

House of Representatives  
**Supplementary Order Paper**

**Wednesday, 22 October 2014**

**Employment Relations Amendment Bill**

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*Proposed amendments*

Andrew Little, in Committee, to move the following amendments:

*Clause 29*

In *clause 29*, delete the definition of **exempt employer** (page 18, lines 37 to 38).

*Clause 30*

Delete *clause 30* (page 21, line 5 to page 27, line 30).

*Clause 30A*

Delete *clause 30A* (page 27, line 31 to page 28, line 20).

*Clause 31*

Delete *clause 31* (page 28, lines 21 to 27).

*Clause 32*

In *clause 32*, *new section 69G(1)(d)(i)*, replace “5 working days” (page 29, line 19) with “14 days” .

In *clause 32*, delete *new section 69G(3) and (3A)* (page 30, lines 7 to 29).

*Clause 34*

Delete *clause 34* (page 31, lines 17 to 30).

*Clause 36*

Delete *clause 36* (page 34, line 28, to page 35, line 23).

*Clause 39*

In *clause 39(1)(a)*, delete “and the new employer were not an exempt employer” (page 36, lines 9 to 10).

*Clause 40*

In *clause 40(1)*, delete *new section 69OC(2A)* (page 38, line 37 to page 39, line 2).

Delete *clause 40(2) and (4)* (page 39, lines 3 to 15 and lines 17 to 20).

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**Explanatory note**

This Supplementary Order Paper amends some of the Government's changes to Part 6A of the Employment Relations Act 2000. Within the Government's changes to Part 6A is an exemption for small employers. This exemption puts at risk the employment of vulnerable workers, creates an uneven playing field between employers in those industries, creates complexity and confusion where employers are not certain if the rule applies or not, and is likely to lead to less experienced workers in those areas as they move to more secure fields of work. This Supplementary Order Paper will remove this proposed exemption.

Also within the changes to Part 6A is a change to require the worker to give notice of intention to transfer to the new employer within 5 working days. This does not give workers adequate time to seek advice or make what can be a difficult decision. In addition it does not recognise the fact that many of these workers are shift workers and accordingly setting the timeframe by working days is inappropriate. This Supplementary Order Paper will amend it to allow 14 days.

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