

3 February 2020

Employment Standards Policy
Ministry of Business, Innovation & Employment
PO Box 1473
Wellington 6140

By email: ContractorsConsultation@mbie.govt.nz

Better protections for contractors

Dear Sir/Madam

The New Zealand Medical Association (NZMA) wishes to provide feedback on the above consultation. The NZMA is New Zealand's largest medical organisation, with more than 5,000 members from all areas of medicine. The NZMA aims to provide leadership of the medical profession, and to promote professional unity and values, and the health of all New Zealanders.

We congratulate MBIE on this important work. Some contractors are vulnerable in the workplace and we welcome measures to strengthen their rights and protections which should help decrease inequalities and enhance wellbeing.

The focus of our feedback relates to doctors working in General Practice. GPs are often engaged to work for practices as either independent contractors or employees. These engagements can be for short periods of locum cover or permanent positions. The NZMA's membership includes GPs that work in General Practice as employers, contractors and employees. To help inform our position, we surveyed our members that work in General Practice across all these categories.

While some GP contractors may fall into what MBIE describes as 'dependent contractors' such doctors are not vulnerable in the way that they may be in certain other industries. Nevertheless, there is a range of views among our members as to whether GP contractor employment practices need to be addressed. This range of views exists in all categories including current contractors.

Given the range of views that our members have, the NZMA would like to continue to be involved as this work progresses. We hope to be able to provide a more detailed response on behalf of the General Practice sector including analysis of the impact of specific changes when they are proposed.

Yours sincerely



Dr Kate Baddock
NZMA Chair