

**Field Business**

### **Registration of *Workplace Relations* skill standards**

The Services Industry Skills Board has completed the development of four skill standards to align with the new qualification in New Zealand Certificate in Employment Advocacy.

**Date new versions published**

**March 2026**

**Planned review date**

**December 2030**

### **Summary**

Ringa Hora Workforce Development Council, in partnership with industry representatives and tertiary education providers, has completed the development of the skill standards listed below. This work was guided by a dedicated Working Group established to support the design of skill standards aligned with the New Zealand Certificate in Employment Advocacy (Level 5) [Ref: 5675]. The skill standards are intended to support legal programmes and credentials that involve employment advocacy practice. Development activities were undertaken between October 2024 and September 2025. Stakeholder input was gathered through a combination of in-person workshops, online meetings, and written submissions. A national consultation was held in September 2025, during which feedback was sought from sector networks. This feedback informed further refinements to the skill standards.

The responsibility for the skill standards was transferred from Ringa Hora Service Workforce Development Council to Services Industry Skills Board to reflect the VET reforms.

The development of the skill standards was finalised by the Services Industry Skills Board.

### **Main changes**

- Four new skill standards were developed.

### **Detailed list of unit standards – classification, title, level, and credits**

All changes are in **bold**.

Business > Business Operations and Development > Workplace Relations

<b>ID</b>	<b>Title</b>	<b>Level</b>	<b>Credit</b>	<b>Review Category</b>
41115	<b>Apply relevant core principles of legal procedures to employment-related matters</b>	5	15	New
41116	<b>Apply alternative methods of dispute resolution to employment-related contexts</b>	5	15	New
41117	<b>Apply advocacy skills and professional communication strategies to employment-related matters</b>	5	15	New
41118	<b>Conduct research and legal analysis of legislation and case law relevant to employment-related matters</b>	5	15	New