



The voice of business

## **SMALL BUSINESS UPDATE NOVEMBER 2009**

As a member of CECC you have a direct association with [Business NZ](#). Your subscription helps fund the work of Business NZ in representing business views to Government, promoting business interests through the media, and championing policies that encourage business growth and free enterprise. Here's an update on some of the things Business NZ has been doing on your behalf.

### **Holidays Act: light at end of tunnel**

The review of the Holidays Act is reaching its end, with recommendations now being formulated for inclusion in the report to be handed to the Minister of Labour in mid December.

Details are not able to be disclosed, but changes to Relevant Daily Pay and clarity around the process of selling the fourth week of leave are two expected features.

If you have any questions, please [email](#) or call Paul Mackay on 04 496 6553.

### **Possible personal grievance changes to ER Act**

Discussions are continuing between Business NZ and the Department of Labour on possible changes to the Employment Relations Act, but as with the Holidays Act deliberations, no public information is currently available.

The CTU does not support any change and it is still not known whether or not the Government will carry out its election promise of opening up collective bargaining to non-union employees.

However, it seems that a real concern for many employers is the complexity of the personal grievance provision of the Employment Relations Act, particularly those relating to dismissals.

The good news is that the Prime Minister, in his speech to the recent CTU Conference, indicated that the Minister of Labour is going to look at the processes in place for personal grievances, following concerns about their 'potential abuse and costly nature'. It is therefore very much a case of watch this space.

### **Extra Ordinary Dads**

Over the past few months Business NZ has been talking to the national organisation, Jigsaw, which promotes thriving children and flourishing families.

One of Jigsaw's campaigns, Extra Ordinary Dads, focuses on the place of fathers and what it is to be a dad. The organisation has developed a series of posters designed to spark conversations about what makes a great dad and what children need in a dad.

Most fathers know that kindness, care and love are vital to their children's development. But despite today's fathers being much more active in their children's lives, the role is seldom a topic of conversation and is often invisible.

In the two Extra Ordinary Dads posters All Black Corey Jane celebrates his own father and speaks about his determination to give his son all the confidence he'll need in life. The positive images encourage ordinary dads like Corey Jane to see what extra-ordinary people they can be for their children.

We invite you to put the posters up somewhere readily visible in your workplace such as your tearoom. They'll be a catalyst for sharing stories and exchanging information and experiences.

*Your feedback on how your staff (teams) received these posters and your interest in finding out more about Jigsaw and having further resources would be appreciated. You can contact [cmurdoch@businessnz.org.nz](mailto:cmurdoch@businessnz.org.nz).*

Business NZ supports Jigsaw's aims and is delighted to make their material available to members. We hope it enhances your workplace.

## What's happening with the ETS ?

Since last month's update, the select committee process is now wrapping up. Because the numbers are equal – six apiece – the Bill is likely to go back into the House without any amendments. It won't be clear what changes will be made that will assist SMEs until it has been debated in the House.

The Government is still pushing to have the Bill through the House by the end of the month.

Business NZ has been talking to officials about whether an equivalent programme to the Australian Climate Change Action Fund should be set up here. The purpose of this fund is to soften the introduction of the Australian Carbon Pollution Reduction Scheme for SMEs.

The Australian Climate Change Action Fund is worth AU \$2.75 Billion.

If you have any queries, please feel free to call John Carnegie, Business NZ Energy, Environment and Infrastructure Manager on 04 496 6568 or email him at [jcarnegie@businessnz.org.nz](mailto:jcarnegie@businessnz.org.nz).

## Review of tax compliance

### Have you responded yet?

This is your opportunity to make tax easier and less costly.

On 19 October, Inland Revenue mailed a survey to a number of small businesses all over New Zealand. This survey is a follow-up reminder for small businesses which haven't responded yet to the survey Inland Revenue sent in September.

It's important to respond, because your input will help Inland Revenue design initiatives to make tax simpler for all small businesses.

If you just haven't got around to it yet, why not set aside some time tomorrow and send in your response? Your participation can make a difference in making tax easier and less costly.

## ACC Changes

The Injury Prevention, Rehabilitation and Compensation Amendment Bill was introduced to Parliament last week.

It contains a number of measures repealing changes made by Labour in 2008. These include reintroduction of the three part test for workplace causation, which will ease the burden of proof on employers to show they were not the cause of specified diseases and conditions.

Business NZ is in the process of completing its submission before the closing date of 26 November.

If you have any comments please send them to Paul Mackay or John Pask at Business NZ on 04 496 6555 or email [pmackay@businessnz.org.nz](mailto:pmackay@businessnz.org.nz) or [jpask@businessnz.org.nz](mailto:jpask@businessnz.org.nz). You're also free to make your own submission if there are aspects of the Bill that are of particular importance or concern to you.

Regards,

*Phil O'Reilly*



Phil O'Reilly is Chief Executive of Business NZ  
[www.businessnz.org.nz](http://www.businessnz.org.nz)