



DYHRBERG DRAYTON
EMPLOYMENT LAW

Horowhenua New Zealand Trust

COVID-19: Navigating Employment Law



Presenter
Steph Dyhrberg Partner

Introduction

- Good faith: the foundation of employment relationships
- Making changes to hours, pay and terms
- Restructuring and redundancy
- Recruitment post COVID-19

Employment law principles

- All employment laws are still in force
- Good faith: the foundation of all employment relationships
- Being upfront and honest with staff
- Maintaining regular communication is essential
- Staff, customer & supplier goodwill – your most valuable asset



Making changes to employment terms



- Everyone should have a written employment agreement
- All major changes to employment terms require consultation and agreement – in writing
- Variation to hours, shift patterns
 - check employment agreement
 - consult
- Reducing pay requires consent – even if you claimed the wage subsidy

Restructuring



- Keep staff employed if possible – redundancies should be a last resort
- Make a plan to fit expected business needs & budget
- Consultation
 - Early and genuine – before any decision is made
 - Include any union with members in workplace
 - Provide information, basis for proposed change
 - Allow for feedback and make a reasoned decision

Redundancies

- Make logical, fair decisions
- Communicate sensitively
- Consider redeployment options
- Reasonable notice – contractual is the minimum
- Redundancy compensation – contractual if included; consider an affordable payment if not
- Provide support if possible



Recruitment

- Specific advertising for the skills you need
- Be prepared for lots of applications – shortlist carefully
- Zoom is not the same...
- Reference & qualification checking
- Using trial periods - properly



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Questions?





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