

# Quick Quiz: How Well Do You Know NZ Employment Law '2'

Test your knowledge of New Zealand employment law with this quick quiz! Each question is designed to challenge your understanding of the key legal principles that govern employment relationships in New Zealand. Once you've completed the quiz, scroll down to check your answers and see how well you did.

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## 1. What is the minimum notice period required by law for terminating an employment agreement in New Zealand?

- A) One week
  - B) Two weeks
  - C) Four weeks
  - D) It depends on the employment agreement
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## 2. Which of the following is NOT a requirement under the Health and Safety at Work Act 2015?

- A) Providing personal protective equipment (PPE) to employees
  - B) Regularly updating safety training for employees
  - C) Reporting all near-miss incidents to WorkSafe
  - D) Engaging workers in health and safety decision-making
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**3. True or False: Employees on a trial period are not entitled to a personal grievance claim for unjustified dismissal.**

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**4. What is the maximum number of hours an employee can work in a week under the Employment Relations Act 2000, before overtime rates must be paid?**

- A) 35 hours
  - B) 40 hours
  - C) 45 hours
  - D) There is no set maximum
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**5. After how many months of continuous employment does a full-time employee in New Zealand become entitled to their first 4 weeks of paid annual leave, and under what circumstances can this entitlement be delayed or altered?**

- A) 6 months, and it cannot be delayed
  - B) 12 months, but can be delayed if the employee takes extended unpaid leave
  - C) 12 months, with no exceptions for delay
  - D) 6 months, but can be delayed if the employee changes to part-time
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**(Scroll down for answers)**

## **Answers:**

**1. Answer:** D) It depends on the employment agreement

**Explanation:** In New Zealand, the minimum notice period required for terminating employment is typically specified in the employment agreement. There is no statutory minimum under the Employment Relations Act 2000, so the notice period can vary depending on what is agreed upon between the employer and the employee.

**2. Answer:** C) Reporting all near-miss incidents to WorkSafe

**Explanation:** Under the Health and Safety at Work Act 2015, employers are required to engage with workers in health and safety matters, provide necessary PPE, and ensure regular safety training. However, reporting near-miss incidents to WorkSafe is not mandatory. Only notifiable events, such as serious injuries, illnesses, or deaths, must be reported to WorkSafe.

**3. Answer:** False

**Explanation:** Employees on a trial period can bring a personal grievance claim for unjustified dismissal if the trial period was not correctly implemented or if the employer did not otherwise comply with the requirements outlined in the Employment Relations Act 2000. For a trial period to be valid, it must be agreed upon in writing before the employee starts work, and the dismissal must be carried out in good faith according to the terms of the trial period.

**4. Answer:** D) There is no set maximum

**Explanation:** Under New Zealand employment law, there is no statutory maximum number of hours that an employee can work in a week before overtime rates must be paid. However, the specific requirements for overtime pay, if any, are usually outlined

in the employment agreement or collective agreement. Employers and employees are free to negotiate these terms, provided that they comply with the minimum employment standards set out by law. It's also important for employers to ensure that working hours are reasonable and do not breach health and safety obligations.

**5. Answer:** B) 12 months, but can be delayed if the employee takes extended unpaid leave

**Explanation:** Under the Holidays Act 2003, full-time employees in New Zealand become entitled to 4 weeks of paid annual leave after completing 12 months of continuous employment. However, this entitlement can be delayed if the employee takes a significant period of unpaid leave (e.g., longer than one week). In such cases, the 12-month period may be extended by the duration of the unpaid leave, thereby postponing the employee's eligibility for annual leave.

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## How Did You Do?

Tally up your correct answers and see how well you know New Zealand employment law. If you scored 4 or more, you're well-informed!

If you found this quiz challenging, or want to learn more, phone, message or email me to register your interest in a workshop on Employment Law Basics for Employers. Let me know your name, contact information, and whether you prefer an in-person ½-day workshop (in Nelson), or a 2-hour webinar.

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