

<b>Title</b>	<b>Demonstrate skills and knowledge for bargaining for a collective employment agreement</b>		
<b>Level</b>	<b>5</b>	<b>Credits</b>	<b>5</b>

<b>Purpose</b>	People credited with this unit standard are able to demonstrate skills and knowledge for bargaining for a collective employment agreement.
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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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<b>Entry information</b>	
<b>Recommended skills and knowledge</b>	Unit 27531, <i>Demonstrate knowledge of the provisions and purpose of collective employment agreements.</i>  Competence in negotiation skills.

### 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 an organisational context which realistically reflects an actual workplace, with the workplace's expectations and possible consequences.
- 3 The assessment context for this unit standard must be suitable to meet the criteria for Level 5 in the NZQF Level Descriptors, which are available by searching for "levels descriptors" at [www.nzqa.govt.nz](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://employment.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.

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## Outcomes and evidence requirements

### Outcome 1

Demonstrate skills and knowledge for 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 organisational requirements.
 

Range	requirements – parties, timing, initiation, process, extra requirements for bargaining with/between multiple parties.
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- 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.
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- 1.3 Bargaining is carried out and concluded in accordance with the determined strategy, and with legislative/legal and organisational requirements.

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<b>Planned review date</b>	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	17 November 2011	N/A
Rollover and Revision	2	15 October 2015	N/A
Republished	2	11 March 2016	N/A

**Consent and Moderation Requirements (CMR) reference**

0113

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](mailto:nqs@nzqa.govt.nz) if you wish to suggest changes to the content of this unit standard.