND OUT MORE](#)



Screen Industry Workers Act 2022 now in force

The Screen Industry Workers Act (SIWA) came into force on 30 December 2022, which means workers and engagers in the screen industry have new rules to follow, and new services they can access.

Producers and production companies (referred to as 'engagers') and contractors (referred to as 'workers' or 'screen production workers') can also access dispute resolution services, and collective bargaining is available for worker organisations, engagers and engager organisations.

[FIND OUT MORE](#)



Record penalties for employment breaches

The Employment Court has ordered a liquor store operator to pay penalties of more than \$1.55 million for employment breaches – the highest ever awarded.

Five migrant employees did not receive their minimum entitlements while working at the company's liquor stores at various times between September 2015 and November 2019.

Of the total penalty amount, the employees will receive \$255,000 in varying amounts, in addition to more than \$500,000 in arrears which has already been paid by the employer.

“The outcome is the culmination of several years of investigation work by the Labour Inspectorate’s migrant exploitation team and reflects the seriousness and systemic nature of the offending,” says Stu Lumsden, Head of Compliance and Enforcement.

[Read more about the Employment Court decision](#)

[Find out more about an employer's responsibilities](#)



Helping you resolve workplace issues

Did you know that MBIE offers a whole range of services to help employees and employers resolve issues in the workplace?

Our dispute resolution services are:

- **flexible** – we offer different services for different types of problems, from [early resolution](#) to [mediation](#)
- **free** – for those who are looking for a cost-effective solution
- **fair** – we are neutral and impartial in our approach, culturally-responsive, and empower our customers to find solutions.

[Find out more about what we offer](#)



Know your employment rights and responsibilities?

If you are unsure of your employment rights or responsibilities, our Employment Learning Modules are there to help you. These free interactive learning modules provide an overview of what's required by law of employers and employees.

'An Introduction to Your Employment Obligations' is ideal for employers keen to know more about employment law. We also have a basic module for employees, 'An Introduction to Your Employment Rights' – which is available in English, Maori, Samoan, Tongan, Simplified Chinese, Hindi, Korean, and Tagalog.

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