

## Course Outline 2011

### HRMGMT 702: EMPLOYMENT LAW AND RELATIONS (15 POINTS)

#### Quarter 2 (1114)

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#### Course Prescription

Employer and employee rights and responsibilities. Interests, ideologies and equity issues in employment relationships. The structure strategies and behaviours of trade unions. The dynamics of collective bargaining and mediation including the nature of position-based and interest-based bargaining strategies.

#### Programme and Course Advice

*Prerequisite: HRMGMT 707 or EDPROFST 738*

#### Goal of the Course

To provide students with an applied understanding of contemporary employment relations and employment law issues in New Zealand.

#### Learning Outcomes

By the end of this course it is expected that the student will be able to:

1. understand the key elements and dynamics of the employment relationship;
2. understand the current legislative framework covering employment relations in New Zealand;
3. understand the relationship between employment relations outcomes, enterprise performance and the demands of a global economy;
4. identify key issues in the Employment Relations Act 2000; and
5. express legal requirements for the human resource management function related to Employment Relations Act 2000.

#### Content Outline

Week 1:	Introduction and Materials Overview History of the ERA Concept of Good Faith
Week 2:	Individual Employment Agreements Probationary Employment Unions
Week 3:	The Institutions Personal Grievances
Week 4:	Penalties under the ERA Labour Inspectors Casuals, Part-timers, Temps and Volunteers The Holidays Act Wage and Time Records
Week 5:	Further Employment-related Legislation
Week 6:	Employment Relations: Concepts and Frameworks
Week 7:	New Zealand Employment Relations
Week 8:	The Employment relations Act: A Political Economy
Week 9:	The Productivity Question
Week 10:	Employment Relations: Globalisation

## Learning and Teaching

This course consists of ten teaching sessions and will be delivered for 3 hours per week over 10 weeks. The first five sessions will discuss Employment Law, while the second five sessions will discuss Employment Relations.

### Teaching Staff

Employment Law:

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## Learning Resources

**Note:** The Department of Labour maintains an excellent webpage on Employment Relations in New Zealand in all its guises. This can be found at: <http://www.ers.govt.nz/>

You may also want to consult the Business New Zealand webpage at:

<http://www.businessnz.org.nz/>

and the NZCTU webpage at:

<http://union.org.nz/>

### Employment Relations

#### Recommended Texts:

Key Text: Rasmussen, E. (2009), *Employment Relations in New Zealand*, Pearson Education, Auckland.

See also: Rasmussen, E. (2010), Ed, *Employment Relationships: Workers, Unions and Employers in New Zealand*, Auckland University Press, Auckland.

### Employment Law

#### Required Text:

The Employment Relations Act 2000,

The Holidays Act 2003

(from Bennetts, AIT, or UBS Campus)

#### Recommended Text Books:

Employment Law: Bartlett, Muir, Hodge, Toogood, Wilson (Brookers)

New Zealand Employment Law Guide: Rudman (CCH) 2011 Edition

Guide to Holidays and Leave, Edition 2 (CCH)

#### Recommended reading:

The Privacy Act 1993,

The Minimum Wage Act 1983.

Health and Safety in Employment Act 1992.

Human Rights Act 1993.

Parental Leave Employment Protection Act 1987

Injury Prevention Rehabilitation and Compensation Act 2001.  
KiwiSaver Act 2006

Note: Brookers Employment Law Handbook contains all the employment legislation

### Assessment

Employment Relations Essay (2500 words)	50%
Employment Law Assignment (4000 words)	50%

Total	<hr/> 100%
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The broad relationship between these assessments and the course learning outcomes is as follows:

Learning Outcome	Employment Relations	Employment Law
1	X	
2	X	
3	X	
4		X
5		X