



## **Brief updates for October**

### Employment Relations (Trial Periods) Amendment Bill

On 31 August 2023 a Bill, that would amend the Employment Relations Act 2000, was introduced to Parliament and if it is ultimately enacted, it would enable businesses that have 20 or more employees to again include a 90-day trial period in a new employee's employment agreement.

I know many clients who would like to see this happen and they will probably be watching the progress of this one closely (as will I).

### The Privacy Amendment Bill

Hopefully, this Bill is less likely to have a big impact on employer obligations, but many organisations/businesses could still have some new privacy compliance requirements and need to update their privacy policies and procedures, if this Bill ultimately becomes law.

Currently, there is a perceived gap in the Privacy Act, where there is no requirement for an organisation (public or private) to notify an individual when it collects personal information by indirect means. The potential impact of this, is that the individual may not know when an organisation has, and/or uses, their information. The proposed changes specifically aim to strengthen the requirements regarding collection of personal information from sources other than the individual concerned. The proposed changes would see New Zealand's privacy requirements then more closely align with practices in other countries.

The amendment would not apply to personal information collected before 1 June 2025.

## Increased pay and new sick leave entitlements for RSE workers from 1 October 2023

A new minimum pay rate, of minimum wage rate plus 10% (\$24.97 gross per hour), and paid sick leave entitlement, came into effect on 1 October 2023 for all RSE workers.

Paid sick leave entitlement for eligible RSE workers means giving them 2 days paid sick leave from their first day of employment and an additional 2 days each month until they reach a total entitlement of 10 days' sick leave on their 4-month anniversary, and recording the new sick leave entitlement in written employment agreements.