
Prescription: 635 Employment Relations

Elective prescription

Level	6
Credit	20
Version	2
Aim	Students will apply current New Zealand employment relations legislation, processes and practices, and understand the implications for employment relationships.
Prerequisites	nil
Recommended Prior Knowledge	633 <i>Human Resource Management</i> or equivalent knowledge and skills

Assessment weightings

Learning outcomes	Assessment weighting %
1. Students will explain key factors influencing the development of employment relations.	10
2. Students will explain how key current legislation affects the employment relationship.	20
3. Students will apply legal provisions to analyse the nature of the relationship between parties.	10
4. Students will critique and analyse employment agreements for legal compliance in given situations.	20
5. Students will analyse an employment agreement negotiation.	20
6. Students will explain the legal provisions of and principles applying to the resolution of employment relationship problems.	20
Total	100

All learning outcomes must be evidenced; a 10% aggregate variance is allowed.

Assessment notes

1. Assessment materials should reflect relevant and current New Zealand legislation, standards, regulations and acknowledged good industry and/or business practices.

Learning outcome one

Students will explain key factors influencing the development of employment relations.

Key elements:

- a) Ideologies.
- b) Environment.
- c) Legislation.

Learning outcome two

Students will explain how key current legislation affects the employment relationship.

Key elements:

- a) Rights and responsibilities of the parties.
- b) Individual and collective bargaining.
- c) Strikes and lockouts.
- d) Good faith.
- e) State institutions.
- f) Labour inspectors.

Learning outcome three

Students will apply legal provisions to analyse the nature of the relationship between parties.

Key elements:

- a) Contract of service versus contract for services.
- b) Legal tests.

Learning outcome four

Students will critique and analyse employment agreements for legal compliance in given situations.

Key elements:

- a) Employment agreements:
 - individual and collective
 - fixed term
 - casual and part-time
 - trial and probationary arrangements.
- b) Legal compliance:
 - minimum provisions
 - relevant statutes
 - case law.

Learning outcome five

Students will analyse an employment agreement negotiation.

Key elements:

- a) Legal framework.
- b) Good faith.
- c) Integrative and distributive negotiation approaches.

Learning outcome six

Students will explain the legal provisions of and principles applying to the resolution of employment relationship problems.

Key elements:

- a) Mediation and adjudication processes.
- b) Dispute of right:
 - progressive warning system
 - lawful termination of employment:
 - redundancy
 - abandonment of employment
 - incapacity
 - summary dismissal
 - personal grievances.
- c) Dispute of interest.

Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Introduced	1	2006	31 December 2013
Review	2	December 2011	30 June 2015