



It's been another very busy month of placing local and overseas job seekers into new roles. We have a great mix of news and job seeking tips this month so please stick around for an update on:

- Our latest featured roles
- Canstaff Update: Apprenticeship Programme
- New Office in Pukekohe
- Outcome: Unlawfully deducted wages from worker

Canstaff Update

Canstaff is excited to announce that our Apprenticeship Programme is now open and in full swing.

Over the past couple of years, a number of 2nd & 3rd year apprentices have arrived at the Canstaff Office, desperately looking for work. Their previous employers had gone out of business before they had finished their apprenticeship and they were looking for new opportunities to finish their qualification. Canstaff saw a chance to be able to help these applicants finish their Apprenticeships by finding suitable and willing employers.

Canstaff is now working with BCITO to assist any displaced candidates with suitable clients who can help them to complete their outstanding training requirements.

We also have on board a retired trade qualified Carpenter - Tim Riwaka, to mentor apprentices and liaise with clients on a weekly basis.

While we will be increasing the number of Apprentices on our books, we really do need more building companies to come on board to help us in assisting these apprentices, many of whom have years of experience as Hammer Hands and can be a real asset to your current team.

Feel free to contact Mike Wilson - michael@canstaff.co.nz for more information about our apprenticeship programme.

Mike Wilson
Recruitment Consultant

Latest Featured Roles

Government announces changes to the Employment Relations Act

Canstaff

Carpenters ([Auckland](#), [Christchurch](#), [Queenstown](#) and more!)

[Electronic Engineering Grad](#)

[Experienced Furniture Polisher - Spray Painter](#)

[Distribution Warehouse Manager](#)

Agstaff

[Veterinary Technician - Blood Testers](#)

[Boners/Meat Processors](#)

Canstaff Australia

[Sales Person](#)

[Staircase Installers](#)

Canstaff International - relocate downunder!

[Carpenters](#)

[Electricians](#)

[Civil Engineers](#)

New Office and Consultant in Pukekohe, Auckland



Canstaff is excited to announce the opening of our Pukekohe office, based at 14 Hall Street. Don Pitcorn will be the leading consultant at the new location and brings a wealth of local recruitment knowledge and experience with him.

Don has held recruitment consultant roles with an Auckland based recruitment company for the past 9.5 years; 3 in Penrose and 6.5 in Pukekohe. His local contacts and knowledge give him a winning advantage over other consultants and he looks forward to meeting clients and candidates to be part of your employment solution.

Don describes working with Auckland's youth as his biggest passion. He finds fulfillment when placing the right candidate with the right job, and this is magnified tenfold when assisting young people to reach their goals, develop work ethic and take on responsibilities in their new roles.

Broaden your horizons and join us on LinkedIn

Stay ahead of the game by receiving our latest jobs, news, and advice on our LinkedIn page.

Click the link below to join us today. <https://www.linkedin.com/company/canstaff/>



Outcome: Unlawfully deducted wages from worker

A security services firm made unlawful deductions from a workers' pay after he allegedly pranged a company vehicle twice.

The employer determined that the worker was responsible for accidents and, following notification to him, made deductions from his wages for the cost of the vehicle repairs. The worker said the deductions were unreasonable and made without his consent.

Consent was provided in both the worker's individual employment agreement and the company vehicle policy but this did not give the employer an automatic right to deduct costs of the accident.

"A worker may vary or withdraw a consent given for the making of deductions from that worker's wages by giving the employer written notice to that effect," the determination said.

The deductions made by Simply Security from Kalera's wages were found to be unlawful and breached the Wages Protection Act. The Employment Relations Authority, which made the finding and ruling, ordered the company to pay him \$1845.23.

Compliance Partners Health & Safety Update with Jane **Government announces changes to the Employment Relations Act**

Well the much anticipated (well for the HR geeks like Jane) announcements on how Government plan to change the Employment Relations Act were announced last week. This is the first of the changes to be announced and we expect to see some more soon.

The key amendments include:

- Restoring statutory rest and meal breaks
- Limiting 90 day trials to employers with fewer than 20 employees
- Restoring reinstatement as the primary remedy to unfair dismissal
- Increasing protections for vulnerable workers such as cleaners and caterers, when a business is transferred or restructured
- Strengthening collective bargaining and union rights in the workplace (there is a lot of detail with this last one, so feel free to get in touch if you'd like more information).

The Bill's first reading in Parliament will be in February 2018 and it will then go to select committee, where you are able to make submissions. I would encourage you, if you are an employer to read through the changes in more detail and make a submission.

As for the rest of the changes - we will wait with baited breath!



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