



## TAKE A BREAK

### Rest and recuperation in the workplace

From 1 April 2009, employers must provide employees with paid rest breaks and unpaid meal breaks.

There are two important reasons for employers to provide regular breaks:

- To promote morale and productivity
- To prevent an accumulation of fatigue causing harm

People can't go on performing at a high level without breaks of some sort and these breaks need to be matched to the intensity of the work.

Fatigue can lead to harm, especially in the busy summer months when activity at both work and home are likely to increase. Just taking a couple of minutes to relax, have a drink of water, bite to eat and a chat with colleagues can make all the difference.

Specific details regarding the timing and location of breaks are a negotiable matter between the employer and the employee, however there are minimum entitlements for a work period. For further details regarding breaks entitlements visit <http://ers.govt.nz> This new legislation provides minimum standards and supports current practice in many workplaces.

Read the guide to Managing shift work to minimise workplace fatigue.

