BusinessCentral

EMPLOYER BULLETIN

2 October 2023
A Weekly News Digest for Employers

EMPLOYER NEWS

Work to residence visas opening for applications

On 29 September 2023, the Green List and sector agreements work to residence visas opened for residence visa applications.

This means migrants who want to apply for residence under the Work to Residence (WTR) Visa, Care Workforce Work to Residence Visa, or Transport Work to Residence Visa can apply if they:

- have 2 years of eligible work experience in a Green List or sector agreement role in New Zealand, and met the relevant skill and wage thresholds, and
- meet the other standard visa application requirements such as health, character, English language, and age.

The 24 months of work experience in a relevant role must be gained:

- while holding any type of work visa, or a Critical Purpose Visitor Visa with work rights, and
- from September 29, 2021, and within 30 months of the date their residence visa application is made.

This supports the Government's Immigration Rebalance goals of higher productivity and higher wage economy, making it easier for employers to attract and hire skilled migrants.

Immigration New Zealand [26 September 2023]

COVID-19 funding returned to Government

The lifting of COVID-19 isolation and mask mandates in August has resulted in a return of almost $50m in savings and recovered contingencies, Minister of Health Dr Ayesha Verrall announced.

Following the revocation of mandates and isolation, specialised COVID-19 telehealth and alternative isolation accommodation are among the operational elements which provided underspend.

"Through ongoing reset and resize at a national, regional and district level, Te Whatu Ora has identified an operational underspend of $48.86m," Ayesha Verrall said.

New Zealand Government [22 September 2023]

New refugee employment service for the Manawatu

The Refugee Employment Service is a pilot programme, developed in response to Aotearoa New Zealand's pledge to improve employment outcomes for former refugees.

Its aim is to support refugees, helping them find and access employment and development opportunities.

The service is open to:

- Quota refugees
- Convention refugees
- Refugee Family Support Category visa holders
- Community Organisation Sponsorship (CORs) visa holders, and
- people granted New Zealand residence under the Afghan Response or as an Afghan interpreter.

The new service will run in Palmerston North, and is expected to open for referrals in late October 2023.

Immigration New Zealand [27 September 2023]

Changes to interim visas and variation of conditions ahead of Skilled Migrant Category opening

Ahead of the new Skilled Migrant Category Resident Visa opening on 9 October 2023, the Government has recently agreed to changes to interim visas and interim variations of conditions for Skilled Migrant Category Resident Visa applicants, their dependents, and partners.

Changes to interim visas come into effect on 9 October 2023 when the new Skilled Migrant Category Resident Visa opens, and variation of conditions changes will be effective from 5 November 2023.

Changes have been made to interim visas to allow for Skilled Migrant Category Resident Visa applicants to be on an interim visa while they await the outcome of their application.

Applicants will be granted an interim visa which will be valid for up to 24 months and include multiple entry travel conditions, allowing them to leave New Zealand and return on the same interim visa while it is valid. Applicants must be in New Zealand on the date their visa expires to be eligible to be granted an interim visa.

These interim visa changes will also apply to partners and dependents of Skilled Migrant Category Resident Visa applicants.

Immigration New Zealand [28 September 2023]

EMPLOYMENT RELATIONS AUTHORITY: FIVE CASES

Complete lack of procedural fairness leads to successful unjustified dismissal claim

Ms Wolak worked as a bus driver for Boss Transport Limited (Boss) for many years. In December 2021, a complaint was made regarding an incident while driving a rail replacement service. Ms Wolak did not agree with the complaints, nevertheless Boss issued her a final written warning.

On 17 December 2021, Ms Wolak was driving a charter bus with school children who were becoming unruly. She drove past a police car and signalled that she wished to speak to them. At a safe place, she stopped the bus, and the Police boarded the bus and spoke to the children. Ms Wolak said the effect of this was that the children's behaviour improved dramatically. Ms Wolak said she immediately reported the incident to Boss by phone and was told to complete an incident report which she subsequently did.

Boss received a complaint from the children's school regarding the incident stating there were very angry parents demanding answers from Boss. Mr Little, the director of Boss, Ms Little, a former employee who previously held shares in Boss, and Mr Jury, a financial consultant, held a meeting to discuss the complaint. On 22 December 2021, Mr Little sent Ms Wolak a letter informing her that a complaint had been made against her, that it constituted serious misconduct and that her employment with Boss was being terminated.

The evidence filed by Ms Little and Mr Jury showed that Boss alleged the serious misconduct was Ms Wolak involving the Police and not telling Boss about the incident. However, the evidence filed by Boss showed quite clearly that Ms Wolak did contact Boss regarding the incident. There was an incident report filed on 12 December 2021 describing the incident and Ms Wolak also submitted evidence that she phoned Boss and was told to file the incident report.

The Employment Relations Authority (the Authority) found it difficult to accept Ms Wolak's actions as constituting serious misconduct. She was driving a bus and became concerned about the behaviour of the children to the extent that it was adversely affecting her driving. When she felt unsafe, she asked the Police for assistance to de-escalate the situation which the Authority deemed to be a sensible action. The Authority agreed that had Ms Wolak not reported the incident to Boss, it would have been problematic, however the evidence was clear that she had done exactly that.

The manner of Ms Wolak's dismissal by Boss entirely lacked in procedural fairness. Boss did not investigate the allegation and did not involve Ms Wolak in the process at all. It did not ask her for an explanation as to what had occurred, or indeed whether her action in involving Police was justified. It simply decided to dismiss her without her involvement, then sent a letter informing her of its decision to dismiss when it knew at this stage, Ms Wolak would not have been aware a complaint had been made. The Authority found that these were not the actions of a fair and reasonable employer, therefore the dismissal was unjustified.

Ms Wolak was awarded $4,940 covering three months' lost salary. Ms Wolak also claimed compensation for humiliation, loss of dignity and injury to her feelings. She gave evidence of the effect the dismissal had on her. She said she was absolutely stunned by the dismissal. She was very upset and became worried about how she was to survive financially, and it affected her sleep. The Authority awarded Ms Wolak $15,000 for humiliation, injury to feelings and loss of dignity. Costs were reserved.

Ms Wolak v Boss Transport Limited T/A New Zealand Coach Service [[2023] NZERA 349; 04/09/23; G O'Sullivan]

Unjustified dismissal soon after commencing employment

Mr Capper worked as a carpenter for CJS Construction Limited (CJS), a small construction company. The employment relationship lasted barely one month before it ended on or about 11 August 2022. Mr Capper had been absent from work since 1 August 2022 without any direct communication with CJS, when Mr Sheridan, a director and owner of CJS, rang him on 9 August 2022. Mr Capper claimed he was dismissed during the phone conversation without warning or notice of any kind. He raised a personal grievance soon afterwards for unjustified dismissal. Mr Sheridan claimed that Mr Capper abandoned his employment or resigned from it. The Authority investigated a personal grievance of unjustified dismissal raised by the applicant Mr Capper.

Mr Sheridan's evidence was that during the phone call on 9 August he said to Mr Capper "this doesn't seem to be working for you or us Brad, maybe we should consider going our separate ways if this is how you feel." Mr Capper responded by yelling that Mr Sheridan could not 'sack him' and questioning, "is that it?" before abruptly hanging up. Mr Capper sent an email to Mr Sheridan just over a day later. In the email he said his employment had been terminated by Mr Sheridan immediately and without notice during the phone call on 9 August. He said that a 90-day trial period had not been in force at the commencement of the employment because an employment agreement had not been signed by him at that time. On 11 August 2022, Mr Sheridan responded by email to Mr Capper. He did not expressly deny Mr Capper's claim that he had been dismissed.

The Employment Relations Authority (the Authority) did not consider that Mr Capper resigned, either by words or conduct. Mr Sheridan could not reasonably have thought he had resigned or abandoned his job. On 11 August 2022, Mr Capper made contact again and asserted that he had been dismissed. He invited a reply from CJS. It was an opportunity for CJS instruct Mr Capper to return to work or provide a medical certificate for any continuing absence, and to advise him that a disciplinary process might be commenced when he returned, to enquire into his absence. On behalf of CJS it is accepted that a dismissal of Mr Capper, if found by the Authority to have occurred, could not be determined to be a justified dismissal.

The Authority considered that Mr Capper contributed significantly to the situation giving rise to his grievance. He sought compensation of $25,000 for humiliation, loss of dignity and injury to feelings. The Authority found Mr Capper unreasonably and without good cause, cut off communication his employer was entitled to have.

The Authority was satisfied that CJS did not at any time purport to invoke a trial period clause in the employment agreement, because on 9 August when he rang Mr Capper, Mr Sheridan did not have any intention of dismissing him. The Authority was satisfied that CJS lacked the requisite intention to undermine the employment agreement or employment relationship, in acting as it did. Mr Capper was under a duty from the time of his dismissal in August 2022 to mitigate his loss of wages, by obtaining or trying to obtain other employment or paid work. His evidence about that was unsatisfactory. The Authority declined to make an award to Mr Capper for wages lost because of his unjustified dismissal.

The evidence before the Authority indicated that this employment relationship between the parties was unlikely to continue for many more weeks, because of Mr Capper's general lack of application to the job he had been employed to do and his skill level appearing to be below that of a carpenter having the experience claimed by him. From a starting point of $8,000, the degree of contribution called for a commensurate reduction in remedies, which the Authority assessed to be 50%. The award of the Authority was $4,000.

CJS was ordered to pay Mr Capper, without deduction, the sum of $1,520, for payment of one week in lieu of notice. Costs were ordered to lie where they fell but parties were not prevented from making a costs application if they wished.

Capper v CJS Construction Limited [[2023] NZERA 314; 16/06/2023; A Dumbleton]

Successful unjustified disadvantage claim due to error in procedural fairness

Mr Armstrong was employed as a deckhand by Kono NZ LP (Kono) in its marine division from May 2021. On 1 September 2021, Mr Armstrong was required to give a urine sample for a drug test and tested non-negative for THC. Mr Armstrong was suspended, and Kono conducted a disciplinary process. Mr Armstrong raised personal grievances (four unjustified disadvantage grievances). Eventually, Mr Armstrong resigned on 26 October 2021 and raised a further personal grievance for unjustified constructive dismissal.

On 31 August 2021, there was an incident involving Mr Armstrong and two other workers. Mr Higgins, Kono's Manager for Marine Operations, and his general manager and a HR advisor decided there was reasonable cause to require Mr Armstrong to undergo a drug test. Mr Armstrong's drug test on 1 September 2021 showed "requires further analysis" for THC. Mr Armstrong was told not to come to work the next day, despite it being a rostered workday.

On 7 September 2021, Mr Higgins issued a letter inviting Mr Armstrong to a formal meeting on 10 September 2021. The letter did not refer to Mr Armstrong being suspended. The letter included copies of several policies, the screening test results and the laboratory analysis. The analysis recorded "Positive" for "THC-COOH".

At the meeting, Mr Armstrong explained that he had used cannabis outside of work in August, that he had not been at work impaired and that the non-negative drug test did not amount to serious misconduct, under the policies and his employment agreement (the agreement).

On 16 September 2021, Kono issued a letter containing written confirmation of the suspension from 1 September 2021 and stated its view that the non-negative test constituted "serious misconduct" and proposed an outcome of a final written warning and a return to work on conditions.

Mr Armstrong replied stating that he considered the investigation was ongoing pending further response and expected that he remained suspended on full pay in the meantime. Kono replied with information about its proposed conditions for return to work and sought an answer as to whether Mr Armstrong would consent to the proposed conditions. Kono did not address Mr Armstrong's point about the suspension.

Mr Armstrong replied, advising Kono that he intended to obtain an expert report from Dr Noller by 14 October so he would respond by then. He also sought confirmation that he would continue to be paid during the suspension period. On 1 October 2021 Kono responded and sought Mr Armstrong's return to work immediately under the conditions proposed "particularly the production of a non-negative test". Kono relied on its policy so that Mr Armstrong would be unpaid from "today" until he provided a non-negative test.

Mr Armstrong sent an email in reply stating issues about short payment during the suspension, that the unpaid suspension going forward would be a breach of the Wages Protection Act 1983 and that Kono's action amounted to unjustified disadvantages. He advised that the email should be treated as formal notice of personal grievances if they did not comply with either of his proposed options of his unconditional reinstatement or continued paid suspension and confirmation that Kono would consider Dr Noller's report once available. Kono accepted initial wage shortfall but argued there was no continued underpayment and that it would reconsider outcomes on receipt of the expert report but would not pay Mr Armstrong until he produced a negative test and returned to work.

The Employment Relations Authority (the Authority) found that Kono's policies and procedures allowed Mr Armstrong to be suspended on pay following a non-negative result pending laboratory confirmation of the test. Kono had discussed the basis for the suspension with Mr Armstrong to the extent necessary and gave him an opportunity to respond when the suspension was first raised with him by Mr Higgins. The Authority agreed that Kono did not act as a fair and reasonable employer in failing to provide written notice of the suspension as was required by their own employment agreement but found that this was a minor defect that did not result in Mr Armstrong being treated unfairly. Therefore, the Authority found that Mr Armstrong did not have a personal grievance regarding his suspension on pay.

The Authority found Kono's decisions that Mr Armstrong had committed serious misconduct by his non-negative drug test, their requirement for him to provide a negative drug test before returning to work and to put him on unpaid suspension in the meantime, were decisions that disadvantaged Mr Armstrong's employment. Kono did not refer to or provide the Procedures, which stated the definition of "being under the influence of drugs while at work" and that it constituted serious misconduct, to Mr Armstrong during the disciplinary process. Kono had a good faith duty to provide this and the proposed decisions to Mr Armstrong and give him an opportunity to comment which they failed to do. Accordingly, the Authority found that Kono did not properly raise its concerns and did not give Mr Armstrong a reasonable opportunity to respond prior to its decision to place him on unpaid suspension starting on 1 October 2021. Mr Armstrong had a personal grievance for unjustified disadvantage.

Mr Armstrong's employment ended by his resignation on 26 October 2021. Kono breached its duty in failing to disclose the documents stating its procedures which highlighted Mr's Armstrong's obligation to not attend work while he tested non-negative for an illicit drug, during the disciplinary investigation. However, the EA permitted drug testing and expressed Kono's commitment to a drug and alcohol-free workplace. That was the context in which Mr Armstrong had provided a negative drug test prior to starting work hence in that context, the Authority found the non-disclosure breach of duty was not sufficiently serious to make a substantial risk of resignation reasonably foreseeable. There were no other breaches of duty by Kono and hence the personal grievance for unjustified dismissal was not established.

The Authority awarded Mr Armstrong compensation of $6000 and reimbursement of $2,861.57. Costs were reserved.

Liam Brian Armstrong v Kono NZ LP [[2023] NZERA 306; 13/06/23; P Cheyne]

Procedural failures lead to successful claim for unjustified dismissal

Ms Mulqueen worked at The Merino Story (TMS) in their Milton store, in sales and retail for approximately seven and a half years from May 2014 until her dismissal on 1 October 2021. Ms Mulqueen raised a claim for unjustified dismissal with the Employment Relations Authority (the Authority) and sought compensation for hurt and humiliation and lost wages.

On 18 July 2021, TMS emailed all staff expressing concern about controversial topics being discussed in the workplace. Staff were asked to refrain from sharing controversial views with customers while they were working on the premises of TMS. On 16 September 2021, Ms Mulqueen had a verbal exchange with a customer that led to a formal complaint being received by TMS on 20 September 2021. The complaint alleged that Ms Mulqueen had forcefully expressed COVID-19 vaccination views to the customers that were unwelcome. On 21 September 2021, TMS emailed Ms Mulqueen asking her to respond to the complaint which TMS considered to be potentially serious misconduct. Ms Mulqueen recalled the event, however, did not wholly agree with the complainant's perspective. She further explained that she was experiencing some personal challenges and did not intend to cause offence to the customer nor knowingly damage the reputation of the company.

Two days after receiving Ms Mulqueen's response TMS wrote to her advising that, after having reviewed the situation and taking her comments into consideration, they considered her actions to be serious misconduct that warranted immediate termination of her employment. In their correspondence TMS noted that staff had been previously told not to share controversial views with customers. Ms Mulqueen responded that she did not feel this one-off event warranted being considered as serious misconduct, again expressing regret and noting that on the day she was not at her best. After receiving Ms Mulqueen's response TMS terminated her employment the next day.

The Authority found flaws in the investigation process used by TMS in respect of the customer complaint. Specifically, it was considered unreasonable for TMS to blanketly accept what the customer said while, at the same time, discounting a long serving employee's response without further investigation. It was noted that the customer's complaint lacked detail like what was said, how and by whom (including who started the conversation about COVID-19 vaccinations). The Authority found that TMS failed to follow up on relevant avenues of enquiry that were reasonable with the resources available to the company and that this resulted in an insufficient investigation.

The Authority found that when TMS failed to meet with Ms Mulqueen in person, following their investigation of the complaint, that they had not followed their procedure for summary dismissal. The Authority found this contributed to TMS's decision to disregard what Ms Mulqueen had said and impacted on the reasonableness of their conclusions. While there was acceptance that the Director of TMS was in Auckland under lockdown, virtual meeting options could have been explored.

The Authority observed that, whilst it is possible breaching an instruction resulting in a complaint may in some circumstances warrant a finding of serious misconduct, the Authority was not satisfied it did in this situation. The Authority found that the decision reached by TMS was inconsistent with the actions of a fair and reasonable employer. Having also found TMS did not satisfy the procedural requirements of section 103A of the Employment Relations Act 2000 (the Act) and these procedural defects were more than minor, the Authority did not consider the decision to dismiss fair and reasonable in all the circumstances. Ms Mulqueen was ruled to have a personal grievance for unjustified dismissal.

TMS was ordered to pay Ms Mulqueen lost wages of $8,018.65 and compensation for hurt and humilation of $10,800. Costs were reserved.

Mulqueen v The Merino Story [[2023] NZERA 329; 22/06/23; L Vincent]

Employee made redundant after working less than 6 weeks

Ms Luamanuvae-Su'a (Ali'itasi) was employed by The Port Hills Foundation Charitable Trust (PHT), a registered charitable trust whose chief executive was Ms Quartermain. Ali'itasi started as a full-time personal assistant on 15 November 2021 and was dismissed by reason of redundancy effective immediately on 23 December 2021. She claimed that she was dismissed procedurally and substantively unjustly at the Employment Relations Authority (the Authority). She sought wages for four weeks' notice period, the balance of unpaid public holiday entitlements that fell during the four-week notice period, compensation and lost earnings beyond termination and costs. PHT argued that Ali'itasi was terminated after consultation and that she was employed under a 90 day trial period and so notice was unnecessary.

PHT found that there was a discussion between Ali'itasi and Ms Quartermain in mid-December 2021. Ms Quartermain wanted a holiday, so she proposed that Ali'itasi take time off work. Over several discussions, they agreed that she would take four weeks off. Ali'itasi claimed she reluctantly agreed as she was told she would not be paid as she was on a 90 day trial period. On 23 December 2021, Ali'itasi was asked to come in an hour late and upon arrival, was informed she was made redundant. A letter was given to confirm the dismissal which was effective immediately. When Ali'itasi asked why she was not given four weeks' notice, Ms Quartermain said she was not under any obligation to do so as she was under a 90 day trial. On 3 March 2022, a personal grievance was raised.

The Authority found that there was no reference to the 90 day trial provision in the dismissal letter despite the "Board Resolution" showing that they decided that Ali'itasi would be terminated under the 90 day trial provision. The 90 day trial ended on the same day Ali'itasi was dismissed so PHT could have dismissed her under that clause without providing a reason. However, notice was to be given as stated in the employment agreement. They then decided that the real reason for Ali'itasi's dismissal with immediate effect was by way of a redundancy and not a 90 day trial provision.

The Authority stated that PHT was not justified to dismiss Ali'itasi from her permanent full time role by way of redundancy. PHT was unable to provide evidence to support the proposed restructure and how it would affect Ali'itasi's role. The employment agreement stated that four weeks' notice was required to be given by PHT if they were to make Ali'itasi redundant. PHT failed to follow the process set out in the employment agreement which had an unfair effect on Ali'itasi which was more than a minor defect in the process. The dismissal was sudden without any prior warning or discussion about restructuring. Ali'itasi's claim was successful, and she was entitled to remedies.

PHT was ordered to pay $3,150 for Ali'itasi's four weeks' notice period less $225 pay by PHT towards 'public holidays' that fell during the notice period. It was decreased by the balance of those public holidays as those days were already paid out as relevant daily pay or average daily pay within the notice period award. The total to pay was $2,925.

$8,000 was ordered as compensation for hurt and humiliation as bank records showed that Ali'itasi suffered serious financial distress. She also said that she felt humiliated when she had to explain why she was dismissed when asked at Christmas gatherings.

It took Ali'itasi 12 weeks to find new employment which was a difficult task given that not many employers were recruiting during the Christmas period. Evidence from her counsellor showed that Ali'itasi tried to mitigate her loss as best as she could. Lost wages of $9,450 was awarded as reimbursement for 12 weeks lost wages calculated at $22.50 gross per hour for a 35 hour week.

8 per cent holiday pay was ordered for the wages covering the notice period and the 12 weeks of lost wages. $331.10 was deducted from this amount as it was for the public holidays that would have fallen during the notice period, but PHT already paid this to Ali'itasi in a previous payslip. This made the total $1,016.57. No reduction was made as she did not contribute to the situation. Altogether, PHT was ordered to pay $21 391.56. Costs were reserved.

Luamanuvae-Su'a v The Port Hills Foundation Charitable Trust [[2023] NZERA 328; 22/06/23; A Baker]

LEGISLATION

Note: Bills go through several stages before becoming an Act of Parliament: Introduction; First Reading; Referral to Select Committee; Select Committee Report, Consideration of Report; Committee Stage; Second Reading; Third Reading; and Royal Assent.

There are currently fourteen Bills open for public submissions to select committee.

Residential Property Managers Bill (12 October 2023)

Crimes (Theft by Employer) Amendment Bill (12 October 2023)

Family Proceedings (Dissolution For Family Violence) Amendment Bill (20 October 2023)

Electoral (Lowering Voting Age For Local Elections And Polls) Legislation Bill (20 October 2023)

Victims Of Sexual Violence (Strengthening Legal Protections) Legislation Bill (20 October 2023)

Victims Of Family Violence (Strengthening Legal Protections) Legislation Bill (20 October 2023)

Ram Raid Offending And Related Measures Amendment Bill (20 October 2023)

Employment Relations (Protection For Kiwisaver Members) Amendment Bill (30 October 2023)

Whakatōhea Claims Settlement Bill (31 October 2023)

Inquiry into seabed mining in New Zealand (1 November 2023)

Inquiry into climate adaption (1 November)

Hauraki Gulf / Tīkapa Moana Marine Protection Bill (1 November)

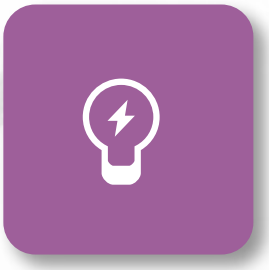
Fair Digital News Bargaining Bill (1 November)

Emergency Management Bill (3 November 2023)

Overviews of bills-and advice on how to make a select committee submission-are available at: https://www.parliament.nz/en/pb/sc/make-a-submission/

The purpose of the Employer Bulletin is to provide and to promote best practice in employment relations.

If you would like to provide feedback about the Employer Bulletin, contact: comms@businesscentral.org.nz
or for further information, call the AdviceLine on 0800 800 362



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AdviceLine is your link to first-rate employment relations advice. Business Central understands the difficulties employers can have with managing employees, so supports you with dedicated employer advisors.

TRAINING SERVICES

Our training team provide you with practical training solutions across various employment topics to help upskill your staff, giving your business a competitive edge.

OCCUPATIONAL HEALTH AND SAFETY CONSULTANTS

Health and Safety and the well-being of your employees should be of paramount importance to any employer. To help you along the way, we have a friendly and knowledgeable Health and Safety Consultant.

EMPLOYMENT RELATIONS CONSULTANTS

Employment Relations can be a difficult area to navigate. When you need close guidance on employment matters, you can rely upon our seasoned ER Consultants to be there to help.

LEGAL

When employees test the waters with a personal grievance, Business Central Legal are here to help. We offer representation in all employment law matters.

ENTERPRISE SERVICES

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ADVICELINE

AdviceLine is your link to first-rate employment relations advice. Business Central understands the difficulties employers can have with managing employees, so supports you with dedicated employer advisors.

This service is 100% inclusive of your membership. There is no time limit to your call, and the team is available 8am–8pm Monday to Thursday and 8am–6pm Friday.

Our Employer Advisors are well trained and comprise a mixture of legal and business backgrounds. They understand your issues and can help advise you on legal requirements and best practices. They are backed up by a large resource base they can call on to support with you with written resources, guides, and templates.

TRAINING SERVICES

Our training team provide you with practical training solutions across various employment topics to help upskill your staff, giving your business a competitive edge.

Whether it be best practice processes under the Employment Relations Act and the Health and Safety at Work Act, leadership training or personal development, the Business Central training team are dedicated to facilitating your business's professional learning.

For more information about Business Central's public and customised in-house courses, or to register for a course, contact the team today.

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OCCUPATIONAL HEALTH AND SAFETY CONSULTANTS

Health and Safety and the well-being of your employees should be of paramount importance to any employer. To help you along the way, we have a friendly and knowledgeable Health and Safety Consultant.

Adrienne has extensive experience with helping companies navigate Health and Safety requirements. She understands companies need to see sound return on investment for their well-being initiatives. Adrienne offers full support with compliance issues such as induction training and hazard identification and management. Additionally she can help with preparation for ACC 'Workplace Safety Management Practices'.

EMPLOYMENT RELATIONS CONSULTANTS

Employment Relations can be a difficult area to navigate. When you need close guidance on employment matters, you can rely upon our seasoned ER Consultants to be there to help.

Having someone equipped to help you do the work can take the stress out of a tricky situation.

Our Consultants have a wide range of experience and are prepared to help. Whether you need to update your agreements or policies, or embark on performance management, they have the experience to make a difference. There are so many areas they can help; it may be union issues and managing a difficult relationship or it could be confirming a restructuring selection matrix.

LEGAL

When employees test the waters with a personal grievance, Business Central Legal are here to help. We offer representation in all employment law matters.

Business Central Legal provides you best return on investment for legal advice on employment law matters. Our team of lawyers are only available to members, and can help solve your tricky issues.

While you may think of lawyers as representing people in court, this is far from everything they do. Employers take advantage of the value of the Business Central Legal team to help in drafting documents such as tailored employment agreements and offers of employment. Additionally they can help with key guidance on difficult issues as restructuring processes and rock solid performance management plans.