

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.



Parental leave payments soon to increase

Parental leave payments will increase by 6.33% from Friday, 1 July 2022, to match the rise in the average weekly earnings.

The maximum weekly rate for eligible employees and self-employed parents will increase from \$621.76 to \$661.12 gross per week.

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Focus on Fair Pay – submissions now being considered

Submissions on the Fair Pay Agreements Bill have now closed and are being considered by Parliament's Select Committee. The proposed FPA system would allow unions and employers to bargain for new minimum standards and conditions for an industry or occupation.

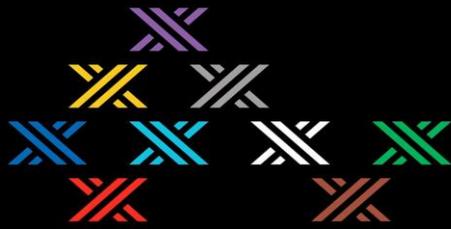
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Helping you develop ethical and sustainable work practices

In New Zealand and across the world, there are increasing demands on businesses to promote ethical and sustainable work practices around how workers are treated. We've recently updated some of our resources to help businesses meet these requirements, and produced a series of quick-reference guides.

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Mānawatia a Matariki

New Zealand to celebrate first Matariki public holiday

The first public holiday to celebrate Matariki – the Māori New Year – will be on Friday 24 June 2022. There are now 12 public holidays in the New Zealand calendar.

The normal employment rules for public holidays will apply to work, pay and leave arrangements during Matariki.

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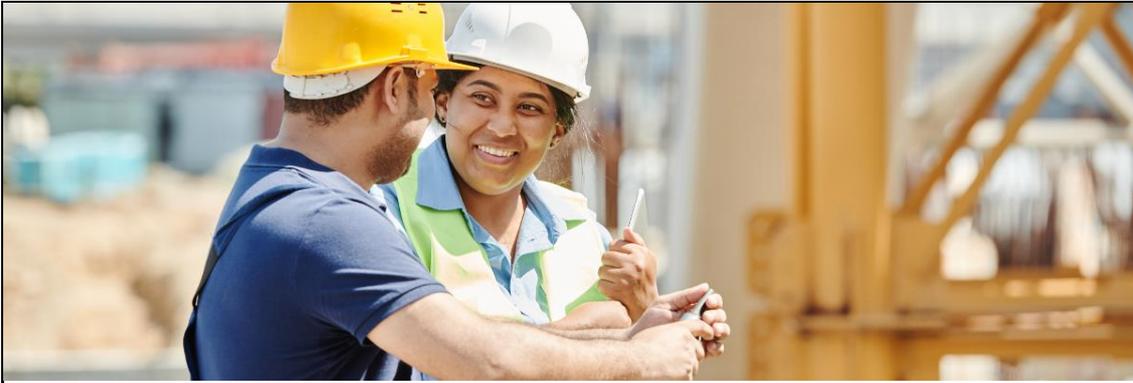


Coping with stress in the workplace

Workplace stress can be caused by a number of things, from unreasonable workloads to unhealthy work environments. In these current times, pressures caused by COVID-19 can also be a factor.

An employer is obliged to monitor their employees for workplace stress, and to make sure any issues are identified and managed properly. It's important also that an employee is able to talk to their employer if they are experiencing stress in the workplace.

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Landmark pay equity deal reached

A landmark pay equity settlement has been reached for health administration roles in New Zealand following the approval of district health boards (DHBs) and clerical workers. The deal covers 10,000 workers, the majority of whom are women, who have been underpaid in the past.

This is the first settlement under a new pay equity system, which in 2020 introduced a process for employees and unions to raise claims and negotiate directly with employers about systemic sex-based discrimination, instead of going through the court system.

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