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# Employment Court: COVID-19 Protocol

[Updated Protocol 6 April](#)

[Update 3 April 2020](#)

[Protocol 25 March 2020](#)

**Update 6 April** (changes are in **bold**)

**Chief Judge Christina Inglis**

**Updated 6 April 2020**

## Under Alert Level 4

1. The Court is contacting representatives in each case currently set down for hearing in the Employment Court to discuss the impacts of Alert Level 4 on the Court.
2. Although the courts remain open for essential services, a number of matters may appropriately be dealt with without a hearing taking place in person. Judges will assess all cases currently before the Court and convene telephone conferences with the representatives to discuss next steps, including dealing with matters on the papers, by telephone or audio-visual link, or by adjournment.

**3. Matters set down for hearing in the Employment Court will be publicly notified on the Court's website and via the Court's Twitter account to enable those with an interest to contact the Registry, so that appropriate access arrangements can be put in place.**

4. All new matters will continue to be referred to a Judge and will be prioritised in the usual way. Parties are reminded of the ability to apply for urgency under cl 21, sch 3 of the Employment Relations Act 2000. Any application should be supported by a full explanation as to why urgency is sought.

5. Updates will be sent out via the Court's Twitter account [@EmploymentCourt](#). The Court's [webpage](#) is being updated regularly.

6. During the continuation of Alert Level 4, all filing of court documents is to be by email. If a party does not have the ability to file electronically, mail will still be periodically checked. However, because of hygiene requirements there will be a delay in processing documents received by post.

7. No documents will be received for filing in person at court registries.

**8. The Court will not generally accept unsworn affidavits. Practitioners may find it helpful to refer to guidance issued by the New Zealand Law Society.**

<https://www.lawsociety.org.nz/practice-resources/the-business-of-law/legal-practice/opinion-administration-of-oaths-and-declarations-in-circumstances-of-mandatory-self-isolation>

9. For documents filed during the continuation of that alert (whether electronically or by mail), pursuant to the provisions of s 24 of the Epidemic Preparedness Act 2006, the payment of filing fees is hereby waived.

10. Participants should also feel free to contact the Registrar of the Employment Court directly for further guidance or clarification. The contact details are below.

### **Contact details**

Registrar Auckland: Mima Bobot

Phone: 09 916 6359

[mima.bobot@justice.govt.nz](mailto:mima.bobot@justice.govt.nz)

Emergency phone: 027 295 6673

Registrar Wellington: Joseph Buckton

Phone: 04 918 8313

[joseph.buckton@justice.govt.nz](mailto:joseph.buckton@justice.govt.nz)

Emergency phone: 021 946 790

All electronic filing is to be sent to:

Auckland: [mima.bobot@justice.govt.nz](mailto:mima.bobot@justice.govt.nz)

Wellington and Christchurch: [joseph.buckton@justice.govt.nz](mailto:joseph.buckton@justice.govt.nz)

All mail should be sent to the Employment Court at:

DX CX 10086, Auckland

or

DX SX 10009 Wellington

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### **Update 3 April 2020**

The Employment Court is dealing with its work (on hand and incoming) remotely. We have had one (ex parte) priority 1 matter which was able to be dealt with by telephone hearing. A number of matters have been adjourned by consent, and numerous telephone conferences continue to take place to discuss appropriate next steps. The Judges are continuing to work on reserve judgments, and will issue them as appropriate during this time.

All new matters are being triaged, and entered into the system for case management purposes.

If and when the Court is called on to deal with priority 1 matters at alert level 4 these will probably be able to be dealt with via AVL or other means.

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**Chief Judge Christina Inglis**

25 March 2020

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