

From: Michelle Mazey on behalf of Larry Graham
Sent: Wednesday, 25 March 2020 10:13 AM
Subject: Employment Law is the same today as it was before the pandemic
Importance: High

Good Morning

Employment laws have not changed, they are the same today as they were before the pandemic began. It is incredibly disappointing to learn that some employers are using the pandemic as an excuse to move staff on, I trust that this will not be the case in any clubs.

If redundancies are required you must follow the correct process as outlined in the law. You can not just turn up tomorrow and say to staff you are redundant. Employers need to tread carefully – because of the potential to get it wrong. In the current environment there is an implied duty of care. The Employment Relations Authority would not look favourably on businesses using the pandemic as an excuse to make staff redundant, and we expect any redundancy not done properly to attract higher damages than in normal times.

The Government's \$12 billion package and its talks with banks have been put in place to support businesses. If a business was found to have claimed the Governments subsidy with no intentions of paying staff there would be grounds for the Government to sue for fraudulently obtaining the subsidy.

We are all concerned about what the next month and the months after that will look like, but we must ensure that we act in good faith and look after each other.

Kind Regards

Larry Graham

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