



**Mighty Efficient**  
BOOKKEEPING

# MIGHTY EFFICIENT BOOKKEEPING

June 14 2021

Vol. 2

MONTHLY NEWSLETTER



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### Whats on for the Mighty team this month?

On Friday 4th June we attended a Women in Business Conference at the Hilton in Queenstown. This was hosted by Queenstown Chamber of Commerce and featured speakers such as Dr Siouxie Wiles, Karen Walker, and Raelene Castle. We highly recommend to our female clients and partners of clients to attend next years conference!

Our Pink Ribbon Bookkeepers Breakfast that we held last month was a success and we managed to raise over \$100 for breast cancer awareness!

Don't forget Mighty Efficient Bookkeeping can do all of your tax obligations from GST, PAYE right through to end of year Financial Statements and Tax Returns.

Our radio ad is out now! Make sure to tune into The Rock and The Sound!

## CLIENT SPOTLIGHT

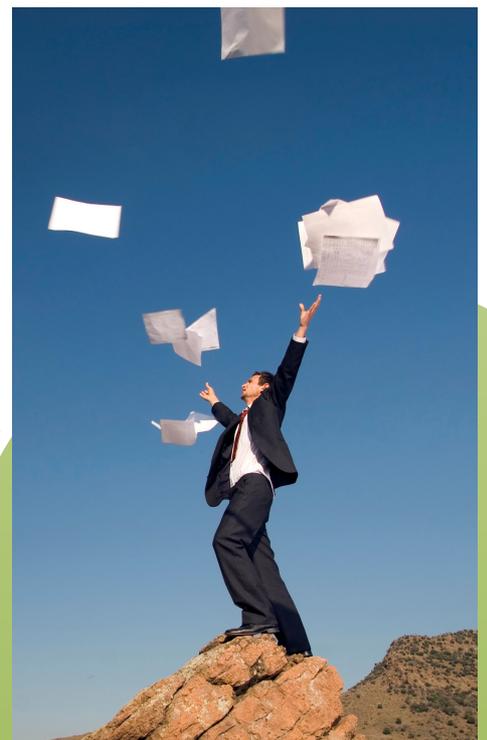
Spectrum painters was formed in 2013 to provide a wide range of professional painting services.

Our qualified painters achieve this by keeping up with latest paint products and application techniques through close liaison with paint reps from both Dulux & Resene, also by Building Construction Industry Training Organization And Site-Safe to keep updated in our trade. With 20+ years of experience and industry accreditation's, we bring professionalism and skill to your painting projects.

We also adhere to best practice health and safety guidelines and use the Envirowash system to leave building sites clean and tidy.

Spectrum painters can help you with colour selection if required and provide you with a quote or estimate.

Spectrum painters specialise in new and redecoration work to improve your living and commercial spaces.



**SPECTRUM**  
painters & decorators

### TALK TO US

021 022 46011 - Trish Mulqueen  
[trish.mulqueen@hotmail.co.nz](mailto:trish.mulqueen@hotmail.co.nz)  
[www.spectrumpainters.co.nz](http://www.spectrumpainters.co.nz)





## Sick and Bereavement Leave Entitlement Increased

### Article by Employment NZ

**Parliament has passed the Holidays (Increasing Sick Leave) Amendment Bill to increase the minimum employee sick leave entitlement from 5 days to 10 days per year.**

Most employees who have worked for an employer for six months or over are entitled to sick leave if they, or a dependent, are sick or injured. Currently, employees are entitled to 5 days of sick leave per year; however, from 24 July 2021 this will increase to 10 days per year.

Employees will get the extra five days when they reach their next entitlement date – either after reaching 6 months' employment or on their sick leave entitlement anniversary (12 months after they were last entitled to sick leave).

Employees who already get 10 or more sick days a year will not be affected by this change.

The maximum amount of unused sick leave that an employee can be entitled to will remain 20 days.

**Employees will soon have the right to take paid time off work in the unfortunate event of a miscarriage or stillbirth, under law changes passed by Parliament yesterday.**

The law change allows an employee to take up to three days' paid bereavement leave if they or their partner experiences a miscarriage or stillbirth. People planning to have a child through surrogacy or adoption are also eligible, if the pregnancy ends by miscarriage or stillbirth.

Losing a baby is very hard and unfortunately quite common – around 1 in 5 pregnancies end in miscarriage. Miscarriage is most common in the first 12 weeks of pregnancy, but can happen up until 20 weeks. Losing a baby after 20 weeks is a stillbirth, which is much less common than miscarriage – it affects about 1 in every 200 pregnancies.

Bereavement leave gives an employee time to grieve and to take care of matters to do with the bereavement. This can be taken at any time and for any purpose relating to the death, miscarriage or stillbirth, and does not have to be taken straight away or on consecutive days.

The existing rules on bereavement continue to apply.

Employees become eligible for bereavement leave after six months.

Employees are not required to produce proof of pregnancy, miscarriage or stillbirth.

The law change does not provide bereavement leave for terminations. Depending on the circumstances, mothers may be eligible to use sick leave following a termination.

## Cutting Back or Increasing Hours?

### Article by Employment NZ

**If an employment agreement has the employee's hours of work, then an employer can't change them without the employee's agreement.**

If the employment agreement says that an employer can change the hours of work, the employer still has to act fairly and reasonably before they do.

If an employee thinks that the change to their hours is disadvantaging them and that the process the employer followed was unfair or there were no genuine reasons for changing the hours of work, an employee should first try to resolve the issue with their employer.

In some situations (such as genuine financial, commercial or economic problems, or genuine restructuring of the business), cutting back on an employee's hours may be put forward as an alternative to redundancy.

In these situations the employer must follow the usual process for organisational change, which includes giving the employee a fair opportunity to consider and respond to the proposed change.

**If you have any queries at all about any of the information in this newsletter please don't hesitate to contact us!**

