



Welcome to the Employment New Zealand newsletter. Here you will find the latest news and information about employment rights and responsibilities.



## **Sick over the holidays? Here's what to do**

Have you ever been sick during your time off? If an employee, their partner, or dependant gets sick before starting their scheduled annual holidays, the portion of annual holidays they're sick for can be changed to sick leave.

Read more about sick leave rights and common scenarios.

[Sick leave rights](#)

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### **How does parental leave impact annual holidays?**

If you have unused annual holidays that you were entitled to before going on parental leave, the normal calculation for payment for annual holidays will apply, regardless of when the annual holidays are taken.

However, the rules are different if you become entitled to annual holidays:

- during parental leave, or
- in the 12 months following your return from parental leave.

The pay for these annual holidays is calculated at the rate of your 'average weekly earnings' for the 12 months up to the end of the last pay period before the annual holidays are taken. This can result in you receiving less than you would normally do for your annual holiday pay when you return.

### **Parental leave and annual holidays**

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### **Brave in business - a new resource for business owners**

Make the most of your time. Get into the right headspace for success.

Brave in Business is the new e-learning series on [Business.govt.nz](https://business.govt.nz) designed to help you run your business more effectively and improve your mental and physical wellbeing.

These new micro-courses provide practical advice, and help you concentrate on the essentials, improve productivity, manage your business efficiently and enhance your overall wellbeing.

[Join Brave in Business](#)

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## **News and updates**

### **Sexual harassment grievance period extended to 12 months**

There has been an amendment to the legislation, increasing the time available for employees to raise a personal grievance relating to sexual harassment, from 90 days to 12 months.

[Sexual harassment grievance changes](#)

## Parental leave payments increase

The maximum weekly payment for parental leave payments increased by 7.7% from Saturday 1 July.

[New parental leave rates](#)

## New protections against migrant exploitation

The Worker Protection (Migrant and Other Employees) Act 2023 is now law and will increase protection for vulnerable workers in Aotearoa New Zealand from 6 January 2024.

[Migrant worker protection Bill](#)



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