



Bonus Quiz: Are You Across the Recent Changes and Trends?

Test your knowledge with this quick quiz!

1. As of April 2025, what is the current status of the proposed repeal of the 30-day rule, which requires new employees to be employed under collective agreement terms for their first 30 days?

- a) The repeal has been enacted and is now law.
- b) The repeal has been announced by the government but is not yet law.
- c) The repeal has been proposed by unions but rejected by the government.
- d) There is no proposal to repeal the 30-day rule.

2. What is the new risk that employers face under the Crimes (Theft by Employer) Amendment Act 2025?

- a) Employment Court action only
- b) Criminal prosecution
- c) Civil penalty notice
- d) None of the above

3. Under New Zealand's Privacy Act 2020, what must an employer do before monitoring employee activity in the workplace?

- a) Use covert surveillance methods only if productivity is low
- b) Inform employees about the monitoring and ensure it's fair and not unreasonably intrusive
- c) Get permission from the Privacy Commissioner first
- d) Monitor employees without telling them if it's during work hours

4. What should an employer do if they are unsure if their approach to HR is compliant with legislation and appropriate for their business?

- a) Wait and see if any issues arise
- b) Ask another staff member what they think
- c) Review everything internally and hope for the best
- d) Seek external advice or undertake an HR audit to identify risks and improvements

Answers:

- 1. b) The repeal has been announced by the government but is not yet law.**

Explanation: On 8 April 2025, Workplace Relations and Safety Minister Brooke van Velden announced the government's intention to repeal the 30-day rule as part of the upcoming Employment Relations Amendment Bill. However, this change has not yet been enacted into law and is expected to be passed by the end of 2025.

- 2. b) Criminal prosecution** – Intentional wage theft is now a criminal offence.
- 3. b) Inform employees about the monitoring and ensure it's fair and not unreasonably intrusive**
- 4. d) Seek external advice or undertake an HR audit to identify risks and improvements** – It's the most proactive and legally sound approach.