

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.



Have your say on fair pay proposals

The Fair Pay Agreements Bill was introduced into Parliament in March. It proposes a new framework for collective bargaining for Fair Pay Agreements across sectors, industries or occupations, rather than just between unions and individual employers. The Government is also considering a parliamentary paper in relation to the default employer/employee representation function in the Bill.

A fair pay agreement, once bargained and agreed upon, will provide minimum terms and conditions for all employees in the same industry or occupation within a sector nationwide.

Have your say on the Fair Pay Agreements Bill and parliamentary paper. Written submissions via the online forms will be accepted until 19 May 2022, as part of the Select Committee process.

[FIND OUT MORE](#)



Know your rights and responsibilities

If you are not sure of your employment rights or responsibilities, be sure to check out our Employment Learning Modules. These provide an overview of what's required by law of employers and employees.

The latest module – An Introduction to Your Employment Rights – is free and available in English, Samoan, Simplified Chinese, Hindi, Korean, and Tagalog.

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Matariki



Matariki public holiday reminder

The winter may be almost upon us, but we'd like to remind you that you now have two public holidays to look forward to in the month of June. Matariki – the Māori new year – will be celebrated for the first time on Friday 24 June.

This will be a time for remembrance, celebrating the present, and looking to the future. The first Monday in June, this year being 6 June, is Queen's Birthday weekend.

It is also time to review your rights and obligations during public holidays under the Holiday Act.

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Collective bargaining changes removed

Temporary modifications to collective bargaining rules made in response to the COVID-19 pandemic were revoked this week.

The changes to the Employment Relations Act paused certain timeframes related to collective bargaining, and allowed unions to notify an alternative ratification process.

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What is migrant exploitation?

Migrant exploitation is behaviour that causes or increases the risk of harm to the economic, social, physical or emotional well-being of a migrant worker.

Overseas workers have the same minimum employment rights as New Zealanders. If you, or someone you know, is being exploited in the workplace, you can report it to us.

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Company offers unlimited annual leave

New Zealand-founded software company Actionstep is offering its employees unlimited annual leave. In what could be a New Zealand first, the company has removed the cap on days off, allowing staff to take leave when they need it.

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