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## COVID-19 UPDATE

This information has been compiled to:

- share advice with business operators managing employees
- assist operators passing through border checkpoints
- provide an update on a survey we are undertaking to learn about vaccination rates and testing in the industry.

### Covid-19 and the workplace

Employment New Zealand has suggested 10 facts, below, that every business and their employees should know about Covid-19 and the workplace. Their full advice is [here](#)

- Employment law has not changed due to Covid-19
- There are specific conditions if an employer wants to change the terms and conditions of an employee's work arrangements
- Different alert levels dictate when employees can go to the workplace
- Employees' rights to have a safe workplace have not changed
- Work can only be required to be done by a Covid-19 vaccinated worker under specific conditions
- Employers cannot require annual leave to be taken by employees unless conditions are met
- Employees working normal hours must be paid their normal pay
- Only employers and the self-employed can apply for the wage subsidy
- Information on financial support is available via the Covid-19 financial support tool and can be found [here](#)
- More information and help about Covid-19 and employment law is available at the Employment New Zealand website [www.employment.govt.nz](http://www.employment.govt.nz)

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## Auckland road border checkpoints

Managing the Auckland road border checkpoints for people crossing from Level 3 to Level 2 parts of New Zealand has been a logistical challenge for Government and the teams at the frontline.

Overall, for freight transport the border crossings are going well.

We have been advised that this week that a number of recently graduated Police recruits will be working at the border and the complex nature of the various requirements applying to the variety of people crossing the border means that despite best efforts, there will be heightened risk of inconsistent compliance checking. We can help by reminding you how to be best prepared for these crossings.

Transporting New Zealand's advice is that according to the current COVID-19 Public Health Response (Alert Level Requirements) Order (No 12) 2021, documents required to be shown to Police if stopped at a checkpoint are:

- proof of ID
- evidence of permitted travel
- proof of test within seven (7) days, or proof of exemption for testing.

The Health Order is available [here](#) and it may be worth your despatchers having access to it, particularly noting the clauses about testing requirements.

In the event a driver feels they have the correct evidence however, the border check person is seeking other information, for example, asking for a test result, rather than what is actually required which is proof of a test in the previous seven days, then the drivers are entitled to escalate at the time, at the checkpoint. **The driver should ask to speak to a supervisor at a checkpoint.** The supervisor should always be aware of the rules, as Police inform us that the updated information on requirements is sent to the supervisors.

If a driver still feels they have been treated unfairly, then please note the details, for example, the checkpoint location, date and time and what you believe to be the issue and we can follow this up with Police. We have advised Police of a few specific cases where issues have occurred and their follow up has been excellent.

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## **Covid-19 survey**

We are undertaking a follow-up to the survey we completed in late August, to see if vaccination rates have improved and to get other information that assists us in advocating on behalf of the industry with Government.

This survey was released last week and will provide us key insights into vaccination and testing. The response rate to date has been outstanding and we are grateful and appreciative of your help with this.

We anticipate analysing the results next week and advice of the findings will follow shortly after.

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