

New Zealand employment law – one size fits all?

Introduction and overview of session

- Current laws
- Recent changes to employment law
- Comparison with other jurisdictions
- Proposed changes
- Freedom to negotiate v ERA constraints

Current laws in NZ

- Primary statute: Employment Relations Act 2000
- Employment Relations Act 2000 vs Employment Contracts Act 1991

Recent changes to employment law

- Flexible working
- Rest and Meal breaks
- 90 day trial period
- 9 day fortnight

Comparison with other jurisdictions

- UK
- Australia
- US

Proposed changes

- Employment Relations (Statutory Minimum Redundancy Entitlements) Amendment Bill
- Health and Safety in Employment Bill (No 2)
- Employment Relations (Rest and Meal breaks) Amendment Bill

Current areas being reviewed

- Holidays Act
- Personal grievance system
- Part 6A of ERA

- Freedom to negotiate v ERA constraints
- Should high wage earners need the protection of the ERA or is contract law the best option?

A photograph of a modern office interior. In the upper left, a blue rectangular sign with the text "BELL GULLY" in white capital letters is mounted on a wall. Below the sign is a long, low wooden reception desk. To the right, a meeting area features four dark brown leather chairs with silver frames arranged around a small, round, light-colored table. Large windows in the background offer a view of a body of water and distant hills. The floor is made of light-colored square tiles. A large, semi-transparent blue rectangle is overlaid on the lower half of the image, containing the text "Questions?".

BELL GULLY

Questions?
