

## PRESENTERS



### **Rachael Judge, Senior Solicitor, Simpson Grierson, Auckland**

Rachael is a senior solicitor in Simpson Grierson's employment law group. She is experienced in all aspects of employment law including advising on personal grievance claims, restructurings, disciplinary investigations, performance management and collective bargaining processes. Rachael regularly attends mediations and has experience in the Employment Relations Authority, Employment Court and Supreme Court of NSW.



### **Rebecca Rendle, Senior Associate, Simpson Grierson, Auckland**

Rebecca is a senior associate in the employment law group. She is experienced in all aspects of employment law. Rebecca's expertise includes advising on personal grievance claims, restructuring, holiday pay compliance and remediation, disciplinary, and performance management processes. She is also experienced in collective bargaining and union issues, and regularly attends mediations and represents clients in the Employment Relations Authority and Employment Court.

Rebecca provides timely, commercial and pragmatic advice on employment law issues to clients in a range of sectors, including health, education, banking and finance, building, engineering and manufacturing, retail, and forestry.

# CONTENTS

<b>REDUNDANCY</b> .....	<b>1</b>
INTRODUCTION .....	1
KEY PROVISIONS OF THE EMPLOYMENT RELATIONS ACT 2000 .....	1
<i>Good faith</i> .....	1
<i>Test of justification</i> .....	2
DEVELOPING A ROBUST BUSINESS CASE.....	3
<i>The historic position</i> .....	3
<i>Rittson-Thomas t/a Totara Hills Farm v Davidson (Totara Hills Farm)</i> .....	4
<i>Grace Team Accounting Ltd v Brake</i> .....	4
<i>Scarborough v Micron Security Products Ltd</i> .....	6
<i>Authority determinations</i> .....	7
GOOD FAITH CONSULTATION .....	10
<i>Roach v Mega Jump Limited</i> .....	10
WHAT IS “RELEVANT INFORMATION” AND WHAT IS REQUIRED TO BE DISCLOSED? .....	11
<i>Vice Chancellor of Massey University v Wrigley &amp; Kelly</i> .....	11
<i>Amendment to Employment Relations Act 2000</i> .....	12
<i>Davies v OneAir Limited</i> .....	12
REDEPLOYMENT OBLIGATIONS .....	13
<i>Waikato District Health Board v Archibald</i> .....	13
<i>Wang v Hamilton Multicultural Services Trust</i> .....	15
<i>Broughton v Microsoft</i> .....	15
<i>Totara Hills Farm</i> .....	16
<i>Kreider v Vodafone New Zealand Limited</i> .....	17
REDUNDANCY SELECTION PROCESSES .....	17
<i>Gilbert v Transfield Services (New Zealand) Limited</i> .....	18
<i>Zhang v Telco Asset Management Limited</i> .....	18
<i>Sitotombe v Broadspectrum</i> .....	19
EMPLOYER OBLIGATIONS TOWARDS EMPLOYEES ON PARENTAL LEAVE.....	20
<i>Ledger v Delmaine Fine Foods</i> .....	21
<i>Murphy v Stella Travel Services (NZ) Limited</i> .....	22
CONCLUSION.....	22