

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.

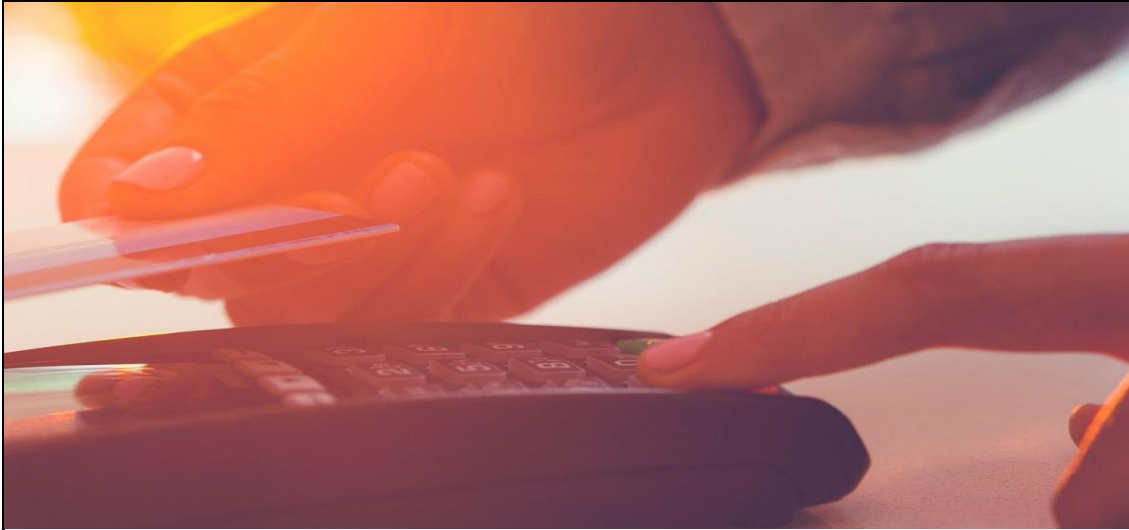
You are receiving this email because your business has opted to provide its email publicly on the New Zealand Business Number (NZBN) website or you have subscribed to our newsletter. As a business or a worker, we think you will be interested in hearing about the latest employment news and information. However, if you consider this newsletter not relevant, please unsubscribe at the bottom of this newsletter.



Minimum sick leave entitlements increasing to 10 days

From 24 July 2021, minimum sick leave entitlements will increase from 5 to 10 days. Employees will get the extra 5 days when they reach their next entitlement date after 24 July, either after reaching 6 months' employment or on their sick leave entitlement anniversary (12 months after they were last entitled to sick leave). Businesses should make sure they are ready for the change by being aware of their obligations and ensuring their payroll systems are up to date.

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Consumers talking with their wallets against worker exploitation

The 2020 New Zealand Consumer Survey has exposed that 50 per cent of consumers consider how a business treats its workers as a key factor when deciding where to shop. This shows an ongoing increase in the awareness of consumers around business treating their workers fairly and within the law. As well as making sure that they are treating their workers fairly, businesses should also be identifying and taking steps to mitigate labour rights issues throughout their supply chains and wider commercial networks.

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Do you provide accommodation to your workers?

Inland Revenue has published a comprehensive guide on the income tax treatment of accommodation provided to employees. This is helpful guidance on when accommodation provided to an employee is taxable and how to calculate the taxable value.

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Essential Skills work visa extension helps employers deal with worker shortages

On 19 July, the maximum duration of Essential Skills visas for jobs paid below the median wage increased from 12 months to 24 months. For jobs paid at or over the median wage, the maximum duration remains three years.

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New government initiative aims to stop exploitation and mistreatment of migrants

From 1 July 2021, new measures have come into force as part of a wider Government initiative to tackle exploitation of migrants in the workplace.

The measures include:

- a new visa, which is not tied to an employer, is now available to support migrants to leave exploitative situations quickly and remain lawfully in New Zealand, while looking for a new job. This visa will be valid for up to 6 months.
- a new dedicated 0800 number and web form to make it easier for the public and migrants to report migrant worker exploitation and mistreatment.

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Restaurant director personally liable for penalties after exploiting worker

A director of a liquidated restaurant is liable to pay \$75,026.18 in arrears and a further \$50,000 in penalties for exploitation. Madhan Singh Bisht exploited an employee's vulnerable position and failed to provide minimum entitlements over the employee's three-year employment. This also means that the employer will go to a stand-down list and no longer be able to hire migrants for their business.

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