



# Membership with the EMA.



## A decorative graphic consisting of a repeating pattern of chevrons (V-shapes) pointing to the right. The chevrons are arranged in a staggered, overlapping manner. The colors used are a medium blue, a light blue, and a bright yellow. The background is white.

We are also the unapologetic champions of Kiwi business, bringing the business community together to create new partnerships and advocating strongly on its behalf so that your voice is heard by policy makers.

BusinessNZ, based in Wellington, advocates on our behalf to government, prepares detailed white papers and policy submissions, and facilitates strategic business communities of interest like the Major Companies Group.



# Membership Benefits and Services Matrix

	Member Benefit	Reduced Member Rate
<b>Advocacy</b>		
Advocating to Government on behalf of our members	●	
Access to policy specialists supported by BusinessNZ	●	
In-person Briefings across the country – twice a year	●	
Policy briefings and access to Ministers and key officials	●	
<b>Employment Relations</b>		
AdviceLine Experts: Monday–Thursday (8am–8pm) Friday (8am–6pm)	●	
A to Z Resources Library	●	
EMA Legal – specialist team of employment lawyers and outsourced offering		●
Employment relations lawyers, consultants and investigators		●
Industry and economic updates, and legislative changes	●	
Weekly Employer Bulletin	●	
Newsletters and briefing booklets	●	
<b>HR, People and Capability</b>		
HR maturity assessment	●	
People Experience resource library	●	
Talent acquisition and resourcing		●
Performance management framework		●
Learning development and succession planning		●
Immigration insights and advice	●	
<b>Health and Safety</b>		
NZQA accredited Health and Safety Qualifications		●
Specialist Health and Safety Consultants		●



	Member Benefit	Reduced Member Rate
<b>Learning</b>		
Business Growth		●
Health and Safety		●
Employment Relations		●
Leadership and Management		●
People Experience (HR)		●
Workplace Wellbeing		●
Sustainability		●
Te Ao Māori Cultural Competency		●
Customised Learning		●
E-Learning – online library with 50+ courses		●
Learning Management System (LMS) – tenancy options for partners and members		●
<b>Communities, Networking and Events</b>		
Industry 4.0 Community	●	
ExportNZ local committees, trade missions, communities, and trade groups	●	
EMA Chinese Business centre and EMA CBC CEO Club	●	
Local HR communities	●	
Investment attraction and delegation hosting	●	
Networking events, webinars, and topical updates	●	●
<b>Member Rewards and Strategic Partnerships</b>		
Discount and benefits from a wide range of partners for you and your people	●	

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# Advocacy



We are proud to be one of the most influential advocacy groups in New Zealand and we are committed to representing your interests to deliver outcomes that improve the Competitiveness and Productivity of companies and the broader economy.

We ensure that you are represented by decision-makers and are represented in the formation of policy and legislation.

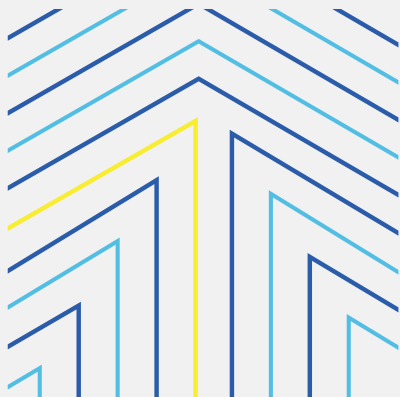
The advocacy portfolio includes:

- Infrastructure
- Employment Relations
- Immigration
- Skills and Education
- Logistics
- Energy
- Aging Workforce
- Sustainability
- Export and Manufacturing
- RMA Reform
- Regional Development
- Health and Safety
- Export and Trade
- Advanced Manufacturing
- Investment
- Pay Equity
- Disaster Recovery
- Climate Change
- Iwi Development
- Pacific Development

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# Employment Relations



Our Employment Relations practice, specialising in employment law, only represents employers. With 90% of claims being resolved before they get to the Employment Court, our team will ensure you get the right advice when you need it. This is complimented by our dedicated helpline and a huge range of online tools, templates, guides, and policies to help you make the right decision.

## AdviceLine

**Monday – Thursday (8am – 8pm), Friday (8am – 6pm)**

This free members-only service supports employers, providing the latest practical employment relations advice.

Our team of trained employer advisors are here when you need them and can support you to manage those tricky ER issues.





## **Employment Lawyers**

Our legal team can partner with your business and provide you with a full range of employment law and employment relations service at special member-only rates.

Our team can represent during investigations and mediations, or in front of the Employment Relations Authority.

You will also have access to over 250 resources including up-to-date policies, templates, and guides on everything from employment agreements, to leave and absenteeism, through to disciplinary issues.

## **Employment Relations Consultants**

Our experienced consulting team are here to help you with your workforce. Our consultants have multisectoral experience and can provide you with customised solutions across a range of ER/HR issues.

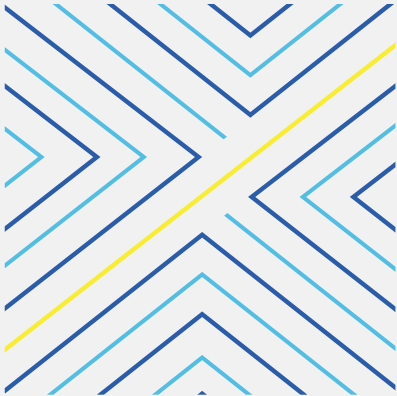
## **News and Resources**

Our weekly Employer Bulletin updates you on major Employment Court and Employment Relations Authority cases, so you can keep ahead of Authority decisions and the evolving business landscape.

While our regular newsletters will provide you with the latest updates, insights, and tips on all things business.

Our flagship quarterly Member Briefings will present you with our latest thinking, political intelligence, forecasting and reflections on the current state of business.

# HR, People and Capability



A strong people experience plan is essential for the success of your business. Our people management framework will support you to build a positive workplace culture, improve your staff retention and reduce costs.

Our People Experience team can provide you with the expert solutions and support that you need, and you will have access to a suite of practical resources and tools that will give you everything you need to build your employee experience. We also provide outsourced HR services for our members, helping deal with requirements like work overflow, restructuring, or other change processes.





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# Health and Safety



Good health and safety programmes reduce business costs and downtime while enhancing staff engagement and productivity, which is why we offer a wide range of products and services to assist employers meet both their legal obligations and have a preventative harm workplace culture.

## Health and Safety Consultants

Our team are among the most experienced practitioners in the country and have up-to-date multi-sector experience. They can assist with general enquiries through to the most complex and contentious workplace issue and can support you with large-scale projects or one-off engagements.

## Education and Training

The EMA is a registered Private Training Establishment with the NZQA and offers a wide range of courses in Health and Safety, many of which are available with NZQA unit standards. The EMA also offers a comprehensive pathway for Health and Safety practitioners, beginning with our NZQA-approved Certificate in Health and Safety Representation (Level 3) for Health and Safety Representatives and going right up to our NZQA-approved programme that leads to the New Zealand Diploma in Health and Safety Management (Level 6).

*The EMA is the only training provider in New Zealand offering the Diploma in a classroom based setting.*



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# Learning



We have over 80 courses that can be delivered in a variety of ways to suit your business, people and budget, including: face-to-face learning, e-Learning modules, in-house learning, customised learning, and one-to-one coaching.

We have four Learning portfolios:

## **Employment Law and Human Resources**

These courses will provide you with the necessary information you need on all human resources processes as well as a practical understanding of employee rights and employer obligations.

## **Leadership and Management**

Our Leadership and Management courses are designed to equip learners with the knowledge and skills necessary to excel in leadership roles.

## **Workplace Wellbeing**

Our Workplace Wellbeing programmes are focused on building workforce resilience and creating a healthy and supportive work environment.

## **Health and Safety**

We are the most extensive health and safety training provider in the country and deliver a comprehensive range of training programmes that will ensure your business has the tools its needs to manage health and safety requirements.



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# News and Updates



We're your trusted source for all employer issues, providing you the most up-to-date news, legislative changes and economic updates.

We access key data, research, and information through BusinessNZ including the PSI and PMI indexes, and regular bespoke studies, along with government information and consultation opportunities.

The EMA also conducts an annual employer survey with our partner nib New Zealand, along with point in time research studies on topics of interest or concern to members.





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# Communities, Events and Networking

*Our exclusive  
networking  
events connect  
you with fellow  
business owners,  
potential  
partners, and  
industry peers.*

## **Manufacturing Community**

The manufacturing sector is undergoing substantial change as new technology revolutionises industrial processes. We have supported the focus on advanced manufacturing and our manufacturing community, including our Industry 4.0 Demonstration Network, is focussed on supporting manufacturers grow by embracing the opportunities available from this digital transformation.

## **Export Community**

We are ExportNZ in our region. We facilitate connections in key markets like China, India, South-East Asia, the Gulf States, Europe, Central Asia, Latin America, and North America, working alongside partner organisations.





## **International**

We work through BusinessNZ with several international associations and NGOs, including the OECD, International Labour Organisation, and the Australia – New Zealand Leadership Forum, and directly through active relationships with associations like Ibec (Ireland), BusinessNSW (Australia), and the Tonga Chamber of Commerce.

## **Human Resources Community**

Our Human Resources Community brings HR experts and professionals together to foster learning, collaboration, and networking. Members can tap into a wide range of resources, including workshops, seminars, and webinars that detail the latest trends and best practices in people management.

## **Health and Safety Community**


The Health and Safety Community works to foster a culture of safety and continuous improvement through seminars, workshops, and training programs, allowing members to keep updated on the latest health and safety regulations and best practices.

## **Events and Networking**

We host a wide array of educational and networking opportunities. Workshops, seminars and webinars will equip you with the latest industry insights, trends, and best practices. While our networking events will provide the opportunity to speak with expert speakers, industry leaders and government officials.

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# Member Rewards



Our Member Rewards Programme offers member discounts, services and offers from our strategic partners.

## **nib New Zealand**

EMA members with 5+ employees can have the same access to nib's business health insurance for their employees usually reserved for larger businesses.


## **Strategic Pay**

EMA members can receive complimentary access to Strategic Pay's HR Policies and Practices report (valued at \$1250) when a role review is purchased.

## **Malcolm Pacific Immigration**

EMA members receive a 10% discount on professional fees as well as access to free inhouse seminars on immigration issues relevant to your HR team and/or migrant worker employees.

## **Z Energy**



EMA Members can have access to Z's Business Partner fuel card, which delivers everyday discounts and access to loyalty points from Airpoints or Flybuys.

\*Some general exclusions apply.

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# Strategic Partnerships

We work closely with strategic partners to support you and your business with challenges in immigration, remuneration and increasing business costs.

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## nib New Zealand

The partnership between the EMA and nib signifies an alliance focused on enhancing the well-being of businesses and individuals alike. This partnership drives holistic growth and prosperity for businesses and their employees through the combination of the EMA's extensive network and expertise in supporting businesses, with nib NZ's innovative health and insurance solutions. Together, the EMA and nib partner to create a resilient environment where employee welfare and business success intersect, ultimately contributing to the overall advancement of New Zealand's economy and society.

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## Strategic Pay

Strategic Pay helps businesses set fair and competitive pay packages with their nation-wide team of experts, all backed by the largest remuneration database in New Zealand and the South Pacific. The partnership between the EMA and Strategic Pay is focused on shaping the future of workforce management and business success. It's focused on merging the EMA's expertise and insights into employment relations with Strategic Pay's unparalleled expertise in remuneration solutions, to help businesses attract and retain the best talent.

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## Malcolm Pacific Immigration

Malcolm Pacific are New Zealand's largest and most experience team of licensed immigration advisers. Immigration compliance has become as important and challenging for business as the complex skills system and competition for talent. The EMA and Malcolm Pacific Immigration have joined forces to provide members with resources and tools to overcome the hurdles of recruiting and retaining migrant workers in the workplace.

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## Business Mentors New Zealand

Business Mentors New Zealand is an independent not-for-profit organisation. Their national service can maintain a regional focus through their 17 agencies, whose coordinators match local mentors with local businesspeople (mentees). Business Mentors have access to relevant business development and growth initiatives that complement their business mentoring service. Our partnership with the Business Mentors gives our small businesses a unique opportunity to tap into the experience, expertise and empathy of the mentors of this organisation.

The EMA team who supports you...



taken at the 2023 EMA People Day.



ema.co.nz  
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