



Employment Suspension: What You Need to Know

**Essential policies for managing
workplace suspensions**



Two Types of Suspension

Strike-Related

Suspension during industrial action under Employment Relations Act 2000

Misconduct

Suspension to facilitate investigation into alleged misconduct



Strike Suspension Rules

1

Employees on Strike

Organisation may suspend those participating in strike action

2

Affected Workers

Those unable to work due to strike may be suspended

3

No Remuneration

Suspended employees not entitled to pay during suspension period



Service Continuity Protected

Suspension periods count as **continuous service** for calculating benefits and entitlements

Your service record remains intact despite temporary suspension during strike action



Misconduct Suspension Process

01

Discussion First

Employer discusses suspension possibility with employee before deciding

02

Representative Present

Employee may have representative during suspension discussions

03

Views Considered

Employee's perspective taken into account before final decision

04

Pay Continues

Normal remuneration maintained throughout suspension period



Investigation Timeline

1

Reasonable Duration

Suspension lasts only as long as needed for careful investigation

2

Fair Process

Employer conducts thorough and reasonable inquiry into allegations

3

Employment Agreement

All suspensions follow terms outlined in employment agreement



Need Expert Guidance?

Navigate employment suspension policies with confidence

[Contact HR Unlocked](#)

Get professional support for your workplace policies