

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.



The minimum wage is increasing - is your business ready?

Minimum wage rates will increase on Saturday, 1 April 2023.

- The adult minimum wage will go up from \$21.20 to \$22.70 per hour.
- The starting-out and training minimum wage will go up from \$16.96 to \$18.16 per hour.

If you're a business owner or manager and you've not yet talked to your accountant, payroll provider or your finance/HR teams, now is the time. It's also an opportunity to check that your employment records, processes and systems are current.

[FIND OUT MORE](#)



The ABCs of FPAs - webinars and new video available

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:

Employees webinar: 24 February, 10-11.15am

Employers webinar: 28 February, 3-4.15pm

We've also added a helpful video to our website, which [you can watch here](#).

[Find out more about Fair Pay Agreements](#)



Need help after the floods?

If you're an employer or employee affected by the recent extreme weather, information and guidance is available on the Employment New Zealand website, and from our colleagues at business.govt and Work and Income.

There's advice on pay and leave during and after disasters, resolving workplace issues, operating safely, making insurance claims, financial support, and what to do if you've lost your job.

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Reopening dates for working holiday scheme confirmed

Working holiday visas allow thousands of young people from all over the world to work in New Zealand for up to 12 months – or 23 months for visitors from the UK or Canada.

The number of visas available to participating countries is capped each year, and the opening dates for applications for 2023 were confirmed earlier this month. Applications remain open until the quota for each country is filled.

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Employment breaches cost liquor store operator \$260k

An Auckland liquor store operator must pay five former employees a total of almost \$260,000 in wages after breaching minimum pay and holiday rules, the Employment Court has decided.

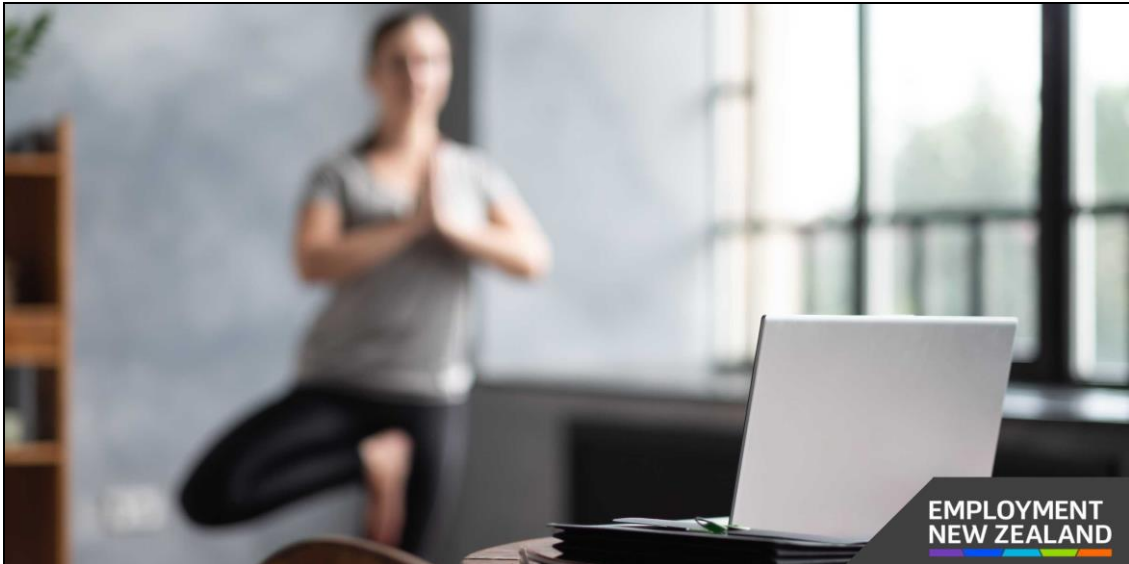
Although the employer didn't keep records, the Labour Inspectorate used cell site data to prove to the Court working hours and locations of the employees, says Labour Inspectorate Head, Stu Lumsden.

The ruling came after the parties agreed to a statement of facts. "This is an excellent result for the former employees, and means they will receive the money they are owed within weeks," says Mr Lumsden.

If you need help getting pay, leave and record-keeping right, we can help:

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

[Find out more about pay, hours at work and record keeping](#)



Manage business stress and improve your wellbeing

Juggling the responsibilities of running a small business can be extremely demanding.

So business.govt.nz is teaming up with MYOB's Jo Tozer and clinical psychologist and Smiling Mind CEO Dr Addie Wooten, to help you to identify early signs of stress and learn some simple ways to maintain your focus and improve your wellbeing during testing times.

You're invited to attend a free online webinar on Friday 3 March at 12pm. We hope that you can join us.

[Register for the webinar](#)



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