

Title	Describe and manage labour requirements for a horticulture operation		
Level	5	Credits	5

Purpose	People credited with this unit standard are able to: describe employment obligations and responsibilities for a horticulture operation; describe employment agreements relevant to employees in a horticulture operation; manage induction processes and training programmes for new staff in a horticulture operation; and develop a labour schedule for a horticulture operation.
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Classification	Horticulture > Horticulture Resources Management
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Available grade	Achieved
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Guidance Information

- 1 Legislation relevant to this unit standard includes but are not limited to:
 - Health and Safety at Work Act 2015;
 - Employment Relations Act 2000;
 - Resource Management Act 1991;
 - Privacy Act 1993;
 - Hazardous Substances and New Organisms Act 1996; and any subsequent amendments.
- 2 All evidence presented in this unit standard must be in accordance with workplace procedures.
- 3 Definitions

Labour schedule shows what work force is needed and when it should be on site.

Workplace procedures refer to written and verbal policies and procedures on safety, operation and production set down by the employer or organisation.
- 4 A horticulture operation refers to horticulture production or post-harvest operations.

Outcomes and performance criteria

Outcome 1

Describe employment obligations and responsibilities for a horticulture operation.

Performance criteria

- 1.1 Describe the legislative requirements governing employment of staff, and employer obligations in relation to employment conditions.
- 1.2 Describe the legislative requirements governing health and safety in relation to employee's employment conditions.

Outcome 2

Describe employment agreements relevant to employees in a horticulture operation.

Performance criteria

- 2.1 Describe the types of employment agreements in relation to employees in a horticulture operation.

Range evidence of two types of agreements is required.

Outcome 3

Manage induction processes and training programmes for new staff in a horticulture operation.

Performance criteria

- 3.1 Manage staff induction processes and training programmes for new staff.

Outcome 4

Develop a labour schedule for a horticulture operation.

Performance criteria

- 4.1 Develop a labour schedule to align labour requirements to operational activities.

Planned review date	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	16 February 2017	31 December 2023
Review	2	16 December 2021	N/A

Consent and Moderation Requirements (CMR) reference	0052
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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 Muka Tangata - People, Food and Fibre Workforce Development Council qualifications@mukatangata.nz if you wish to suggest changes to the content of this unit standard.