

## CHAIR



### **Kathryn Dalziel, Walker Street Chambers, Christchurch**

Kathryn is a barrister at Walker Street Chambers specialising in employment and privacy law as well as civil litigation and professional ethics. She lectures at the University of Canterbury and is a presenter for the NZLS CLE Stepping Up Programme. Kathryn has previously worked as a senior crown prosecutor. She regularly presents at legal conferences and has written for a number of publications which includes: Ethics Professional Responsibility and the Lawyer; Health Information and Employment Relationships in Health Care and the Law; Professional Ethics with Older Clients in Legal Issues for Older People; and Privacy in Human Rights Law, Westlaw NZ. Kathryn is a member of the New Zealand Council of Legal Education; the editorial committee of the New Zealand Employment Law Bulletin; the committee of the Privacy Foundation of New Zealand; and the board of directors of the Isaac Theatre Royal.

## SPEAKERS



### **Dan Chisholm, Mortlock McCormack Law, Christchurch**

Dan specialises in commercial and entertainment law, with a specific expertise in the music industry. He advises on a range of music related agreements including songwriter, recording, management, producer, publishing, distribution and licensing agreements. Dan's commercial experience includes buying and selling businesses, contract drafting and advice, commercial leases and company transactions.



### **Madeleine Hawkesby, Duncan Cotterill, Christchurch**

Madeleine is Special Counsel at Duncan Cotterill and a Director of Hawkesby and Co. She is an Employment Law Specialist, with expertise in the education sector. Madeleine qualified as a lawyer in 1996 and since then has gained extensive experience in New Zealand and in the UK in employment law and human resources, including teaching employment law and human resource management at a tertiary level. Her approach is pro-active and pragmatic and grounded in the practice of working in partnership with her clients. Madeleine is a trusted advisor for a wide range of clients in a variety of sectors.



### **Josh Lucas, Barrister, Christchurch**

Josh works out of Walker Street Chambers in Christchurch as a Barrister. Before working as a Barrister he worked at the PDS, Crown Solicitor's Office and a District Court Judges' Research Counsel. Josh has appeared in the District and High Court and the Court of Appeal on various matters for over ten years. In his spare time he enjoys (slowly) running half marathons and photos of cats.

## SPEAKERS



### **Steven Moe, Parry Field Lawyers, Christchurch**

Steven is a Partner at Parry Field Lawyers with a focus on “for purpose” organisations ranging from businesses, social enterprises, charities and NFPs. He has worked as a lawyer for 20 years including 11 years overseas based in Tokyo, London and Sydney, and since 2016 has been based in Christchurch. Steven is on the XRB Panel, on Charities Services Sector Group and hosts seeds podcast.



### **Rhonda Powell, Barrister, Christchurch**

Dr Rhonda Powell TEP is a Christchurch barrister specialising in trusts, wills, estates, equity, family property and the PPPR Act. She offers consultancy to law firms as well as dispute resolution.



### **Rachel Triplow, aRc Legal, Christchurch**

Rachel has more than 20 years’ experience as an intellectual property lawyer, including roles as Assistant Commissioner at IPONZ and General Counsel in an IP investment company. In 2015, she founded aRc Legal which is a boutique law firm specialising in intellectual property. Rachel also provides IP support and educational services to students at the University of Canterbury and Te Wānanga o Aotearoa, helps out as a judge and mentor for the Young Enterprise scheme, mentors the start ups in the Te Ōhaka incubator and supports the UC Centre for Entrepreneurship as their IP expert in residence.



### **Maia Wikaira, Whāia Legal, Wellington, Ngāti Tūwharetoa, Te Rarawa Ngāpuhi**

Maia is the Tumuaki Whakarae (Managing Director) at Whāia Legal. Prior to joining Whāia Legal, Maia worked for the largest federally recognised tribe in California, the Yurok Tribe. There she was admitted to practise Yurok Tribal Law, and also represented the tribe in engagement with federal, state and other tribal governments. Before her time in the USA, Maia worked at Russell McVeagh and at Kāhui Legal. Maia has appeared in the Waitangi Tribunal, Māori Land Court, Environment Court, High Court and Court of Appeal.



### **Vivienne Zhang, Parry Field Lawyers, Christchurch**

Viv is a Senior Associate at Parry Field Lawyers. She has a law degree in China and a Masters in Law (Agency and International Trade) from the University of Canterbury. Viv’s areas of practice are Immigration, Commercial, Property and Trust Law, and she is fluent in Mandarin.

# CONTENTS

## In session order

### **Tikanga & Te Tiriti o Waitangi: Emerging Trends in the Law and Courts**

This session has no paper ..... 1

*Maia Wikaira*

### **The Purpose Factor: Evolving Legal Structures for Business**

The purpose factor: evolving legal structures for business ..... 3

*Steven Moe*

### **Employer Accreditation, Migrant Exploitation and Looking at the 2021 Resident Visa with a Property and Commercial Law Lens**

Employer accreditation and migrant exploitation ..... 9

*Vivienne Zhang*

### **Employment Law Update**

Employment law update ..... 27

*Madeleine Hawkesby*

### **From the Phone Call in the Middle of the Night to the Courtroom Door**

From the phone call in the middle of the night to the courtroom door ..... 39

*Josh Lucas*

### **How to use Others' Intellectual Property Without Making a Hash of it**

How to use others' intellectual property without making a hash of it ..... 63

*Dan Chisholm and Rachel Triplow*

### **Family Property Gone Wrong**

Family property gone wrong ..... 85

*Rhonda Powell*

# CONTENTS

## Alphabetical by author/presenter

<b>Author</b>		<b>Title</b>	<b>Page</b>
<b>Chisholm</b>	Dan	How to use others' intellectual property without making a hash of it <i>Joint paper with Rachel Triplow</i>	63
<b>Hawkesby</b>	Madeleine	Employment law update	27
<b>Lucas</b>	Josh	From the phone call in the middle of the night to the courtroom door	39
<b>Moe</b>	Steven	The purpose factor: evolving legal structures for business	3
<b>Powell</b>	Rhonda	Family property gone wrong	85
<b>Triplow</b>	Rachel	How to use others' intellectual property without making a hash of it <i>Joint paper with Dan Chisholm</i>	63
<b>Wikaira</b>	Maia	This session has no paper	1
<b>Zhang</b>	Vivienne	Employer accreditation and migrant exploitation	9

# CONTENTS

<b>TIKANGA &amp; TE TIRITI O WAITANGI: EMERGING TRENDS IN THE LAW AND COURTS .....</b>	<b>1</b>
<b>THE PURPOSE FACTOR: EVOLVING LEGAL STRUCTURES FOR BUSINESS.....</b>	<b>3</b>
THE BOTTOM LINE IS NOT ENOUGH, COMPANIES SHOULD BE REQUIRED TO HAVE A PURPOSE.....	5
PROPOSED CHANGES TO THE COMPANIES ACT MARK THE BEGINNING OF POSITIVE CHANGE .....	7
<b>EMPLOYMENT ACCREDITATION AND MIGRANT EXPLOITATION.....</b>	<b>9</b>
OUTLINE .....	11
THE “EMPLOYER LED” WORK VISA .....	11
THE MIGRANT EXPLOITATION PROTECTION WORK VISA .....	15
WHETHER THE MEPV AND AEWV WILL <i>REALLY</i> REDUCE EXPLOITATION .....	15
LOOKING AT THE 2021 RESIDENT VISA WITH A PROPERTY AND COMMERCIAL LAW LENS .....	16
2021 RESIDENT VISA AND PROPERTY LAW AND COMMERCIAL LAW PRACTICE .....	19
<b>EMPLOYMENT LAW UPDATE .....</b>	<b>27</b>
PART 1: COVID-19 AND VACCINATION .....	29
PART 2: EDUCATION LAW UPDATE .....	33
PART 3: FAIR PAY AGREEMENTS .....	33
PART 4: TRIANGULAR EMPLOYMENT RELATIONSHIPS .....	37
PART 5: HOLIDAYS ACT .....	37
<b>FROM THE PHONE CALL IN THE MIDDLE OF THE NIGHT TO THE COURTROOM DOOR 39</b>	
INTRODUCTION .....	41
THE RIGHT TO CONSULT A LAWYER .....	41
WHEN DOES THE RIGHT ARISE? .....	44
THE RIGHT TO SILENCE.....	45
PART ONE: ADVICE WHEN STOPPED BY THE POLICE.....	46
PART TWO: SOME OUTCOMES OF THE COURT PROCESS .....	58
<b>HOW TO USE OTHERS’ INTELLECTUAL PROPERTY WITHOUT MAKING A HASH OF IT..63</b>	
INTRODUCTION .....	65
WHAT INTELLECTUAL PROPERTY MIGHT EXIST? .....	65
HOW CAN YOU USE OTHERS’ INTELLECTUAL PROPERTY?.....	68
RECENT CHANGES TO IP LAW .....	77
CONCLUSION.....	79
APPENDIX A – INTELLECTUAL PROPERTY REFERENCE SHEETS .....	80
<b>FAMILY PROPERTY GONE WRONG.....</b>	<b>85</b>
INTRODUCTION .....	87
SCENARIO A: ANTHEA AND ALEXANDER.....	87
SCENARIO B: BARRY AND BETH .....	89
SCENARIO C: CARMEN AND CARLEE .....	90
SCENARIO D: DENISE AND DAVID.....	92
CONCLUSIONS AND LEARNING POINTS .....	93
APPENDIX A.....	95