

<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.
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<b>Classification</b>	Business Operations and Development > Workplace Relations
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<b>Available grade</b>	Achieved
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### 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 the Employment Relations Service, Department of Labour, at <http://www.dol.govt.nz/er/starting/unions/code.asp>.
- 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
  - covers underpinning knowledge suggested for unit standards 19801 and 27533.
- 5 Definition  
*Bargaining* is defined in ERA, Part 2, Section 5, Interpretation.

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### 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 ERA in terms of their provisions and purpose.
- 1.2 The purpose of coverage provisions for collective employment agreements is identified in accordance with ERA.
- 1.3 The requirements of 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 ERA.
- 1.5 Potential additional content is identified and explained in terms of its purpose, in accordance with 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.
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<b>Planned review date</b>	31 December XXXX
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**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			

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

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### 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.

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