

EMPLOYMENT FACTSHEET

“ARE YOU READY FOR APRIL 2011?”

2011 could be **expensive** if you haven't planned for the changes:

- Numerous changes to the Holidays Act and Employment Relations Act have recently been passed. Most of the changes take effect from April 2011.
- Key changes include: employees being able to cash up one week of their annual holidays, all employers will be able to use the 90 day trial period for new employees, and changes to personal grievance provisions.
- Employers with employment agreements that do not include all **compulsory** information will be liable for a penalty.
- From 1 July employers will be required to retain a copy of each employee's employment agreement or of any proposed employment agreement.
- Doubling of penalties for getting it wrong to **\$20,000**.
- Minimum wages increased to \$13.00/hour for adults from 1 April.

Trial Periods

Unfortunately there are serious traps for the uninitiated as employers still need to follow processes to avoid a grievance.

Why employment agreements?

Are your employees: fixed term, casual, on trial? “Got it in writing?” “Yeah Right!”

If not, they're all **permanent** employees!

The only safe way is to get all employees to sign employment agreements **before** they start.

Personal grievances...

You don't need a recession to close you down, losing a personal grievance can easily cost you as much as \$20,000 (ie 3 months wages, compensation, a contribution to the employee's costs; and your own legal costs and time).

Plus you can also be liable for a penalty of up to \$20,000.00.

Recruitment

Don't take shortcuts! Never skimp on reference checks - the price of a phone call, even overseas, is way cheaper than a personal grievance claim. There is a **foolproof** way of avoiding personal grievances.

Employee problems?
“Don't go it alone, get advice!”

Employment Law Advice and Mediation

Employment Relations Ltd can **review** your existing employment agreements. Most employers, as a minimum, need their existing agreements modified to take account of the latest law changes.

Tim Bravenboer, of ERL, has been a professional Advocate and Mediator since **1991**.

Ring Tim **on 07 362 0787** or 027 441 3223 for advice **before** managing performance, disciplining, dismissing or making employees redundant, or to book a **complimentary assessment**.

As a private **Mediator**, Tim can also help resolve **urgent** situations and he is happy to make presentations to owners, managers or industry groups.

