



### Julia MacGibbon

Senior Associate

Julia.macgibbon@dlapiper.com

Julia has acted on a range of matters, including personal grievances, health and safety, Holidays Act audits, restructuring, redundancies and immigration.

Julia has appeared in the Employment Relations Authority, District Court and High Court.

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### Prior Experience

Julia previously worked for a boutique employment firm advising and appearing on behalf of a number of large employer clients.

Prior to her employment career, she conducted a number of regulatory hearings and criminal prosecutions as part of the Auckland Crown Solicitor's office.

### Memberships

- New Zealand Law Society

- Employment
- Insurance
- Consumer Goods, Food and Retail
- Technology
- Media, Sport and Entertainment
- Life Sciences

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### Publications

#### Holidays Act overhaul

8 March 2021

Upcoming changes to the Holidays Act have been the subject of much discussion in recent weeks, as the Minister for Workplace Relations announced that all recommendations in the Holidays Act Taskforce report have been accepted by the Government.

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### Taking steps to prepare for the 39% tax rate

9 February 2021

As the increase in New Zealand's top personal tax rate approaches, it is important to consider if there are steps that should (or should not) be taken to reduce its immediate impact.

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### Resurgence Wage Subsidy while Auckland at Level 3

18 August 2020

Last Friday, the New Zealand government announced that Auckland will stay in COVID-19 Alert Level 3 for a further 12 days in response to the most recent outbreak. The remainder of the country remains in Alert Level 2. The nature of Level 3 means that the majority of businesses can operate only in a contactless way.

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### Level Three: What does that look like for New Zealand employers?

20 April 2020

The prospect of a shift to Alert Level 3 is encouraging for many of us who have been in lockdown for almost four weeks. But the move brings with it a new set of questions for employers. How can health and safety duties be met by a business reopening? Can employees refuse to return to work? How will Level 3 affect changes made during Level 4?

With New Zealand having spent only 48 hours at Level 3 back in March, this remains largely uncharted territory for employers, employees, and advisors.

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### HSWA: New Zealand employer duties during coronavirus shutdown

27 March 2020

The escalation of New Zealand's COVID-19 status to Level 4 means that a number of businesses around New Zealand are now requiring employees to work from home. It is important to remember during this time that an employer's health and safety obligations will extend to both the office and home workspace.

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## NEWS

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### DLA Piper named a recipient of an employment 5-Star Excellence Award (New Zealand)

14 March 2021

DLA Piper in New Zealand have been named a recipient of a 5-Star Excellence Award for Employment Law Firms in this year's *Human Resources Director (HRD)* and *NZ Lawyer* 5-Star Excellence Awards.

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### **Julia MacGibbon selected in NZ Lawyers Rising Stars 2021 list**

25 February 2021

Senior Associate, Julia MacGibbon has recently been named in the annual NZ Lawyer Rising Stars 2021 list. The list recognises lawyers aged 35 and under who are up-and-coming stars, dedicated to making a difference in the legal profession.

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### **DLA Piper (New Zealand) recommended in the 2021 edition of the Legal 500 Asia Pacific**

18 January 2021

DLA Piper New Zealand has been recommended across a broad range of practice areas in the latest edition of the *Legal 500 Asia Pacific*, retaining Tier 1 rankings in both Investment Funds and Insurance.

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