



NEW ZEALAND

WORK RESEARCH INSTITUTE

AN INSTITUTE OF AUT UNIVERSITY



WORKING SHIFT

MELANIE COOPER, INSIGHT MAGAZINE TALKS TO NZ WORK RESEARCH INSTITUTE'S TIM BENTLEY ABOUT THE FUTURE OF WORK

Multiple careers, short-term contracts and no fixed place of work are a few of the changes today's graduates will have to adapt to.

"This generation of workers is going to need the ability to innovate, to be flexible with the skills they have and to be able to call on a range of skills. Where traditionally the model has been that we've learned one high-level, specialised skill that we know a lot about, we will see a shift toward a model where people are going to have to know less about more."

Learning more about this evolving workforce and the demands that it places on workers is the drive behind the Work Research Institute's Future of Work programme.

Paired with a number of government and industry partners, Bentley and others in the Work Research Institute team are examining the role of digital technology in distributed work, looking at aspects such as productivity, collaboration and innovation in co-working hubs.

Based on early observations, Bentley is predicting the "anywhere, anytime" work model that is facilitated by digital technology will contribute to a shift toward

more contract-based work.

"Employers less and less will be looking to employ lots of different disciplines – they're much more likely to go and access the skills in the market, wherever those skills are, than necessarily feeling like they have to go and employ someone for every role."

According to Bentley, a self-managed, contract-based workload will be increasingly common in coming years.

"People are going to have to be responsible for going out and getting work, often on a project by project basis, and filling and managing their time."

Bentley points out there are already business models growing around this trend.

The BizDojo in Auckland and the global HUB model – which includes multiple HUBs in Australia – offers co-working spaces to independent contractors or project teams (or anyone wanting time out of their existing office) for a rental fee.

"It's a great little model, where individual workers or project teams gain access to a business-like space and a collegial environment without organisational politics or typical office distractions."

NEWS

December 2014



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The model also provides networking and new work opportunities. BizDojo co-workers have reported that a large proportion of their work opportunities come from other people who are working in there with them.

"When they are in these co-working spaces people are naturally networking and getting new contacts. It is more than just a location, they're little business communities that draw together different skills."

Graduates will need to have a

Continued overleaf

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willingness to collaborate and work as part of a team or multiple teams, whether they're in the same room or another country.

Bentley and the wider Work Research Institute team are a good example of the multi-team, interdisciplinary model: 16 researchers from a range of disciplines work across multiple research projects with a raft of industry and government partners.

It's a model that demands people keep in touch without traditional face-to-face meetings. "Today's graduates have grown up with digital technology and communicating

via digital channels is completely natural for them. That's an asset in a more flexible, collaborative work environment."

"Work will be incredibly mobile and workers will have to make use of the technology that allows them to be mobile, to hook into opportunities, to collaborate and to stay in touch."

Competing for work opportunities will also make people skills and networking more important.

The impact of these changes on issues such as worker productivity, wellbeing and bullying aren't yet known but the Future of Work programme is expected to answer some of these questions.

Future skills to work on

ASSOCIATE PROFESSOR GAYLE MORRIS AND PROFESSOR TIM BENTLEY

- **Sense-making** – the ability to determine the deeper meaning of what is being expressed.
- **Social intelligence** – the ability to connect with others in a deep, direct way and to stimulate the desired reactions that you want.
- **Novel or adaptive thinking** – the ability to come up with creative solutions or responses.
- **Cross-cultural communication** – the ability to work with diverse teams and in diverse cultural settings.

First word

by Professor Tim Bentley

As ever, this edition of the NZWRI Newsletter contains a rich mix of interesting and informative material from multiple contributors. The stories within report on a range of interesting research topics, many of which have been presented at influential academic, industry or public events, alongside a number of media contributions from Institute researchers. Two of the Institute's specialist research groups hosted events during this quarter, with the Wellbeing and Performance Research Group hosting the Healthcare Management Symposium, and the Employment Law Forum hosting a special symposium on the amendments to New Zealand employment legislation. These events were very successful and we are very grateful to all those who led, participated and attended.

I'd like to take this opportunity to remind readers of our inaugural Future of Work Conference to be held at AUT City Campus on 9 February, 2015. Please do go and register for this low cost, single day event. The conference includes many brief, focused and informative presentations from New Zealand and international speakers from government, industry and academia on a range of topics associated with digital

disruption of work, changing workforce demographics, wellbeing, and learning for future work. You will also have the chance to debate with several experts in a panel session. Please see the back page of this newsletter for more information and visit our website: www.workresearch.aut.ac.nz to register. I hope to see you there!

On behalf of my co-director, Gail Pacheco, and the rest of the leadership team, I'd like to thank all the contributors to our Future of Work programme strategic funding proposal that was submitted to the AUT University PVC Research and Innovation last month. The proposal involves inter-disciplinary collaboration with internal and external partners. The proposal is strategically strong and contains a suite of projects focusing on key future of work issues for New Zealand. We look forward to hearing some good news about the success of this proposal in early December. Assuming we are successful, some 11 new future of work projects will be commenced in January of 2015. The projects fit within three broad themes:

(1) Digital disruption of work: *The interplay between organisational contexts and technological developments has transformed how,*



when and where work routines and personal activities are conducted.

(2) Workforce futures: *Changing demographics, notably aging population, 4-generational workforce, and increasing ethnic diversity, have important future workforce implications. Changes in the nature of work also impact on employee wellbeing and work participation.*

(3) Learning for future work: *Adopting new learning styles and modes of learning to ensure future-relevant competencies and skills is critical for capacity building for the future New Zealand workforce. Future proofing organisations to adapt to the changing environment is essential for business sustainability.*

Finally, I wish everyone the merriest of Christmases and a wonderful break over the holidays.

Professor Tim Bentley

Overseas invitations

The Digital Mobility Group in Australia

Antonio Díaz Andrade, co-leader of the Digital Mobility Group, was invited to lead a workshop in Australia in September. Sponsored by the New Zealand Work Research Institute, Antonio presented and moderated a discussion session on interpretive research in information systems. This workshop was part of the Information Systems Symposium, hosted by the School of Engineering and Information Technology, University of New South Wales at its campus located at the Australian Defence Force Academy in Canberra. The event

attracted academics, government officials and representatives from non-governmental organisations who exchanged ideas on e-government and the socio-cultural implications of information and communication technologies over two days. In particular, the symposium provided the forum to raise awareness and share knowledge on information and communication technologies for development (ICT4D) and interpretive research, areas on which Antonio has been working for the last few years.



Antonio Diaz Andrade interacting with information systems scholars and research students. Photo courtesy of the Information Systems Symposium organisers.

Psychosocial Factors at Work

Professor Tim Bentley gave two conference presentations to the 2014 Congress of the International Commission on Occupational Health – Work Organisation and Psychosocial Factors at The University of South Australia on 17-19 September.

“Am I really being bullied?” Factors influencing target labelling of their experience and implications for intervention, with Kate Blackwood, Bevan Catley, Margot Edwards and David Tappin. And ‘Telework, productivity and wellbeing: Findings from the Trans-Tasman telework Survey’ with Stephen Teo, Laurie McLeod, Rachelle Bosua and Marianne Gloet.



AAHANZBS 2014

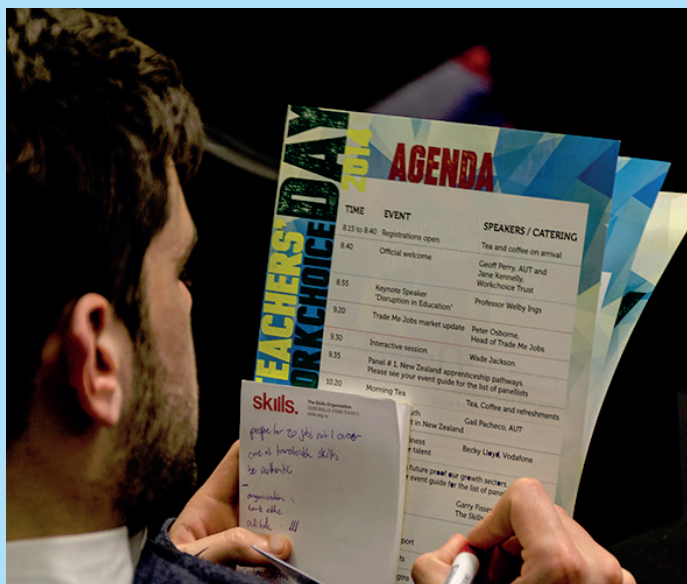
Associate Professor Simon Mowatt and Professor Erling Rasmussen attended the conference of the Academic Association of Historians at Australian and New Zealand Business Schools.

Industry and public engagements

Associate Professor Gail Pacheco, Co-Director of the Institute gave a keynote presentation to the Teachers' Workchoice Day in August at AUT University. Gail's research topic addressed the cost of youth disengagement in New Zealand.

She presented analysis of NZ NEET (Not in Employment, Education or Training) youth. In particular, she showcased estimates of the cost to our society of rising NEET levels, both in terms of public finance and foregone productivity.

The Teachers' Workchoice Day allowed teachers to take real world experiences back to the classroom. It was also an opportunity for industries to share with educators the developments in their sectors, what they need young people to know when career planning and what skills are important to them when hiring.



Gail Pacheco presented awards at the IBM Kenexa Best Workplaces Awards evening on 23 October. The awards celebrated New Zealand's best workplaces, identified by New Zealand's leading measure of workplace climate and employee engagement - the IBM Kenexa Best Workplaces Survey. On behalf of AUT Business School, she presented awards to Overland Footwear (Large Workplace category) and Mars New Zealand (Medium-Large Workplace category). More details are available at:

<http://www-07.ibm.com/nz/bestworkplaces/halloffame.html>

Gail Pacheco presented her research on the topic: *Decomposing the temporary-permanent wage gap in New Zealand* at the 16th LEW conference (Labour, Employment and Work) in Wellington on 27-28 November 2014.

Dr Katherine Ravenswood represented the Work Research Institute on the panel of the HRINZ Research Forum in Wellington on 20 November 2014. The panel covered international HR issues and related workplace research and the relevance of these topics for HR practitioners.



Professor Erling Rasmussen addressed an audience from Capable Whangarei - Career Development Association of NZ Northland on Employment Relations and the Future of Work on 16 October.



Capable Whangarei has a goal to develop a career system that young people can navigate, engage in, and use for successful transitions.

The organisations recognises that the Career System is a complex mix of stakeholders, providers and influencers that contribute to the delivery of education, skills development, career development support and employment for New Zealanders.

Erling Rasmussen and **Gail Pacheco** were invited to speak at the RHUBNZ 2014 Human Resources and Recruiters Conference on 17-18 November at AUT. The impressive line-up of international and national recruitment leaders, talent professionals, marketers, entrepreneurs, analysts, technologists, service providers, practitioners and path-breakers explored the changes affecting the recruitment community and offered insights and solutions on challenges for 2015 and beyond.

Professor Tim Bentley presented an Institute report on The State of the Tertiary Education Sector in New Zealand – 2013 to the TEU conference on 10 November in Wellington. The survey, commissioned by the TEU reveals a sector working in fear. It comes after 59 reviews and restructures, across 16 different tertiary institutions, affecting over 350 staff members, during March and April alone.

TEU has a range of anti-bullying actions, such as healthy workplace workshops, its Mana at Work website and anti-bullying resources, which it uses to draw attention to, and end, the problem of workplace bullying. Organisers around the country regularly defend the work rights of TEU members who are being bullied.

Internationally accepted examples of bullying included being humiliated or ridiculed, being ignored or excluded, being shouted at and being persistently criticised.

The survey noted that there is considerable evidence from international and New Zealand research that workplace stress and bullying are major causes of lost-time, ill-health, absenteeism, and reduced morale and productivity.



The Work Research Institute reported that organisations could reduce bullying by increasing staff involvement, developing leadership talent and management capability, reducing the burden of administrative and other non-core workload, and fostering healthy, well-organised work and a culture of respect and dignity.

The ANZAM Board and Cambridge University Press are delighted to announce that Professor Tim Bentley will take over the role of Editor-in-Chief of the Journal of Management & Organization (JMO) from December 2014.

of connections and relationships with regional and international partners. His recent initiative to develop a 'Future of Work' Programme, now centrally funded as a key strategic initiative at AUT University, has promoted a more global and forward-looking, context-focused research direction for the Institute.

Professor Bentley's research leadership, strong strategic and entrepreneurial focus, high energy, and excellent relationship-building skills make him the ideal person to take on the challenge of leading JMO in this next phase of its journey. The ANZAM Board and Cambridge University Press look forward to working closely with him to achieve the journal's goals.

Gail Pacheco took part in the 2014 AUT Business School Excellence in Business Support Awards on 2 October, presenting the \$5 million to \$10 million business turnover award to Potentia Limited. The Awards now into their ninth year are the only national performance measure for New Zealand organisations that provide business support. Applications are judged by evaluators from the AUT Business School and the New Zealand Business Excellence Foundation.



Current projects and reports

Evaluating the Worksafe guidelines on bullying

Worksafe New Zealand has recently developed guidelines for employers designed to address workplace bullying and its negative impacts. The Preventing and Responding to Workplace Bullying Guidelines have yet to be formally evaluated with a representative sample of end-users – New Zealand employers.

The Work Research Institute, in collaboration with Massey's Healthy Work Group, are evaluating the guidelines for Worksafe NZ to determine their impact on employers' awareness of the guidelines and their content and any bullying prevention activities resulting.

If you are a manager or professional responsible for health and safety and/or human resources, we would like to interview you. The nature of the questions will require you to reflect on the Worksafe workplace bullying guidelines, your awareness of the guidelines and their content.

Please contact Danae Anderson (danae.anderson@aut.ac.nz), Senior Researcher, if you wish to participate in this study.

Findings from the first phase of the evaluation will be released in early 2015.

Telework Briefing

In 2013, the NZ Work Research Institute conducted a research study of telework in New Zealand and Australian organisations. A comprehensive interview programme was conducted with senior managers and team managers in 27 New Zealand organisations of varying size and drawn from sectors commonly associated with telework. We have distilled the key lessons on managing telework from these organisations into a Telework Briefing document, in order to provide guidance for managers implementing or reviewing telework within their organisations.

THE NEW ZEALAND DIVERSITY SURVEY

In 2013, the New Zealand Work Research Institute partnered with the EEO Trust and the Chamber of Commerce, Northern, to survey New Zealand organisations about a broad range of diversity issues. The New Zealand Diversity Survey has been conducted on a quarterly basis. The Work Research Institute has produced a report that presents the main findings from the first year of the survey, providing an up-to-date baseline of diversity practices in New Zealand organisations. This will assist the EEO Trust in developing their diversity initiatives, while supporting the Institute in planning its future research projects.

The report is available at:
www.workresearch.aut.ac.nz

THE AGED CARE SURVEY

Lead investigator Dr Katherine Ravenswood is conducting the data analysis phase of the project. Preliminary results have been reported to the reference group and the final report is expected to be launched in March 2015.

In the news

Unpaid Kiwi internships on the rise

Paul Charman | The New Zealand Herald | 30 August, 2014

Some university graduates hoping to break into well-paid careers are working months at a time as unpaid interns.

Careers experts say short-duration unpaid work has long been a component of tertiary education, but they're hearing of arrangements which become indefinite.

While unpaid internships may help graduates into full-time work, some employers offer vague promises and open-ended terms - effectively taking advantage of free labour.

AUT Business School research analyst Danaë Anderson says the problem seemed to crop up a few years ago, mainly with international students trying to get NZ experience.

"The internship periods seem to be longer now. Rather than getting that 'Kiwi' experience, we're starting to find New Zealanders are starting to work as unpaid interns.

"With a lack of legislative oversight governing internships it really is a grey area," Anderson says.

"There would also be the problem with any legislative oversight and a real possibility of prescriptive regulation that does not appropriately address exploitative cases.

"While I don't believe internships are inherently abusive, length and lack of progression may make them so. Combined with the high number of graduates and limited opportunities in the current labour market there are real concerns."

Council of Trade Unions president Helen Kelly says all unpaid work is illegal, unless an employer can show it is a genuine training opportunity.

"And for most of these [unpaid internships following graduation] you just won't find that," Kelly says.

"In my view, this type of arrangement is little different to unpaid trials endured by some workers in the hospitality industry and in a precedent-setting Employment Court case last year, one of these was ruled illegal."

The so-called Salad Bowl ruling she refers to is expected to eliminate unpaid work trials, but a legal expert doubts it will apply to internships.

Catherine Stewart, a barrister specialising in employment law, says the case won't necessarily spell the end of unpaid internships, but in light of it businesses should approach such arrangements with caution.

"The court specifically mentioned that there is a potentially broad spectrum of intern practices which are open to



abuse, and commented that this kind of abuse occurs more often in longer-term internships than short-term situations," Stewart says.

"There can be legitimate unpaid intern arrangements. The critical factor is whether the parties have entered into an employment relationship or not. If they have, the worker will be entitled to be paid as well as to the statutory protections in the legislation such as raising personal grievance claims for unjustified dismissal.

"If there's no employment relationship between the parties and the worker is strictly a 'volunteer', then the worker does not have these rights or protections."

Stewart has seen graduates offer services to a company or practice free of charge and later being offered permanent employment. "This may not have been the original intention of the parties, but the outcome can be a win-win if it works well on both sides and both parties act fairly," she says.

But Ms Kelly says when the interning arrangement fits the definition of work, rather than training, the person involved could take a pay claim, even seven years after the arrangement.

"I would suggest they start doing that and we are interested in hearing from any of them who want to."

As yet the CTU has not received many complaints from interns.

"Young people think they have to do this to break into a business and then once they've done it sticking up for their rights is seen as trouble-making. Nobody ever challenges it because the narrative is that people should be grateful to have a job."

This article has been abbreviated.

http://www.nzherald.co.nz/business/news/article.cfm?c_id=3&objectid=11316283

FLUSHING OUT THE BULLIES

Shane Cowlshaw | The Dominion Post | 28 October 2014

Since WorkSafe NZ introduced guidelines this year, the response has been far greater than expected.

Bullies are being flushed out of the workplace, with a surge in cases since new guidelines to tackle the problem were introduced earlier this year.

Employment lawyers and academics spoken to by The Dominion Post agreed there had been a sharp increase in people raising bullying grievances since WorkSafe New Zealand issued the guidelines in February.

Although a rise had been predicted, it had been far greater than anyone expected, they said.

The guidelines, which identify different types of bullies and bullying, were an attempt to provide clarity around the issue, which was estimated to cost the country hundreds of millions of dollars a year.

Auckland University of Technology professor Tim Bentley, a workplace-bullying expert who is reviewing the guidelines for WorkSafe, agreed there had been a jump in cases. Although

he did not expect it to turn into an “epidemic”, the claims were only the “tip of the iceberg”.

“These [guidelines] are providing awareness, some sort of process for people to follow if they feel they’re being degraded. The bullying is going on anyway, all this is doing is flushing it out.”

Chen Palmer employment lawyer Claire English said the firm had seen a big increase in the number of employees raising bullying and harassment claims.

The guidelines were challenging for employers, but also helpful when nailing down spurious claims or accusations from employees who were simply being performance-managed.

There was room for the guidelines to be refined, but it was important employers made sure their processes were up to date. “This is certainly in the health and safety sphere, it’s no longer HR. They need to have practices in place to manage it, not only get on to it but be seen to get on to it. WorkSafe can prosecute and have shown already they are willing to.”



A Ministry of Business, Innovation and Employment spokeswoman said bullying had long been part of the mediation service’s workload.

Mediators had helped develop the guidelines and had received a presentation after they were released. Requests for mediation were being monitored to assess whether further training was needed, she said.

‘Now it’s OK to say ‘hang on, I don’t like the way this person is treating me’.’ Employment lawyer Andrew Scott-Howman.

This article has been abbreviated.

WEALTH SPLIT WORSE THAN MOST REALISE

Rob Stock | Sunday Star Times | 24 August 2014

It may be time to remix Fred Dagg’s We Don’t Know How Lucky We Are, to We don’t know how unequal we are. That’s because a survey conducted by AUT academic Peter Skilling shows the public underestimates the divide between rich and poor. Economic inequality is one of the election themes, with Labour and the Greens promising to lift the minimum wage and tax the top 2-3 per cent more in a bid to build a more equal society.

Skilling’s research indicates that debate is taking place against widespread voter ignorance about just how unequal our society has become.

He surveyed over 1000 people using the online Buzz Channel market research service.

Skilling found most people thought the top 20 per cent wealthiest New Zealanders owned just over half the wealth (51.8 per cent). The next 20 per cent richest were thought to own 18.3 per cent of the wealth. The next three quintiles (the bottom three 20 per cent slices of the population by wealth) were thought to own 14.6 per cent, 9 per cent, and, the poorest quintile, 6.3 per cent. The official figures are quite different.

Skilling says the most recent Statistics New Zealand data

indicated the richest 20 per cent of us owned 70 per cent of the wealth, with 18 per cent in the hands of the second richest quintile, and 10 per cent in the hands of the middle quintile. Just 2 per cent was owned by people in the fourth quintile, while the bottom owned nothing.

Skilling then asked how respondents would ideally want wealth to be spread.

The aggregate answer was a split of roughly 30 per cent for the top fifth, roughly 20 per cent each for the second and third fifths, and the last 30 per cent split between the bottom two-fifths.

Skilling said: “The results are really quite simple. People would like it to be a far more equal society, but they also do not understand just how unequal it really is.”

It’s a conclusion that mirrors findings in similar surveys overseas.

“People are generally quite in favour of taxing the richest more,” Skilling said, “And people are interested in looking after the people at the bottom with a higher minimum wage.”

This article has been abbreviated.

DESPERATE EMPLOYERS KEEPING OVERSTAYERS

Lincoln Tan | The New Zealand Herald | 24 October 2014

Desperate employers seeking to fill job shortages are keeping migrant workers who previously held a work visa in New Zealand unlawfully, an immigration expert says.

Immigration New Zealand estimates that 2327 overstayers in the country were former migrant workers.

"The numbers are beginning to creep up, this is partly a response from the immigrants but as we come out of the Global Financial Crisis, and skill and labour shortages, some of this is driven by employers as they seek to fill these shortages from whatever source," says Massey University sociologist Paul Spoonley.

"Employers need to be convinced that it is not in their interest to employ illegal workers, this is difficult given some of the advantages of these workers."

AUT University business school researcher Danae Anderson warned that this emerging trend "should be of concern" to New Zealand agencies.

"In addition though the concern should be the conditions these overstayers are living in, given that they have no welfare support and the only jobs available to them are in the secondary labour market with its exploitative and precarious conditions," she said.

"As overstayers they will typically be deported so become 'invisible' so as not to draw attention to themselves."

The most recent estimate of overstayers, carried out in September last year, put the total at 13,151.

This article has been abbreviated.



ONE IN FIVE HURT BY WORKPLACE BULLYING

ONE News | 17 August 2014

The first ever national study in workplace bullying has found that nearly one in five kiwis has been a victim of it. Causing stress, lack of productivity and often leading to the target of the bullying leaving the organisation.

The NZ Work Research Institute is hoping to open up the discussion.

They are mostly subtle small things so you don't really realise you are being bullied for the first few months. But by then you are locked into a negative relationship with someone that's really hard to extract from.

We have a large problem by international standards, about an 18% prevalence, compared to a range of 2 to 20 percent internationally.



<http://tvnz.co.nz/national-news/one-in-five-hurt-workplace-bullying-study-video-6059121>

Recent events

Healthcare Management Symposium

The Wellbeing and Performance Research Group hosted the healthcare management symposium at AUT on 30 September.

The symposium provided a platform for industry focused discussions on contemporary challenges in the healthcare sector. There was an emphasis on New Zealand and Australian organisations with Professor Yvonne Brunetto from Southern Cross University in Australia comparing the current Australasian health system issues to those throughout the UK, USA, Italy and Brazil. A number of presentations from AUT academics examined the following:

- Organisational change in NZ healthcare
- Person centred outcomes data in healthcare
- Job design in UK healthcare organisations
- Workplace bullying and violence in NZ healthcare
- Human resource management in NZ DHBs
- Impact of psychological attributes in minimising nursing stress

Professor Stephen Teo facilitated the panel discussion with senior practitioners and academics on the future of healthcare human resource management. Speakers included: Professor Cameron Newton from Queensland University of Technology in Australia, Katherine Ravenswood from AUT University and David Wait from the New Zealand Nurses Organisation.

Feedback from participants acknowledged Professor Teo and the team for bringing together researchers from multiple



Marcus Ho, Diep Nguyen and Tago Mharapara

faculties to interact with professional associations and practitioners. The panel session identified the challenges facing health care managers and employees. Participants contributed questions to the panel and a robust debate expanded on how to manage the future of work in the health care sector.

Participants noted that it was a stimulating symposium that offered an open atmosphere to support dialogue and bring together practitioners and researchers for an information exchange. The organising team offer sincere thanks and recognition to the audience for their focus, engagement and participation to the analysis and discussions.



Stephen Teo, Maree Roche, Yvonne Brunetto, Tim Bentley and Cameron Newton.

Riding Roughshod

At the end of August, Clare Tedestedt George presented her PGR9 seminar on her research topic which looks specifically at the Occupational Health and Safety of contractors and sub-contractors in the Trucking Industry in New Zealand. Clare is a PhD student working under Professor Tim Bentley and Associate Professor Felicity Lamm at AUT University. Clare's research examines the casualisation of the trucking industry workforce and the impact that the working conditions of contracted truck drivers have on their families. Clare is currently working for the Centre for Occupational Health and Safety and the Work Research Institute where she is engaged in numerous OHS related projects including:

- creating OHS courses at Post-graduate level
- identifying interventions to reduce the risk of musculo-skeletal disorders among residential builders.



The management of expatriates: Recent research

The Wellbeing and Performance Research Group welcomed Chris Brewster to AUT on 31 October. Chris Brewster is Professor of International Human Resource Management at Henley Business School, University of Reading, in the UK; and at Nijmegen University in the Netherlands. He had substantial experience as a practitioner and gained his doctorate from the LSE before becoming an academic. He researches in the field of international and comparative HRM; and has published some twenty five books and more than one hundred and fifty articles. He has taught in many countries around the world.



More Than Tea and Sympathy: What else was in the Employment Law Amendments?

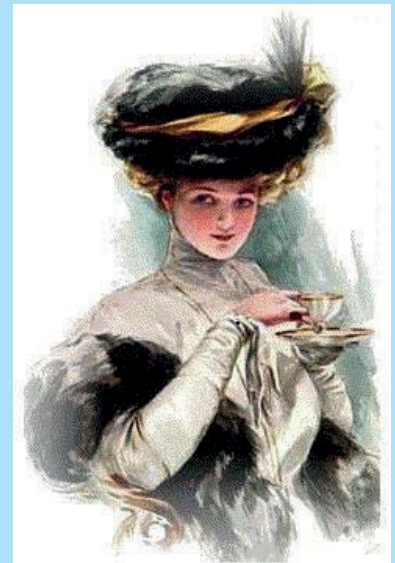
A well-attended Employment Law Forum on 19 November reflected the significant interest in changes to the law made by the recently enacted amendments to the Employment Relations Act 2000. While the removal of entitlements to tea and meal breaks was big news when the changes were passed, more far reaching modifications affected the entire employment relations arena including:

- collective bargaining,
- industrial action,
- conditions of work
- the protection of vulnerable workers during business restructuring
- and the functioning of the Employment Relations Authority.

Our panel of experts considered these changes from a range of perspectives. Robert Reid, General Secretary of FIRST Union, took an historical approach seeing the recent changes as part of a longer term undermining of legislative support for collectively determining working conditions. Jackie Bleu the EEO Commissioner at the Human Rights Commission found the amendments to be in breach of our international human rights obligations and also looked at our rights obligations in relation to pay equity and the TerraNova litigation on aged careworkers' pay. Tim Oldfield, SBM Legal, considered the erosion of protection for "vulnerable workers" by the exemption from the provisions of employers with fewer than 20 employees and former Employment Court Judge, Barrie Travis provided a view from the Bench

of the implications of the changes for the functioning of the Employment Relations Authority and whether the Massey University v Wrigley case would be decided in the same way under the revised provisions for s4(1)(A). Simon Mitchell provided incisive commentary from a barrister's viewpoint about the critical effects on his union clients in being able to sustain collective bargaining or take effective industrial action.

Support for the Forum from a range of legal practitioners, academics, union officials and counsel, HR practitioners, judicial decision makers and students illustrates the importance of our unique role in providing a space where all the players in the employment law field can interact. We are especially appreciative of the participation of the Institute's Advisory Board members, Jackie Blue and barrister, Helen White and the AUT Law School's Visiting Judicial Fellow, Barrie Travis.



INAUGURAL FUTURE OF WORK CONFERENCE



Monday 9 February 2015

AUT University | City Campus | Sir Paul Reeves building

Hosted by the **NZ Work Research Institute**

Attend the conference to learn more about:

- Improving digital productivity - ICT enhancements to work
- Managing an aging workforce - Future diversity trends
- Managing workplace bullying and creating healthy workplaces
- Vulnerable workers, safety and mental health outcomes
- Future labour market and employment concerns

Register here: www.workresearch.aut.ac.nz/futureofwork



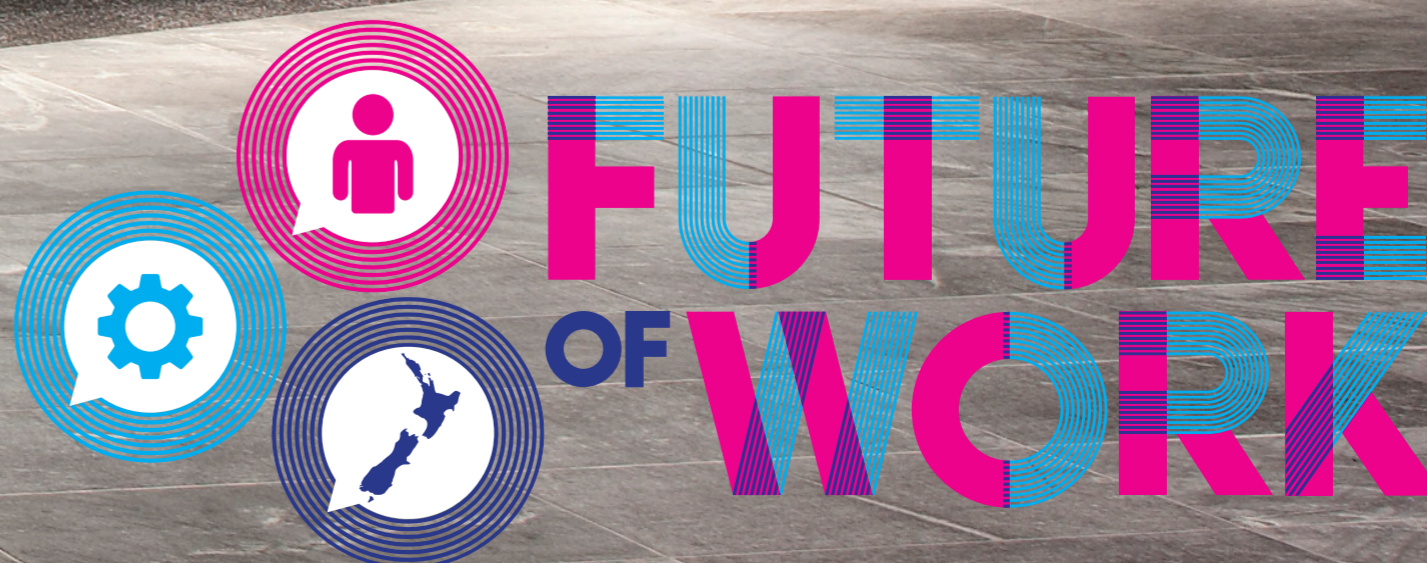
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Simon Devitt Photographer