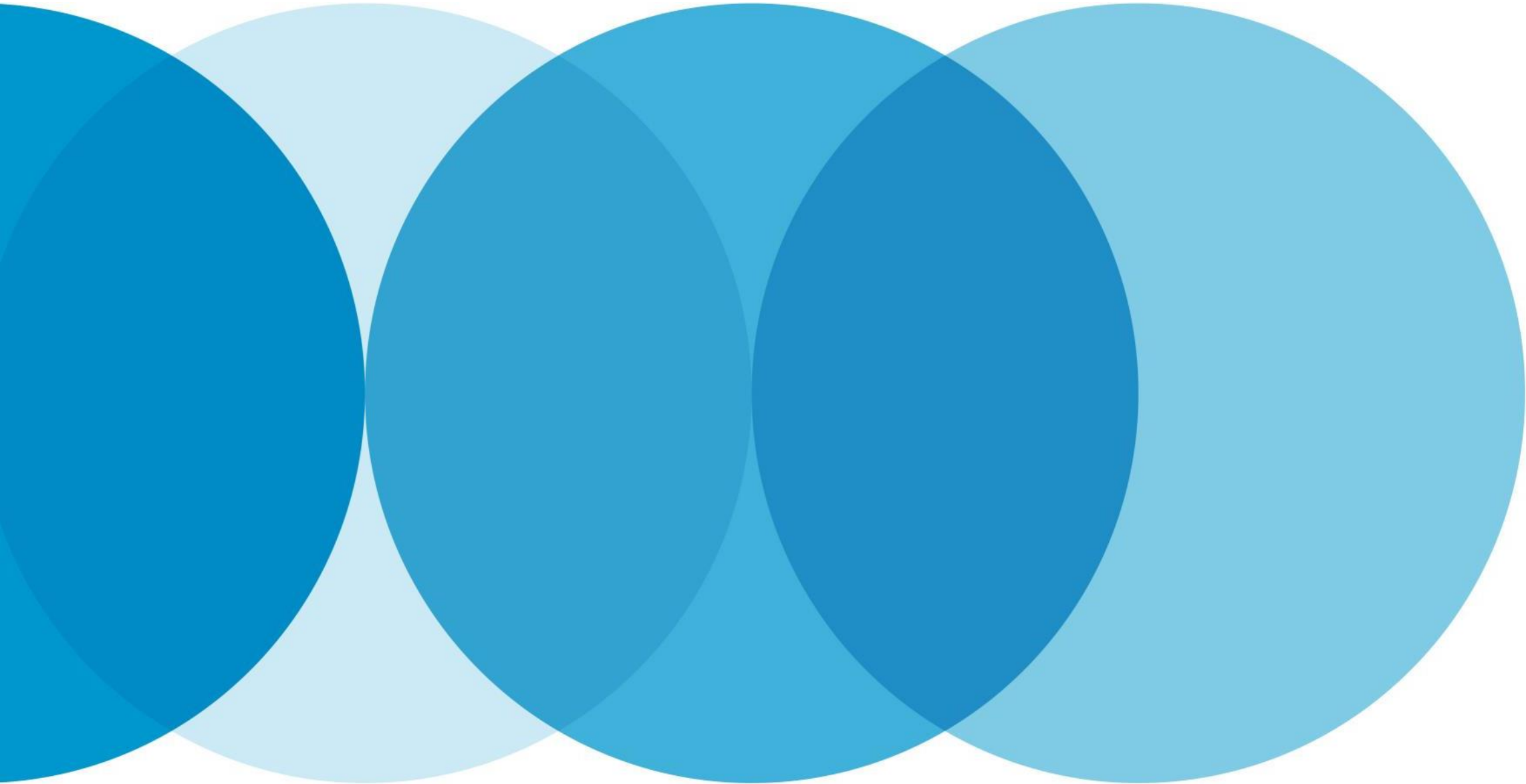


**anderson  
lloyd.**

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**Hotline's Greatest Hits**

September 2017



## The NZPF Hotline

- You can ask us questions about your employment
- If necessary we apply to PASL to open a file for you
- Entitled to up to \$25,000 legal support
  - Representation
  - Advice

## Can my Board make me take discretionary leave?

- No
- That is just another name for suspension

## Can the Chair take over my performance appraisal?

- The Chair must follow the performance agreement
- And the provisions in your employment agreement
- Is the Chair a suitable appraiser?

## Can Trustees solicit complaints about me?

- No
- Statutory duty:
  - to act in the best interests of the school
  - to be a fair and reasonable employer

## Can staff/parents secretly record conversations with me?

- If they are party to the conversation
- Potential breach of good faith by employees
- Be up front about recordings

## Can my Chair's partner attend Board meetings?

- Yes
- Public meetings

## Can my Chair's partner attend Board meetings and give me instructions about how to run the school?

- No



## Can my Chair investigate an “anonymous” complaint from his or her partner?

- No

## I've been asked to attend an informal meeting. Do I need a lawyer?

- Not if it's genuinely informal
- Is it a formal meeting that fails to follow fair process?

## Don't escalate things unnecessarily

- But don't co-operate yourself out of a job
- Avoid the "Fox" effect
- Duty of good faith goes both ways

## Don't mention the lawyers

- Unless you really have to
- “Thanks for that, I’ll give it some thought and get back to you shortly”
- “I’m really keen to get that sorted, but I want to make sure we follow proper processes”

## Who's Queen?

- You are the Board's Chief Executive
- It's your job to make decisions about school operations
- And to issue reasonable instructions to staff
- Without people running straight to the Board with allegations that you are a bully
- Entitled to expect support from your Board

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