

NEWSLETTER



Pay Check

PAYROLL UPDATE | SEPTEMBER - 2021 | WWW.PAYCHECK.NZ

WELCOME!

Bereavement Leave to cover miscarriage, stillbirth

A new law change allows an employee to take paid time off work in the event of a miscarriage or stillbirth. Up to 3 days' paid bereavement leave is able to be taken if they or their partner experience this loss. The existing rules around bereavement leave still apply and employees are entitled after 6 months of employment, however you can of course always pay above the statutory requirements and allow bereavement leave earlier than 6 months at your discretion. Employees are not required to produce proof of pregnancy, miscarriage or stillbirth. This change received Royal Assent on 30 March 2021. – See *Holidays (Bereavement Leave for Miscarriage) Amendment Act 2021*.

Recommendations from the Holidays Act Taskforce

The Government established the Holidays Act Taskforce to evaluate and recommend improvements to the Holidays Act to make administering payroll legislation clearer and more transparent. Some of the top recommendations are:

- Entitling eligible employees to bereavement leave and family violence leave from their first day of employment.
- Giving eligible employees one day sick leave from their first day of employment, with an additional day given per month until the minimum entitlement is reached.
- Extending bereavement leave to include more family members, including cultural family groups and more modern family structures.
- Removing the current parental leave 'override' to address discrimination against parents who take time off to care for their young children. Removing this provision will mean that employees returning to work following parental leave will be paid at their full rate for annual holidays.
- Requiring payslips, so employees know what their used and remaining leave entitlements are, and how these were calculated.

Great Southern Payroll Conference – Grow Your Payroll Knowledge

We still have a few spots left for our conference. We have a great line up of speakers and topics that will be covered.

The conference will be held at the Ascot Park Hotel on Thursday 28th October from 9am-5.15pm. The cost is \$350 + GST per person and this includes morning tea, lunch and afternoon tea. It will be a great day of learning, networking, fun and prizes! Get in quick to reserve your spot.

To register go to: <https://southlandchamber.co.nz/events/56409>

Christmas Processing

The year sure has flown by! If we currently process your payroll we will be in touch over the coming weeks to discuss your processing needs over the Christmas and New Year period. However, if you already know what your plan is and want to discuss please feel free to get in contact.



Did you know?...

- If someone terminates before a public holiday and they have outstanding annual leave that stretches over that date, that they are entitled to be paid that public holiday with their termination pay? – see *section 40(3)(b) of the Holidays Act 2003*.
- That when paying alternative leave balances out on termination the payment for this is based on the hours worked on the employee's final day of work? – see *section 60(1)(b)(i) of the Holidays Act 2003*.
- That if you push the F4 key when in Excel, it will repeat the last command you did?
- That 'Mx.' is a gender-neutral honorific for those who don't wish to be identified by gender?



Pay Check

T: 021 180 2255 (Kerryn)
T: 027 750 9374 (Paula)
E: info@paycheck.nz



The information in the newsletter is intended to provide general information to the public. The information in this newsletter should not be used to replace professional business and legal advice. We recommend you seek professional advice as appropriate.