

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.



Right to take time off to vote on polling day

Polling day for the 2023 general election is Saturday 14 October.

Employees can take time off to vote on polling day if they haven't had a reasonable opportunity to vote before work. They can leave work to vote at 3pm for the remainder of the day, without deduction from pay.

Rules vary for essential work or services and New Zealand ship crew.

[Time off to vote](#)



Redundancy: What you need to know

Redundancy can happen when an employer no longer needs some roles following a workplace change process (restructuring).

Before making an employee redundant, employers must:

- Have a genuine business reason for restructuring.
- Try to redeploy employees to other roles.
- Follow fair and reasonable processes, including consulting with the affected employees, taking their feedback into account and ensuring they have time to get advice.

Employees may get redundancy compensation, depending on their employment agreement and what they separately agree with their employer.

Redundancy and restructuring



Family violence leave

Family violence is also known as domestic violence. It means all forms of violence in family and intimate relationships. Family violence can be physical, sexual, or psychological abuse.

Employers must give at least 10 days of paid family violence leave each year to employees who qualify. It does not matter when the family violence took place.

Rights and responsibilities for family violence leave

News and updates

More support for exploited migrants

The Government has announced a short-term basic financial and welfare support package, including job search assistance, to individuals on the Migrant Exploitation Protection Visa (MEPV).

For more information, call Immigration New Zealand on 0508 558 855 6am to 10pm Monday to Friday (NZT), or visit:

Increased protection and support for migrant workers

South Island café fined a second time

South Island business Spring's Junction Café and Motor Inn, and its director, must pay \$36,000 in penalties after breaching multiple minimum employment standards. The business was penalised for similar offences in 2016.

Simon Humphries, Head of Compliance & Enforcement, Labour Inspectorate, said the latest penalties imposed on Springs Junction Café and Motor Inn, should serve as a warning to other businesses considering taking advantage of vulnerable workers.

“Employers may find that workers who are in a vulnerable situation will agree to working conditions that are less than required by law, but this never excuses exploitation.”

Employer fined for breach of employment obligations



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