

SAMPLE SUBMISSION

DATE

From:
NAME
ADDRESS

To:
Committee Clerk
Transport and Industrial Relations Committee
C/O Parliament Buildings
Wellington

Dear Sir/Madam

RE: The Employment Relations (Probationary Employment) Amendment Bill.

We oppose this Bill and consider that it would mark a major deterioration in terms and conditions of employment for New Zealand public sector employees. .

Our reasons for opposing this Bill are:

1. It gives employers the power to dismiss workers with no reason. Employees will have no job security every time they start a new job. This would result in employees being reluctant to change jobs and may mean that employees do not receive necessary training and development to fulfil the expectations of the job.
2. It would undermine the quality of all New Zealanders jobs and would undermine trust and collegiality in the workplace.
3. It denies fundamental employment rights by removing personal grievance procedures in the first three months of employment. It removes the right of employees to be told of any problems in the employment relationship and the right to be listened to before being dismissed.
4. It would make it harder to attract people to work in New Zealand from overseas which we need to do in order to deal with skill shortages and a tight labour market in New Zealand.
5. It affects people when they are at their most vulnerable point in their employment relationship and reduces the incentive for people to change jobs during their careers.
6. It will make it more likely that workers will have recurrent probationary periods of employment.
7. There is no reason for this Bill to be introduced. The Employment Relations Service provides a free problem resolution service which avoids expensive court costs and employers can already use probationary employment periods.
8. OPTIONAL: In our workplace/sector: (Outline issues, concerns, stories that relate specifically to your area of work or workplace.

We do not/ do wish to make an oral submission
(strike out the option preferred)

Yours sincerely

(Name of Delegate, representative or member)

On behalf of _____

E.g. On behalf of RMTU Members at Southdown Freight Centre