Minimum employment rights and obligations

This guide provides an overview of the minimum rights and obligations that apply by law to employers and employees.

Employees can’t be asked to agree to less than the minimum rights.

An employee is anyone who has agreed to be employed, under a contract of service, to work for some form of payment. This can include wages, salary, commission and piece rates.

Employment agreements

Every employee must have a written employment agreement. It can be either an individual agreement or a collective agreement (one involving a union).

There are things that must be included in employment agreements by law. More information is available on the Ministry of Business, Innovation and Employment’s (MBIE) website, which also has a free online employment agreement builder (www.dol.govt.nz/agreementbuilder).

Minimum employment rights must be met, regardless of whether or not they are included in an employment agreement or if the agreement states something less than a minimum entitlement.

When bargaining for changes to their individual employment agreements (IEAs), employees can get independent advice (for example, from unions, lawyers, or colleagues).

Right to work in New Zealand

Employers must ensure that the person they are employing has the legal right to work in New Zealand.

The Ministry’s VisaView tool allows employers to confirm information about employees’ work entitlement. See www.immigration.govt.nz/visaview.

Minimum pay

Employees aged 16 years and over must be paid at least the adult minimum wage rate, unless they are starting-out workers or trainees.

All employees who are involved in training or supervising other employees must be paid at least the adult minimum wage rate. Starting-out workers must be paid at least the starting-out minimum wage rate, and trainees over 20 years of age must be paid at least the training minimum wage rate.

Employers and employees may agree to any wage rate as long as it is not less than the applicable minimum wage rate.
Starting-out workers are:
• **16- and 17-year-old** employees who have not yet completed six months of continuous employment with their current employer.
• **18- and 19-year-old** employees who have been paid a specified social security benefit for six months or more, and who have not yet completed six months continuous employment with any employer since they started being paid a benefit. Once they have completed six months continuous employment with a single employer, they will no longer be a starting-out worker and must be paid at least the adult minimum wage.
• **16- to 19-year-old** employees who are required by their employment agreement to undertake industry training for at least 40 credits a year in order to become qualified for the occupation to which their employment agreement relates.

Trainees are employees who are:
• aged 20 years and over, and
• required by their employment agreement to undertake at least 60 credits a year in an industry training programme to become qualified for the occupation to which their employment agreement relates.

Minimum wage rates apply to all employees, whether full-time, part-time fixed-term, casual, working from home and people paid totally or partly by commission or piece rates.

There is no minimum wage for employees aged under 16 but all other employment rights and entitlements still apply. When looking at whether an employee who is 16 years or older is a starting-out worker, any time spent employed by an employer before the employee turned 16 must be included when calculating the time that employee has been continuously employed.

Minimum pay rates are reviewed each year and the current amounts are available on the Ministry’s website.

### Paying wages

Legally wages must be paid in cash. To pay wages another way (e.g. direct credit, cheque), employers must get their employees’ written agreement.

**Employees must give written consent before deductions can be made from their wages.**

Some deductions (like PAYE tax, student loan and child support) are required by law and do not need written consent.

### Keeping records

**Employers must keep an accurate record of an employee’s time worked, payments, and holiday and leave entitlements.**

They must keep a signed copy of the employment agreement or current signed terms and conditions, and must provide a copy on request to the employee.

They should also keep copies of:
• agreements to transfer public holidays, or
• agreements to cash up annual holidays, or
• requests to transfer public holidays, or
• request to cash up annual holidays that the employer did not agree to.

For details on what information must be recorded see the Ministry’s website.

### Break entitlements

Employees are entitled to rest and meal breaks which:
• give them a reasonable chance during work period to rest, refresh and take care of personal matters, and
• are appropriate for the length of time they have worked for the employer.

However there are no specific rules for how long, or when, rest and meal breaks should be. Employers and employees should bargain in good faith over the timing and length of breaks.
Common practice is that rest breaks are 10–15 minutes long and meal breaks at least 30 minutes long, but these times vary across industries and occupations. If an employee is unsure what general practice in their industry is, he or she can check with their industry association or union.

An employee and employer can agree to compensation instead of breaks. However employers must compensate employees if no break is given where a break would be appropriate.

There are no set rules as to what appropriate compensation is but where provided it must be reasonable. Compensation is reasonable if of similar value to the break.

Employers must provide appropriate breaks and facilities for employees with babies who wish to breastfeed or express breast milk, where this is reasonable and practicable. These are unpaid breaks unless the employer agrees otherwise.

### Annual holidays

**At the end of each year of employment with any one employer, an employee becomes entitled to four weeks’ paid annual holidays.**

Employees can ask (in writing) to cash in up to one week of their annual holidays each year. Employers can’t pressure employees to cash in annual holidays, and requests to cash in can’t be included in employment agreements.

If an employee leaves before completing a full year of employment, annual holiday pay would be 8% of their gross earnings, less any holiday pay already received.

Genuinely casual employees (those who work intermittently) and fixed term employees can agree to receive holiday pay on a “pay as you go basis” if certain conditions are met. See the Ministry’s website for more information.

Employers can require employees to take annual holidays during a closedown period (as can happen over Christmas/New Year), providing they give at least 14 days’ notice. If an employer has a closedown period that includes public holidays, then the employee is entitled to paid public holidays if they would be otherwise working days for them.

### Public holidays

**Employees are entitled to 11 public holidays off work on pay, if they are days when the employee would normally work.**

Employers must pay employees their relevant daily pay or average daily pay (if applicable) for the public holiday.

If an employee works on a public holiday they must be paid at least time-and-a-half for the time worked. If the public holiday falls on a day they would normally work, the employee is also entitled to an alternative paid holiday.

**Employers and employees can agree to transfer the observance of a public holiday to another working day, to meet the needs of the business or individual employees.** However, the number of public holidays the employee is entitled to can’t be reduced. The day the public holiday is transferred to is treated as a public holiday for pay and leave purposes.

The Ministry’s website has a list of public holidays and the Holidays & Leave Tool makes it easy to work out pay and leave entitlements. ([www.dol.govt.nz/holidaytool](http://www.dol.govt.nz/holidaytool)).
Sick leave

After six months an employee is entitled to five days sick leave on pay.

They are entitled to five days sick leave for every 12 months after that. Sick leave can be taken if:
• the employee is sick or injured or
• the employee’s spouse or partner is sick or injured or
• a person who depends on the employee for care is sick or injured.

Employers must pay employees their relevant daily pay or average daily pay (if applicable) for sick leave.

Employers can request proof of the illness, such as a medical certificate. If the employer asks for proof within the first three days of the sick leave, the employer is responsible for any costs the employee might incur to gain this proof. Employers can’t insist employees visit a particular medical practitioner.

Bereavement leave

After six months employees are entitled to paid bereavement leave of:
• three days on the death of a spouse/partner, parent, child, sibling, grandparent, grandchild, or spouse/partner’s parent
• one day if their employer accepts they’ve suffered a bereavement involving another person not included above.

The Holidays & Leave Tool can help calculate sick leave and bereavement leave entitlements.

Parental leave

Employees may be eligible for paid and unpaid parental leave if they meet certain criteria. The paid leave is funded by Government, not employers.

Employees may be entitled to parental leave if:
• they have worked for the same employer for an average of at least 10 hours per week, and
• at least one hour in every week or (40 hours in every month),
• for either the six or 12 months before the expected due date of their baby or the date they assume care of a child they intend adopting.

From 1 April 2015 employees who meet the six-month employment eligibility criteria are entitled to 16 weeks’ paid parental leave – some or all of which can be transferred to a spouse/partner if they also meet the six month criteria. From 1 April 2016 this entitlement will increase to 18 weeks.

Employees who meet the 12-month eligibility criteria are also entitled to up to 52 weeks’ unpaid extended leave (less any parental leave taken). This can be shared with a spouse/partner if they also meet the 12-month eligibility criteria.

A spouse/partner with six months’ service may be entitled to an additional one weeks’ unpaid paternity/partner’s leave, and a spouse/partner with 12 months’ service may be entitled to two weeks’ unpaid paternity/partner’s leave. To be eligible, the spouse/partner must meet the minimum hours test above.

Up to 10 days’ unpaid special leave for pregnancy-related reasons is available for a pregnant mother before parental leave begins.

For help understanding entitlement to parental leave, or what to do with an application from an employee, see the Ministry’s website. The Parental Leave Calculator www.dol.govt.nz/paidparental can calculate entitlements.
Other leave rights
Employees may be entitled to other types of leave, for example if they’ve been injured in a work accident or are training in the armed forces.

Flexible working arrangements
All employees have a statutory right to request a change to their hours of work, days of work, or place of work. Employers must consider a request and can refuse it only on certain grounds. See www.dol.govt.nz/worklife for more information.

Equal pay and equal rights
Employers can’t discriminate in hiring or firing, paying, training or promoting an employee because of race, colour, national or ethnic origin, sex or sexual orientation, marital or family status, employment status, age, religious belief or political opinion, disability, or participation in certain union activities.

Fixed-term employees
Employers can offer fixed-term employment if:
• there are genuine reasons – like seasonal work, project work, or where the employee is filling in for a permanent employee on leave, or
• the employer tells the employee the reasons, how or when the employment will end, and the employee agrees to this in their employment agreement.

Like other employment agreements, fixed-term agreements must be in writing.

Trial periods
Employers can make an offer of employment that includes a trial period of up to 90 days.

Trial periods are voluntary, and must be agreed in writing and negotiated in good faith as part of the employment agreement.

An employee who is dismissed before the end of a trial period can’t raise a personal grievance on the grounds of unjustified dismissal. They can raise a personal grievance on other grounds, such as discrimination, harassment or unjustified action by the employer.

Employees on trial periods are entitled to all other minimum employment rights.

Unions
Employees have the right to decide whether to join a union and, if so, which union. It is illegal for an employer (or anyone else) to put unreasonable pressure on an employee to join or not join a union.

Once employees have joined a union, employers must, if asked, enter into bargaining for a collective agreement with that union.

Union members can attend two union meetings (no longer than two hours each) per calendar year on pay and during normal working hours. They can require employers to deduct union fees from their wages and pay these to the union. Some members may be entitled to paid leave to attend employment relations education courses.

Unions must gain an employer’s consent to visit a workplace. The employer can’t unreasonably withhold consent. See the Ministry’s website for more information on unions and collective bargaining, including strikes and lockouts.
Health and safety

Employers must provide a safe workplace, with proper training, supervision and equipment.

This duty includes identifying, assessing and managing hazards, and investigating health and safety incidents. Employers are also required to report serious injuries at work to the Ministry.

Employees must take reasonable care to keep themselves safe, and to avoid causing harm to other people by the way they do their work. Employees may refuse work likely to cause them serious harm, and have the right to participate in improving health and safety.

Change and restructuring

Employers must consult with employees about proposed decisions likely to have an adverse effect on the continuation of an employee’s employment.

Employers must provide information to affected employees and give them an opportunity to comment before making their decision. Employers do not have to disclose confidential information if they have a good reason to withhold it.

Special rules apply to employees doing certain catering, cleaning, caretaking, laundry and orderly work where their employer’s business is sold or their work is contracted out or given to a new contractor. However an employer and any associated persons who collectively employ 19 or fewer employees (small and medium-sized enterprise – ‘SME’) may be exempt from these rules.

Employment relationship problems

If an employment problem arises at work, employers and employees should firstly check the facts. They should talk to each other to try to resolve the problem, possibly involving a support person or union/association representative in the discussion. They can get information about rights and obligations from the Ministry.

If the problem can’t be resolved by talking, employees or employers can contact the Ministry on 0800 20 90 20, where calls will be handled in a safe environment. This service is free.

Problems that remain unresolved can be taken to the Employment Relations Authority or later to the Employment Court.

Penalties

There are financial penalties for not complying with employment laws, of up to $10,000 for individuals and $20,000 for companies. An employer may be fined or prosecuted for not complying with workplace health and safety laws.