

Submission on the Triangular Employment Bill to NZ Parliament Thursday 10.5.18

The South Canterbury Chamber of Commerce opposes the Triangular Relationships Amendment Bill and recommends that it does not proceed. We do not believe the Bill is necessary.

The use of hired or contracted labour provides flexibility for commercial organizations that are essential to meeting the needs of production and service.

The Bill permits an employee of one organisation who is deployed by their employer to work for, and under the direction of, another employer to be covered by a collective agreement that applies to the second employer. It also permits the employee to take personal grievances against the secondary employer by providing that the employee may join the secondary employer to any personal grievance action they may take in relation to their employment with their primary employer.

The Bill ignores that as referenced above much work nowadays is often of a short term nature and cannot be fulfilled by full time employees. Hence the need to engage hire agencies to provide these workers. This has massive consequences for the labour hire industry and for our many businesses that utilise these services. It is also believed that with the other employment relations changes those most detrimentally affected will be school leavers and those employees returning to work.

The Bill will create more problems than it solves, adding costs to the customer who may ultimately choose not to proceed with the additional labour hire.