

New Zealand employment law – one size fits all?

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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?



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