

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.



Fair Pay Agreements system up and running

The Fair Pay Agreements system is now up and running. This system brings together unions and employer associations to bargain for minimum employment terms for all covered employees in an industry or occupation. Further information about Fair Pay Agreements and what it might mean for you is now available on the [Employment New Zealand website](#). This includes more detailed guidance for employees, employers, and bargaining sides.

You'll also be able to check the status of a proposed Fair Pay Agreement, and see who the employer and employee bargaining parties are, via the [Fair Pay Agreement dashboard](#) on the MBIE website.

[FIND OUT MORE](#)



New protections for screen industry contractors

The Screen Industry Workers Act comes into force on 30 December 2022 and introduces new rights and obligations for producers and production companies (referred to as 'engagers') and contractors (referred to as 'workers' or 'screen production workers').

New rules for individual contracts between engagers and workers, and a duty of good faith, will apply from 30 December 2022.

The Act also provides a new collective bargaining framework and access to dispute resolution services for workers, engagers, and the organisations that represent them.

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Public holidays - do you know how they work?

Employees get a paid day off on a public holiday if it's a day they would normally have been working. If they end up working on the public holiday, they're paid time and a half, and may also get an alternative day off.

If the public holiday falls on a Saturday or Sunday, and the employee doesn't usually work on those days, the public holiday is moved to the Monday (or in some cases Tuesday). This is known as 'Mondayisation'.

Seasonal and casual workers

When employees don't have a clear work pattern, or there is a lot of variation in work times, it may be hard to decide if they would have normally worked on a Saturday or Sunday a public holiday falls on.

If you're unsure about the rules surrounding public holidays, check out our online advice, or use our 'Otherwise working day calculator'.

[**FIND OUT MORE**](#)



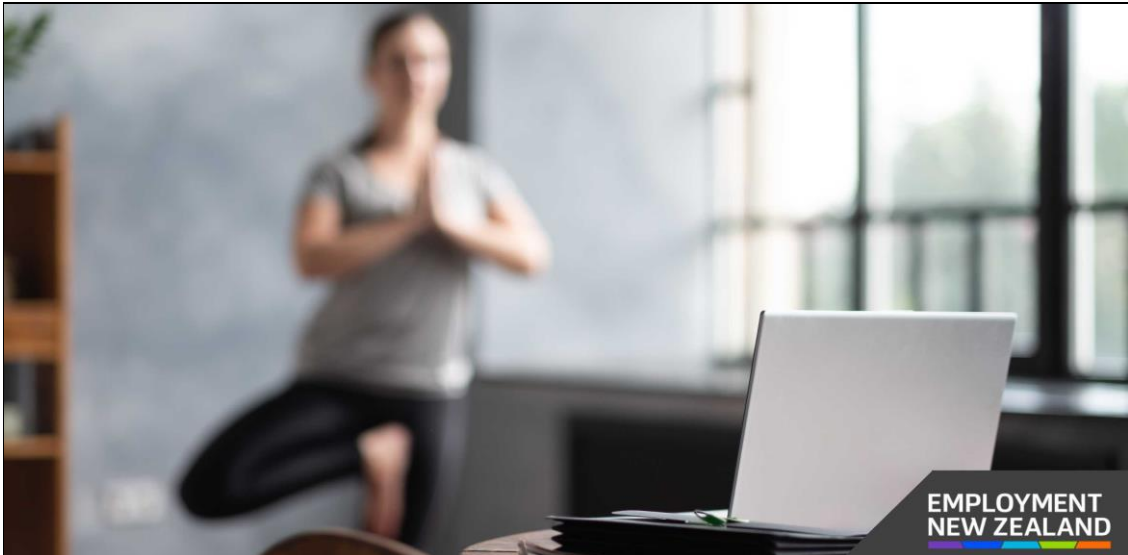
Changes to our mediation services

Employment Mediation Services – within the Ministry of Business, Innovation and Employment – provides a free dispute resolution service to help resolve differences that arise between parties in employment relationships.

We can now provide mediation that supports use of tikanga Māori, karakia and whanaungatanga for Māori parties. We're committed to developing a culturally responsive mediation service. Please discuss your needs with us when you book your mediation.

To ensure you are able to work effectively towards reaching an outcome using this service, we have updated our terms of engagement for mediation. These highlight the roles and responsibilities of the mediator, and the expected behaviour of those who attend a mediation.

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Do something for your wellbeing this summer

If you could do just one thing for your wellbeing this summer, what would it be? If you missed the recent Wellbeing Webinar with Dr Elizabeth Berryman organised by our colleagues at bus.govt.nz, you can still watch it online. Learn about simple and effective ways you can support your wellbeing during the holiday period – whether you're run off your feet or not busy at all.

[WATCH THE WEBINAR](#)



A COVID-19 reminder for employers

As life returns to normal, employers are reminded that if they, or an employee, tests positive for COVID-19, they'll need to isolate for seven days after their symptoms first occurred, or for seven days after receiving a positive test result, whichever comes first. However, if a person is isolating and still has symptoms after seven days, they are advised to stay

home until 24 hours after symptoms resolve.

The COVID-19 Leave Support Scheme is available to employers to help pay employees who have had to self-isolate because of COVID-19 and can't work from home. It's also available to eligible self-employed workers.

[How to apply for the Leave Support Scheme](#)



Taking rest breaks - what are the rules?

Did you know employees are legally entitled to an additional paid rest break after they've worked for 10 hours?

We recently updated our website to help make rest and meal break entitlements easier to understand, particularly in instances where employees work 10 or more hours.

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