

Title	Carry out and conclude bargaining for a collective employment agreement		
Level	6	Credits	10

Purpose	<p>This unit standard is designed primarily to recognise current competence in people who have experience in bargaining for a collective employment agreement in authentic contexts as part of their work.</p> <p>People credited with this unit standard are able to conduct and conclude bargaining for a collective employment agreement.</p>
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Classification	Business Operations and Development > Workplace Relations
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Available grade	Achieved
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Entry information	
Recommended skills and knowledge	<p>Unit 27531, <i>Demonstrate knowledge of the provisions and purpose of collective employment agreements</i>, and Unit 27533, <i>Demonstrate skills and knowledge for bargaining for a collective employment agreement</i>.</p> <p>Competence in negotiation skills.</p>

Explanatory notes

- 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 People will be assessed against this unit standard on evidence from authentic experience in a workplace, with all the workplace's expectations and possible consequences.
- 3 The assessment context for this unit standard must be suitable to meet the criteria for Level 6 in the NZQF Level Descriptors, which are available by searching for "levels descriptors" at <http://www.nzqa.govt.nz>.

4 Definitions

Organisation refers to a specific entity which may be – in private, public, or community and volunteer sectors; a business, a separate unit within a larger entity, a Māori organisation, or a special-purpose body.

Organisational requirements may include but are not limited to:

- organisation purpose and/or direction
- organisation policies and processes
- compliance: legislative/legal, health and safety
- risk management
- sustainability.

Legislative/legal refers to requirements that derive authority from legislation and/or the law.

Bargaining is defined in ERA, Part 2, section 5, Interpretation.

To *conclude bargaining* means to end the bargaining process, whether or not a collective agreement has been reached.

- 5 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 the Employment Relations Service, Department of Labour, at <http://www.dol.govt.nz/er/starting/unions/code.asp>.

- 6 Evidence can be from a number of separate bargaining contexts, whether different parts of the same process or bargaining for different agreements.

- 7 This unit standard involves conducting bargaining with only a single other party, and excludes conducting multiple-party bargaining.

- 8 It is an ethical requirement that:
- the people's anonymity is assured
 - the people have agreed in writing to have their cases discussed.

Outcomes and evidence requirements

Outcome 1

Carry out and conclude bargaining for a collective employment agreement.

Evidence requirements

- 1.1 Requirements for collective bargaining are described in accordance with ERA Part 1 section 4, and Part 5, and with organisational requirements.

Range requirements – parties, timing, initiation, process.

- 1.2 A bargaining strategy is determined in accordance with organisational requirements.

Range strategy – range of acceptable outcomes, preferred outcome(s), consultation and/or reporting, mechanism for changes to the strategy.

- 1.3 Bargaining is carried out and concluded in accordance with the determined strategy, and with legislative/legal and organisational requirements.

Planned review date	31 December 2020
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Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	24 February 2003	31 December 2014
Rollover and Revision	2	18 July 2008	31 December 2014
Review	3	17 November 2011	N/A
Rollover and Revision	4	15 October 2015	N/A
Republished	4	11 March 2016	N/A

Consent and Moderation Requirements (CMR) reference	0113
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This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

Please note

Providers must be granted consent to assess against standards (accredited) by NZQA, before they can report credits from assessment against unit standards or deliver courses of study leading to that assessment.

Industry Training Organisations must be granted consent to assess against standards by NZQA before they can register credits from assessment against unit standards.

Providers and Industry Training Organisations, which have been granted consent and which are assessing against unit standards must engage with the moderation system that applies to those standards.

Requirements for consent to assess and an outline of the moderation system that applies to this standard are outlined in the Consent and Moderation Requirements (CMR). The CMR also includes useful information about special requirements for organisations wishing to develop education and training programmes, such as minimum qualifications for tutors and assessors, and special resource requirements.

Comments on this unit standard

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