



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



Some workers need to have their first vaccine by Friday 3 December

Workers covered by the My Vaccine Pass mandate need to have their first dose by 3 December and be fully vaccinated by 17 January 2022. This applies to hospitality, events, gatherings, close contact businesses and gyms.

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Employers must provide paid time off for employees to get vaccinated

Employees are now eligible for paid time off from work to get vaccinated against COVID-19. Many employers are already doing this to encourage their workforce to be fully vaccinated. All New Zealanders should consider getting vaccinated as soon as possible.

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New requirement for paid notice period when employment is terminated because of vaccination status

The Government has passed legislation to provide a minimum four-week paid notice period when people have their employment agreements terminated because they are not vaccinated, and their work requires vaccination.

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A new vaccination assessment tool for businesses to use

The Government has announced that there will soon be a new assessment tool businesses can use to decide if work at their business must be done by vaccinated people. More information and guidance about the tool will be available shortly at business.govt.nz

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Five employment tips for public holidays over Christmas and New Year

These are five things to note for employers and employees to prepare for the upcoming holiday season:

1. A business may close down over the holiday period.
2. Employees don't have to work on a public holiday in most circumstances unless they agree to it
3. Employees must be paid time and a half for working on a public holiday.
4. An employee's public holiday may be moved to the following Monday or Tuesday.
5. Cancelling approved annual holidays is a matter of negotiation.

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