

CLUBS NEW ZEALAND CONFERENCE 2025

Employment Law Update

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Session Overview

- Current Employment law landscape
- Change on the Horizon
 - Eligibility to bring personal grievances
 - Removal of ability for some claimants to get remedies
 - Termination of employment by agreement
 - Gateway test for contractors
 - Holidays Act reform?
- Employment law inside the Club:
 - Common issues
 - Tricky situations to avoid



Current Employment Law Landscape

- The 'Basics'
- Personal grievance 'gravy train'
- Prevalence of agreed settlements and less litigation
- Generally, a system that most employers and employees are aware of



Change on the Horizon

- Change in Government – National / ACT Party coalition agreement
- Employment Relations Amendment Bill – still waiting
- Income ‘cap’ on personal grievance eligibility - \$180,000 p/a
- Ability to terminate on agreement – ‘protected discussions’
- Removal of eligibility for remedies
- Gateway test for Independent Contractors
- Holidays Act reform – will it really ever arrive?
- Criminalisation of wage theft



Employment Law inside the Club

- Common issues – conduct and performance
- Who should be managing the employees?
- When an issue does arise, who should be involved?
- Critical to have one point of contact / oversight
- Don't shoot from the hip!
- Take time now, to save it later

