

Title	Demonstrate knowledge of the provisions and purpose of collective employment agreements		
Level	4	Credits	3

Purpose	People credited with this unit standard are able to demonstrate knowledge of the provisions and purpose of collective employment agreements.
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Classification	Business Operations and Development > Workplace Relations
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Available grade	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 Employment New Zealand, at <http://employment.govt.nz>.
- 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.
- 5 Definition
Bargaining is defined in ERA, Part 2, Section 5, Interpretation.

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 the ERA in terms of their provisions and purpose.
- 1.2 The coverage provisions in, and the reason for their inclusion in collective employment agreements are identified in accordance with the ERA.
- 1.3 The requirements of the 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 the ERA.
- 1.5 Potential additional content is identified and explained in terms of its purpose, in accordance with the ERA.
Range evidence is required for six items of additional content.

Replacement information	This unit standard and unit standard 27532 replaced unit standard 19798.
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Planned review date	31 December 2027
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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
Review	3	28 January 2021	N/A
Rollover and Revision	4	28 August 2025	N/A

Consent and Moderation Requirements (CMR) reference	0112
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This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

Comments on this unit standard

Please contact Ringa Hora Services Workforce Development Council qualifications@ringahora.nz if you wish to suggest changes to the content of this unit standard.