

A-Z Guide

MINIMUM EMPLOYMENT CODE



The term “minimum employment code” is often found in case law and legislation. It refers to those laws that protect the basic rights of employees (and in some instances, other people) in New Zealand to minimum standards, of employment. It includes:

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|-----------------------------------|---|
| The Employment Relations Act 2000 | The Volunteers Protection Act 1973 |
| The Wages Protection Act 1983 | The Holidays Act 2003 |
| The Minimum Wage Act 1983 | The Parental Leave and Employment Protection Act 1987 |
| The Kiwisaver Act 2006 | The Health and Safety at Work Act 2015 |
| The Human Rights Act 1993 | The Privacy Act 2020 |
| The Equal Pay Act 1972 | |

The latest major change to the Minimum Employment Code was the Employment Standards Legislation on 1 April 2016. Other changes periodically occur like new legislation or changes to existing ones.

Minimum Employment Code

Refer to the following **A-Z Guides** for further information on each of these Acts. These guides provide information about the law, the respective obligations of employers and employees, how rights may be enforced, and what constitutes best practice from an employer's point of view.

| Legislation | Our A-Z Guides |
|--------------------------------|---|
| Employment Relations Act 2000 | <ul style="list-style-type: none"> • Employment Protection Provisions • Employment Relations Act 2000 • Good faith • Vulnerable Employees |
| Wages Protection Act 1983 | <ul style="list-style-type: none"> • Strikes and Lockouts • Termination of Employment • Wages Protection |
| Minimum Wage Act 1983 | <ul style="list-style-type: none"> • Minimum Wage Act 1983 • Young persons |
| Kiwisaver Act 2006 | <ul style="list-style-type: none"> • Kiwisaver |
| Human Rights Act 1993 | <ul style="list-style-type: none"> • Discrimination in Employment • Disability • Harassment and Bullying |
| Equal Pay Act 1972 | <ul style="list-style-type: none"> • Equal Employment Opportunities • Equal Pay Act 1972 |
| Volunteers Protection Act 1973 | <ul style="list-style-type: none"> • Volunteers Employment Protection |

Continued overleaf



| Legislation | Our A-Z Guides |
|---|---|
| Holidays Act 2003 | <ul style="list-style-type: none"> • Annual Holidays • ANZAC Day • Bereavement Leave • Family Violence Leave • Holidays Act 2003 • Public Holidays • Waitangi Day |
| Parental Leave and Employment Protection Act 1987 | <ul style="list-style-type: none"> • Annual Holidays • Leave Forms • Parental Leave • Paid Parental Leave |
| Health and Safety at Work Act 2015 | <ul style="list-style-type: none"> • Breaks • Employee Participation Systems • First Aid • Health and Safety in Employment • Hazard Identification and Management • Young Persons |
| Privacy Act 2020 | <ul style="list-style-type: none"> • Privacy |

Remember

- Always call AdviceLine to check you have the latest guide.
- Never hesitate to ask AdviceLine for help in interpreting and applying this guide to your fact situation.
- Use our AdviceLine employment advisors as a sounding board to test your views.
- Get one of our consultants to draft an agreement template that's tailor-made for your business.

This guide is not comprehensive and should not be used as a substitute for professional advice.

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