

<b>Title</b>	<b>Demonstrate knowledge of the provisions and purpose of collective employment agreements</b>		
<b>Level</b>	<b>4</b>	<b>Credits</b>	<b>3</b>

<b>Purpose</b>	People credited with this unit standard are able to demonstrate knowledge of the provisions and purpose of collective employment agreements.
----------------	--

<b>Classification</b>	Business Operations and Development > Workplace Relations
-----------------------	---

<b>Available grade</b>	Achieved
------------------------	----------

---

### Guidance Information

- 1 Unit standards in the *Workplace Relations* domain are about influences on employment and workplace expectations and practices, arising from the legal framework of employment.
- 2 The assessment context for this unit standard must be suitable to meet the criteria for Level 4 in the NZQF Level Descriptors, which are available by searching for “levels descriptors” at <http://www.nzqa.govt.nz/>.
- 3 Legislative/legal requirements relevant to this unit standard include the Employment Relations Act 2000 (ERA), and the *Code of Good Faith in Collective Bargaining* (‘Code of Good Faith’) approved in accordance with Part 5 of the ERA, available with other reference material including contact information, from Employment New Zealand, at <http://employment.govt.nz>.
- 4 This unit standard:
  - covers collective employment agreements generally, and does not focus on any actual agreement(s)
  - does not cover negotiation of employment agreements.
- 5 Definition  
*Bargaining* is defined in ERA, Part 2, Section 5, Interpretation.

---

### Outcomes and performance criteria

#### Outcome 1

Demonstrate knowledge of the provisions and purpose of collective employment agreements.

**Performance criteria**

- 1.1 Collective and individual employment agreements are differentiated in accordance with the ERA in terms of their provisions and purpose.
- 1.2 The coverage provisions in, and the reason for their inclusion in collective employment agreements are identified in accordance with the ERA.
- 1.3 The requirements of the ERA in relation to collective bargaining are identified.  
Range bargaining processes with only a single other party.
- 1.4 Required content of collective employment agreements is identified and explained in terms of its purpose, in accordance with the ERA.
- 1.5 Potential additional content is identified and explained in terms of its purpose, in accordance with the ERA.  
Range evidence is required for six items of additional content.

<b>Replacement information</b>	This unit standard and unit standard 27532 replaced unit standard 19798.
--------------------------------	--

<b>Planned review date</b>	31 December 2025
----------------------------	------------------

**Status information and last date for assessment for superseded versions**

Process	Version	Date	Last Date for Assessment
Registration	1	17 November 2011	N/A
Rollover and Revision	2	15 October 2015	N/A
Republished	2	11 March 2016	N/A
Review	3	28 January 2021	N/A

<b>Consent and Moderation Requirements (CMR) reference</b>	0113
--	------

This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

**Comments on this unit standard**

Please contact NZQA National Qualifications Services [nqs@nzqa.govt.nz](mailto:nqs@nzqa.govt.nz) if you wish to suggest changes to the content of this unit standard.