

Workplace Relations Report Card

From New Zealand's leading workplace relations specialists, Employsure.

NATIONAL PARTY POLICIES

MIGRANT WORKERS

- Aims to assess applicants for residency and temporary working visas based on income
- Plans to limit seasonal work visas to the duration of the season
- Will require the families of low-skilled temporary migrants to gain visas in their own right

PAY EQUITY

- Reform pay equity law; making it easier for employees to file pay equity claims directly with their employers, rather than having to go to court

MINIMUM WAGE

- ✗ No announced policy

FAIR PAY AGREEMENTS

- Will not support fair pay agreements with the stance that employers should not compete internationally due to high wages

EMPLOYMENT RELATIONS

- Maintain existing trial periods allowing employers to terminate the employment relationship within the first 90 days of employment

SMALL BUSINESS TAX

- Provisional tax is being reformed, with a new pay-as-you-go option giving up to 110,000 small businesses a way to pay tax as they earn income from 1 April 2018
- The ongoing 1 per cent monthly penalty will be scrapped from 1 April 2017 for new debt – although immediate penalties and interest charges for late payments will continue to apply

LABOUR PARTY POLICIES

MIGRANT WORKERS

- Proposes the introduction of a new visa for exceptionally talented migrants who work in an occupation that features on the long-term skills list. They would also have significant experience or qualifications beyond those required, or are internationally renowned for their skills or talents
- Plans to tighten work visa rules to ensure they are only issued in cases where no New Zealand workers are available

PAY EQUITY

- Reform pay equity law; making it easier for employees to file pay equity claims directly with their employers, rather than having to go to court

MINIMUM WAGE

- Will raise minimum wage to \$16.50
- Seek to abolish the Youth Wage
- Will look to base future increases on the real cost of living for people on low incomes and pay all core public service workers the Living Wage

FAIR PAY AGREEMENTS

- Propose to develop industry-level agreements for minimum working conditions
- Seek to develop a collective bargaining system that would allow unions and employers to create Fair Pay Agreements with the assistance of the Employment Relations Authority

EMPLOYMENT RELATIONS

- Will replace the 90-day trial period with a free referee service for unjustified dismissal claims
- Doubling the number of labour inspectors

SMALL BUSINESS TAX

- Look to raise the provisional tax threshold for businesses from \$2500 to \$5000
- Will remove late payment penalties on provisional tax

GREENS PARTY POLICIES

MIGRANT WORKERS

- Will fund professional bodies to help immigrants reach the standards needed to practice their professions. Practical supervision would be encouraged of those with recognised qualifications, as an available route to re-registration in their profession, rather than re-qualification
- Seek to improve the legal rights of temporary migrants, particularly by ensuring that temporary migrant workers are given at least the same pay and working conditions as local workers

PAY EQUITY

- Instigate the requirement of the public sector to achieve pay equity for women by 2020
- Public sector organisations, and private organisations with government contracts, would be required to report on gender pay outcomes, advertise starting salary bands and achieve gender pay balance by 2020 as a condition of their contracts

MINIMUM WAGE

- Will raise minimum wage to \$17.75
- Will abolish the Youth Wage

FAIR PAY AGREEMENTS

- ✗ No announced policy

EMPLOYMENT RELATIONS

- ✗ No announced policy

SMALL BUSINESS TAX

- ✗ No announced policy

NZ FIRST PARTY POLICIES

MIGRANT WORKERS

- Will ensure effective measures are in place to prevent exploitation of migrant workers
- Propose effective labour market testing to ensure New Zealanders have first call on jobs

PAY EQUITY

- ✗ No announced policy

MINIMUM WAGE

- Will raise the minimum wage to \$20 per hour in the first instance
- Will abolish the 'starting out wage' for young people

FAIR PAY AGREEMENTS

- ✗ No announced policy

EMPLOYMENT RELATIONS

- ✗ No announced policy

SMALL BUSINESS TAX

- Will reduce taxes for businesses to enable employers to increase the minimum wage

MAORI PARTY POLICIES

MIGRANT WORKERS

- Will introduce a Te Tiriti o Waitangi programme as a prerequisite to gaining citizenship, meeting language and settlement requirements

PAY EQUITY

- ✗ No announced policy

MINIMUM WAGE

- Will increase the minimum wage to a Living Wage

FAIR PAY AGREEMENTS

- ✗ No announced policy

EMPLOYMENT RELATIONS

- ✗ No announced policy

SMALL BUSINESS TAX

- ✗ No announced policy