



EmploymentWorks!

exceptional recruitment solutions



Summer Newsletter 2011

Christchurch Earthquake

All of us at EmploymentWorks! Would like to extend our heartfelt condolences to the Christchurch community. Our thoughts are with you at this time of loss and distress.

"Courage doesn't always roar. Sometimes courage is the small voice at the end of the day that says... I'll try again tomorrow." Mary Anne Hershey

News In Brief:

✦ **The new Walsh Trust website is ready to go. Please check it out at: www.walsh.org.nz**

✦ **New Employers**

✓ **Perform Cleaning**

✓ **Selwyn Foundation**

✓ **Millers Car Centre**

✦ **Congratulations to Neenu on completing her 6th Year on the EW team, great work !**

ACC Supported Employment Service

Our Employment Specialists work with a range of people which include ACC National *Serious Injury* Service job seekers wishing to return to the workforce. This is challenging and rewarding work that requires us to provide Supported Employment services from a slightly different perspective. We are having some great results supporting people back into the workforce using our completely individualized, client centered approach, and leaving no stone unturned

in our search for the right employer and the right job. Negative attitudes are the major barrier for injured people and those with experience of mental illness in gaining and retaining employment. Workplace education can assist employers and colleagues to recognise and value the skills of the people we support. If you would like more information on how we can assist with workplace support or education please contact us: Ph: (09) 837 5240 email: info@employmentworks.org.nz

Statistics from the Dept of Labour

- The unemployment rate in Auckland increased to 8.0% for the year to Dec 2010 (national average: 6.5%)
- The Department's employment growth forecasts for 2010-2014 estimate 136,700 jobs will be created.
- By industry, forecast employment growth is expected to be the highest in retail trade (up 20,600), agriculture (up 18,200), hospitality (up 16,400), and business services (up 14,600).
- By occupation, there will be most opportunities for specialised managers, followed by housekeeping and restaurant service workers.
- The highest rate of growth is forecast for highly skilled occupations, but there are also opportunities for other skilled people.

Employment Law News

Recent Changes to the Holidays Act:

- The ability for employees to cash in a maximum of one week of annual holidays.
- Transferring public holidays to another working day.

The main changes to the Employment Relations Act include:

- Extending trial periods to all employers
- Changes to the personal grievance provisions
- Requiring consent to be given before a union can access a workplace, and confirming communication with employees can occur during collective bargaining
- Requiring employers to retain employment agreements
- Extending the role and powers of labour inspectors.

When the changes come into effect

Most changes for both Acts will come into effect on **1 April, 2011**.

One provision in the Holidays Amendment Act 2010 comes into effect **immediately**.

This relates to the treatment of holidays and leave during a 'closedown' of a business. For example if your business has an annual 'closedown' or 'shut down' period that includes public holidays, then the employee is entitled to be paid for the public holidays if it is an otherwise working day for the employee.

One provision in the Employment Relations Act 2010 comes into effect **from 1 July 2011**. This provision requires employers to retain a signed copy of individual's

- ✦ Whilst the economic situation in New Zealand has not been great, we have seen signs that on the employment front at least, things are starting to look up. One example is that we supported a client into work as Christmas casual staff at The Warehouse in November. Recently they were offered permanent work, based on their excellent performance over Summer. **Well done to all involved.**

To contact us Ph: (09) 837 5240 or email: info@employmentworks.org.nz
www.walsh.org.nz