

Employee minimum rights

By New Zealand law employees have minimum employment rights that can't be taken away from you.

It's important you know your rights!



- ✔ You must be given a **written employment agreement** (contract).
- ✔ You have the right to get advice or support from someone you trust before you sign the agreement.
- ✔ You must be paid at least the **minimum wage** if you are 16 years or older.
- ✔ You are entitled to **breaks**, for example two suitable paid rest breaks and one unpaid meal break when you work more than 8 hours in one day.
- ✔ You are entitled to **11 public holidays** off work on pay if they are days you would normally work.
- ✔ If you work on a public holiday that is a normal working day then you are entitled to **1.5 times your normal pay rate** and also **another day off**.
- ✔ You are entitled to **5 paid sick leave days**, and **3 days bereavement leave** for the death of an immediate family member after 6 months employment.
- ✔ You are entitled to **4 weeks paid annual holiday** per year after 12 months employment.
- ✔ You are entitled to **parental leave up to 12 months** and to **payments to care for a new baby** if you meet the rules that apply.
- ✔ You must not have **deductions** taken out of your pay without your consent, excluding the ones advised by law.
- ✔ It is illegal for your employer to ask you to pay them for providing you with your job.

EMPLOYMENT NEW ZEALAND

Know your employment rights



- ✔ It is illegal for your employer to make you keep your passport with them.
- ✔ You and your employer must be fair to each other by dealing in good faith, that means being open, honest and responsive towards each other.
- ✔ You have the right to ask your employer for details of your time worked, leave and holiday entitlements.
- ✔ You have the right to be treated fairly if you lose your job through being fired or made redundant.
- ✔ You have the right to be protected from unlawful discrimination based on your age, ethnicity, sex or religious beliefs.
- ✔ You are entitled to work in a safe workplace with proper training, supervision and equipment.

More information

**Our services are free.
We're here to help you.**

Visit: www.employment.govt.nz
Phone: **0800 20 90 20**

Translation service in 40+ languages

You may contact us anonymously or through
another person

This is a simplified overview only of some key minimum employment rights. It is not intended as legal advice. Please visit our website for more complete and latest information.

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