

NEW LAW - ERA Amendment Act

The Employment Relations Amendment Bill has become the first piece of legislation to be passed by the new government and in a few months it will become law. Employers have approximately 3 months to prepare for the Employment Relations Amendment Act 2014 as it comes into force on 6 March 2015.

The bill amends the Employment Relations Act 2000 and makes a number of key changes, including:

- Allowing employers and unions to initiate “collective bargaining” at the same time and introducing an ability for employers to reduce employees’ pay in response to partial strikes;
- Extending the right to all employees to request for flexible working arrangements and not limiting to those with caring responsibilities;
- A requirement for the Employment Relations Authority to provide written determinations within three months of the completion of the investigation meeting;
- Providing greater flexibility for employers and employees in respect to the time and provision of rest and meal breaks and introducing compensatory measures where there is a failure to provide a break;
- Clarifying the requirements for employers to disclose information following the duty of good faith in section 4 of the ERA 2000: and;
- Requiring the ERA to give an oral determination, or an oral indication of its preliminary findings, at the conclusion of the investigation hearing. It must then follow up with a written determination within three months of the investigation meeting.

It is advisable that employers review their policies or amend their employment agreements to ensure they are up-to-date. Some immediate changes that needs to be considered are:

- Removal of any reference to the 30-day rule from the employment agreements and negotiating its omission from collective agreements when it is time for renegotiation;
- Removal of prescriptive references to breaks in employment agreements for new employees; and
- Negotiating with existing employees around possible changes.

As always, the duty of good faith continues to underpin all employment relationships and will improve New Zealand’s employment relations framework by creating a fair and more flexible system for both employers and employees. An employer has a responsibility to go about introducing any changes following a fair and reasonable process. As a minimum, any such process will include genuine consultation and some changes will also require agreement of the other parties in the employment relationship.



End-of-Year Payroll Processing 2014

Yes...another year has passed and the holiday period is nearly here. We wish to advise you of our holiday processing timetable and confirm some other important points for your consideration.

STATUTORY DAYS -

Datacom will be observing the following statutory days:

Thursday
Friday
Thursday
Friday

25th December 2014
26th December 2014
1st January 2015
2nd January 2015

IF YOU USE OUR EasiPay SERVICE, your consultant at Datacom will be in touch with you to discuss your processing requirements.

There will be no EasiPay processing on 24th OR 31st December 2014.

CLIENTS PROCESSING THEIR OWN PAYROLLS using DataPay, be aware that payrolls need to be completed and sent before **11.00 am on Wednesday 24th December 2014 and 31st December 2014.** **The AnswerCentre will be closing at midday on 24th and 31st December 2014.**

DIRECT CREDITS - If you have your direct credits submitted by Datacom through the automatic direct credit facility, please note that **funds cannot be released on a Saturday, Sunday or a Statutory holiday.** Clients may be using alternative banking dates over this period and so we ask that you always check the direct credit release date.

If you have any queries please do not hesitate to call us on **0800 72 97 97.**



Love us in NZ?! Love us in OZ!

That's right, Datacom's payroll services are now fully operational in every state of Australia for both DataPay and EasiPay, our self-managed and bureau based payroll services. Datacom can now provide a truly Trans-Tasman payroll and self-service solution!

You get the same key benefits of our New Zealand service for your Australian payroll which include:

- Full cloud based service, with fully managed legislative upgrades
- Datacom's web and mobile self-service and HR tools
- Automated banking and superannuation payments
- Consistent reporting across both countries
- One service provider for both countries with a great level of consistent service
- Access to a team of Australian payroll specialists

For more information give us a call on **0800 72 97 97** for our support team or speak to your payroll consultant. Otherwise send us an email to: Answers@datacom.co.nz.

Goodie Bag Give Away

As 2014 comes to a close, this will be our final competition for the year. Which means...this will be your last chance to get your hands on our "Goodie Bag" worth up to **\$150!**

Entry is easy! All you have to do is to submit your answer to us by **16th January 2015** to the below email address: Answers@datacom.co.nz

If your answer to the question below is correct, you will automatically be in the draw to win!

The Question –

The ERA Amendment Act start date has been confirmed. When does it come into force?

A winner will be drawn by **30th January 2015** and the winner will be notified through post/email and/or in the first issue of our Respondent publication for 2015 scheduled for February 2015.

We would like to thank all our readers for making this competition such a success and we look forward to receiving more submission in the coming year.

Until then, keep safe and have fun in the sun!

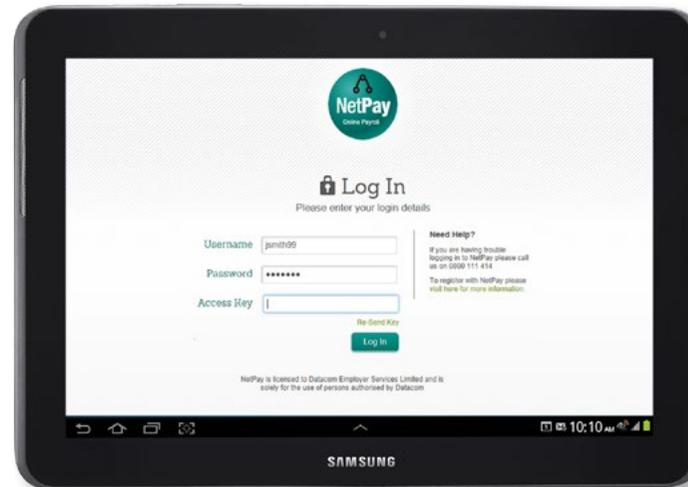
Super Strength Security: NetPay's 2-Factor Authentication

Security is often overlooked until it has been breached or when something goes awfully wrong. Today, employers have access to highly confidential payroll data such as bank account numbers, credit card information, IRD numbers, etc.

The data accessible through computer systems can be misused by an unauthorised intruder within the organisation. A recent study has suggested that employee behaviour is the primary source of costly data breaches, and it is also the best way to prevent loss. That said, the only secure system is one that is unplugged, turned-off, and locked in a room.

Since it is not practical to leave our systems turned-off, Datacom Payroll has an alternative to further minimise the risks of a security breach. **2-Factor Authentication** has been introduced to **NetPay**, which is a security process that helps prevent unauthorised access to **NetPay** and your sensitive payroll information; safeguarding against intruders from using your payroll data for malicious intent or for personal gain.

2-Factor Authentication requires users to prove their identity by **two factors**, rather than a single factor. In practical terms, this means that you prove your identity using something that you know (*your password*) and something that you have (*your cellphone*). While it is possible that someone else might come to know your password, or gain possession of your cellphone, it is much more unlikely that someone will come to have both. When you use **2-Factor Authentication**, as well as entering your password, you will have to also enter a unique "Access" Key that will be texted to your cellphone.



As security is something we hold in high regard, we have provided this extra service at no further cost to our **NetPay** users.

If you wish to have this **FREE** service configured or would like more information, give us a call on **0800 72 97 97**. We're only a phone call away.

We have a pay system just right for your business.



DATACOM Payroll

To get time back to work on your business, call:

0800 72 97 97

We'll discuss what will suit your needs - big or small.

www.datacompayroll.co.nz