



Carl Blake

Special Counsel

carl.blake@dlapiper.com

Auckland

T: +64 9 300 3805

M: +64 21 477 221

Carl is a Special Counsel in DLA Piper's employment practice.

He provides strategic advice on all aspects of employment law, including corporate restructures, sales and purchases of businesses, personal grievances, employment agreements and policies, health and safety, human rights and privacy, accident compensation, and collective bargaining.

Carl has regular appearances at mediations and hearings before the Employment Relations Authority and Employment Court.

- Employment

-
- Advising multiple global and local organisations on the employment law aspects of sales and purchases of businesses;
 - Lead counsel for various organisation in successfully defending reinstatement and personal grievance proceedings;
 - Counsel in the leading case before the full Court of the Employment Court on good faith/consultation issues under the Employment Relations Act;
 - Undertaking investigations and reviews into matters including bullying, harassment and workplace culture; and
 - Advising multiple global and local organisations on the application of the Privacy Act in an employment law and cross-border context.

-
- Human Resources Institute of New Zealand (HRINZ) – Member
 - National and International publications – Contributor
 - National employment law conferences – Speaker and Chair

Publications

Health and Safety - Still a Key Issue for Employers

24 May 2022

Health and safety dialogue has been largely dominated by COVID-19 and vaccination issues in recent times, to the point that 'traditional' health and safety issues have taken somewhat of a back seat. However, employers still need to ensure their wider health and safety obligations are met. In this update we provide a refresher of some key issues, to help keep them front of mind.

Whistleblowing Compliance Countdown: Are you ready?

20 May 2022

The Protected Disclosures (Protection of Whistleblowers) Act 2022 has received royal assent. The new legislation comes into effect on 1 July 2022 leaving little time for organisations to get their house in order.

Changes to Traffic Light settings and vaccine requirements

23 March 2022

Don't quit your mandate yet...

7 March 2022

New Zealand Government Announce Income Insurance Scheme Consultation

9 February 2022

The New Zealand Government have announced their intention to introduce a new scheme to fund redundancy compensation. The New Zealand Income Insurance Scheme (NZIIS) has a number of supporters and we consider it is likely to be implemented in some form.

Living with the Traffic Lights

21 December 2021

On 15 December 2021, the New Zealand Government formally released an optional vaccination assessment tool to help employers determine whether their workers need to be vaccinated. The tool is designed to give businesses with assurance and confidence in their vaccination policies.

COVID-19: A New Framework and Mandates for 1 in 5 Workers

2 November 2021

It has been challenging for employers to keep track of the changes to the New Zealand approach to COVID-19 over recent weeks, and the impact this might have on their organisations.

Bonus Schemes and Holiday Pay - Welcome Clarity from Court of Appeal

27 October 2021

The Court of Appeal has just released a long-awaited judgment giving much needed clarity to employers on the issue of whether

discretionary payments should be taken into account when calculating holiday pay.

COVID-19 vaccine policies for New Zealand employers

8 October 2021

NEWS

Introducing our new senior lawyers

26 October 2021
