



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



Employment Learning Modules

Our free e-learning modules provide guidance on your rights & responsibilities as an employer and employee. The modules cover topics such as:

- Working arrangements
- Employment agreements
- Pay and wages
- Hours of work
- Annual leave/holidays
- Other leave
- Resolving problems

[You can sign up to the modules here](#)



Don't get snowed under

It is important that both employers and employees in the ski field and related sector are aware of their rights and responsibilities under the law.

This includes complying with employment standards, and ensuring workers have the right to work in this country and with the specific employer, and that accommodation made available meets the required standards.

No matter whether employees are employed on a casual, part-time, or fixed-term basis they all have minimum employment rights.

Our advice for a successful ski season



What happens if an employee is sick before or during their holiday?

If an employee, their partner, or dependant gets sick before starting their scheduled annual holidays, the employer must allow the employee to take the portion of annual holidays they're sick for as sick leave if they have available entitlement.

If an employee is already taking annual holidays and they (or their spouse, partner, or dependant) become sick, the employee can take sick leave instead of annual holidays for the relevant period, but only if the employer agrees.

How other types of leave affect annual leave holiday entitlement



Air Traffic Controller trainees considered employees after Labour Inspectorate intervention

New Zealand Air Traffic Controller trainees who spent up to 18 months training without being treated or paid as employees were found to be employees for part of their training period.

Do you have people training or doing work experience with you? Don't misclassify them.

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