

House of Representatives

Amendment Paper

Employment Relations (Trial Periods) Amendment Bill

Proposed amendment

Teanau Tuiono, in Committee, to move the following amendment:

Clause 5

After *clause 5(1)* (page 2, after line 16), insert:

- (1A) Replace section 67B(2) with:
- (2) An employee whose employment agreement is terminated in accordance with subsection (1) may bring a personal grievance or legal proceedings in respect of the dismissal only if the person has leave of the Authority or the court (as the case may be) to do so.

Explanatory note

This Amendment Paper amends the Employment Relations (Trial Periods) Amendment Bill. There would be a check against the use of trial provisions by unscrupulous employers to dismiss employees unreasonably. It provides employees the option of making an application to the Employment Relations Authority to raise a personal grievance. It is then at the Authority's discretion whether this application is granted.