

<b>Title</b>	<b>Act in accordance with the basic rights and responsibilities needed for work</b>		
<b>Level</b>	<b>1</b>	<b>Credits</b>	<b>8</b>

<b>Purpose</b>	<p>This unit standard is intended for ākonga/learners with learning disabilities, including those with intellectual disability. They are people who require support with their learning either through additional resources, specialised equipment or adapted teaching programmes.</p> <p>People credited with this unit standard are able to act in accordance with the basic rights and responsibilities needed for work (Supported Learning).</p>
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<b>Classification</b>	Supported Learning > Supported Learning - Personal, Community and Work Skills
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<b>Available grade</b>	Achieved
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### Guidance Information

- 1 This unit standard may contribute to the New Zealand Certificate in Skills for Learning and Working, for Supported Learners (Level 1) [Ref: 4373].
- 2 This unit standard will be carried out in situations that are limited in range, meaningful, repetitive and familiar and ākonga/learners will be engaged in activities within defined contexts.
- 3 The assessor must be satisfied that the ākonga/learner can demonstrate competence against the unit standard, with minimal support towards increased independence.
- 4 The pace of teaching and learning for ākonga/learners with disabilities, may take longer than 80 hours to achieve 8 credits.
- 5 This unit standard may be assessed in conjunction with other Supported Learning unit standards to allow for integrated assessment. The assessment should be integrated into a meaningful social, cultural, family/whānau, community and/or work context.
- 6 Assessments involve using a variety of methods that gives the ākonga/learner the opportunity to show competence. It is recommended that the collection of evidence is naturally occurring, in real life contexts, and collected over an extended timeframe. It may be oral or written, or practical evidence.

- 7 For the purposes of performance criterion 1.2, evidence of demonstration of basic responsibilities and requirements can be verified by the workplace supervisor. This may include the use of a work log, workplace feedback, and/or attestation by the employer.
- 8 Assessments and evidence may involve the use of digital technology – internet, laptop/iPad/tablet/cell phone, and augmentative communication, where appropriate for the ākonga/learner and context.
- 9 For the purpose of this standard, a reader and/or writer can be used to assist the ākonga/learner in assessment.
- 10 References  
 Work and Your Rights in New Zealand – People First New Zealand, and IHC [www.peoplefirst.org.nz/](http://www.peoplefirst.org.nz/), [www.ihc.org.nz/](http://www.ihc.org.nz/).  
 Health and Safety at Work Act 2015 – [Health and Safety at Work Act 2015 | WorkSafe](#).  
 Employment Relations Act 2000 – [Legislation » Employment New Zealand](#).

## Outcomes and performance criteria

### Outcome 1

Act in accordance with the basic rights and responsibilities needed for work.

### Performance criteria

- 1.1 Basic employee rights are identified in accordance with the Employment Relations Act 2000 and employment agreement.  
 Range may include but are not limited to – provision of a safe working environment, induction and support, fair treatment of employees; four rights are identified.
- 1.2 Work responsibilities demonstrated are relevant to the specific workplace and in accordance with the basic rights of an employee.  
 Range responsibilities may include but are not limited to – being punctual, explaining absences, following workplace protocol; four responsibilities are demonstrated.

<b>Planned review date</b>	31 December 2026
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**Status information and last date for assessment for superseded versions**

Process	Version	Date	Last Date for Assessment
Registration	1	19 November 2015	31 December 2023
Rollover and Revision	2	26 November 2020	31 December 2023
Review	3	28 April 2022	N/A

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

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.