

## PRESENTER



### **Anne Toohey, Barrister, Christchurch**

Anne is a barrister specialising in civil litigation, employment law, regulatory law and health law. Over the past 18 years, she has appeared in all New Zealand courts including the Supreme Court.

Anne graduated from the University of Otago in 1996 and worked initially in civil litigation in Auckland, Wellington and Christchurch. From 2000 until May 2011, Anne practised as a civil litigator and Crown Prosecutor with Raymond Donnelly & Co. From May 2011 to January 2013, She was a Crown Counsel at the Crown Law Office in Wellington.

# CONTENTS

## HOW TO HELP EMPLOYERS GET IT RIGHT: THE 90-DAY RULE AND INVESTIGATIONS. 1

INTRODUCTION .....	1
<i>The 90-day rule</i> .....	1
<i>Clause must be in writing before employment begins</i> .....	2
<i>The trial period can only be for 90 calendar days</i> .....	2
<i>Any dismissal must be within the 90 day period</i> .....	3
<i>Disciplinary investigations</i> .....	3
<i>Duty of good faith</i> .....	4
<i>What are the requirements of natural justice?</i> .....	5
<i>Is an independent investigation required?</i> .....	5
<i>Interviewing witnesses</i> .....	6
<i>Making the decision</i> .....	7
<i>What happens when there is a criminal charge or investigation involving an employee at the same time?</i> .....	7