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| **Purpose** | To support name of service and its employees to maintain their relationship within the law and in ‘good faith’. |
| **Scope** | name of service and its employees. |
| **Policy** | Minimum employment rights must be met regardless of whether they are included in agreements. Some provisions must be included in [employment agreements](https://www.employment.govt.nz/starting-employment/employment-agreements/) by law. Employment law also provides a framework for the process of negotiating additional entitlements that are better than the minimum. Employees can’t be asked to agree to less than the minimum rights. |
| **References (this document is based on the [Employment relationships from the beginning to end](http://www.dphu.org/uploads/attachements/books/books_5078_0.pdf) guide, Ministry of Innovation and Employment NZ)** | |
| **Legislation** | [Employment Relations Act 2000](http://www.legislation.govt.nz/act/public/2000/0024/latest/DLM58317.html)  [Health and Safety at Work 2015](http://www.legislation.govt.nz/act/public/2015/0070/latest/DLM5976660.html)  [Human Rights Act](http://www.legislation.govt.nz/act/public/1993/0082/latest/DLM304212.html)  [Holidays Act](http://www.legislation.govt.nz/act/public/2003/0129/latest/DLM236387.html)  [Employment law data base](http://dol.govt.nz/workplace/determinations/Default.aspx) |
| **Guidelines** | [Minimum employment rights and obligations](https://employment.govt.nz/starting-employment/rights-and-responsibilities/minimum-rights-of-employees/)  [Breast feeding in the workplace](https://employment.govt.nz/assets/Uploads/tools-and-resources/publications/breastfeeding-in-the-workplace-guide-for-employers.pdf)  [Code of Employment Practice on Infant Feeding](https://employment.govt.nz/assets/Uploads/tools-and-resources/publications/code-of-employment-practice-on-infant-feeding.pdf)  [Employment for disabled people](https://www.employment.govt.nz/workplace-policies/employment-for-disabled-people/)  [Going to the Employment Relations Authority](http://www.era.govt.nz/)  [Holidays and leave entitlements](https://employment.govt.nz/leave-and-holidays/)  [Keeping accurate records](https://www.employment.govt.nz/hours-and-wages/keeping-accurate-records/)  [Mediation](https://www.employment.govt.nz/resolving-problems/steps-to-resolve/mediation/)  [Minimum wages](https://www.employment.govt.nz/hours-and-wages/pay/minimum-wage/different-types-of-minimum-wage-rates/)  [Parental leave guide](https://employment.govt.nz/leave-and-holidays/parental-leave/)  [Pay and wages](https://www.employment.govt.nz/hours-and-wages/pay/)  [Productive workplaces](https://www.employment.govt.nz/workplace-policies/productive-workplaces/)  [Resolving problems](https://www.employment.govt.nz/resolving-problems/)  [Unions and collective bargaining](https://employment.govt.nz/assets/Uploads/tools-and-resources/publications/unions-and-collective-bargaining.pdf)  [Using mediation services effectively](https://www.employment.govt.nz/assets/Uploads/tools-and-resources/publications/using-mediation-services-effectively.pdf)  [Work-life balance](https://www.employment.govt.nz/workplace-policies/productive-workplaces/work-life-balance/) |



[**Health and safety**](https://www.employment.govt.nz/workplace-policies/health-and-safety-at-work/)

[**Minimum pay**](http://www.business.govt.nz/laws-and-regulations/employment-regulations/minimum-pay)

[**Rest and Break Entitlements**](https://employment.govt.nz/hours-and-wages/breaks/rest-and-meal-breaks/)

[**Annual Holidays**](https://employment.govt.nz/leave-and-holidays/annual-holidays/)

[**Other holidays and leave**](https://www.business.govt.nz/hiring-and-managing/handling-holidays-and-leave/introduction-to-holidays-and-leave/)

[**Parental leave**](https://www.business.govt.nz/hiring-and-managing/handling-holidays-and-leave/parental-leave/)

[**Bereavement leave**](https://www.business.govt.nz/hiring-and-managing/handling-holidays-and-leave/bereavement-leave/)

**Employment rights components**

[**Public holidays**](https://www.business.govt.nz/hiring-and-managing/handling-holidays-and-leave/public-holidays/)

[**Cashing up holidays**](https://www.employment.govt.nz/leave-and-holidays/annual-holidays/cashing-up-annual-holidays/)

[**Payment for holidays and leave in final pay**](https://employment.govt.nz/leave-and-holidays/calculating-payments-for-leave-and-holidays/calculating-payment-for-leave-and-holidays-in-final-pay/)

[**Proof of sickness or injury**](http://www.legislation.govt.nz/act/public/2003/0129/latest/DLM237165.html)

[**Flexible working arrangements**](https://www.employment.govt.nz/workplace-policies/productive-workplaces/flexible-work/)

[**Employment equity**](http://www.nzlii.org/nz/legis/hist_act/eea19901990n61267/)

[**Union**](https://www.employment.govt.nz/starting-employment/unions-and-bargaining/unions/)

[**Union access to workplaces**](http://www.findlaw.co.nz/articles/4280/union-access-to-workplaces.aspx)

# Consultation

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