Course Outline 2011
HRMGMT 702: EMPLOYMENT LAW AND RELATIONS (15 POINTS)
Quarter 2 (1114)

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:
Paul Tremewan
Tel: 09 309 8877
Mob: 021 991 691
Email: paultrem@xtra.co.nz

Employment Relations:
Professor Nigel Haworth
Office: OGGB 4121
Tel: 09 373 7599 (ext. 85235)
Email: n.haworth@auckland.ac.nz

GSE Support Staff
Office: OGGB 3114
Tel: 09 923 1719
Email: gse@auckland.ac.nz

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:


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,
Parental Leave Employment Protection Act 1987
KiwiSaver Act 2006
Note: Brookers Employment Law Handbook contains all the employment legislation

**Assessment**

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<td>Employment Relations Essay (2500 words)</td>
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<td>Employment Law Assignment (4000 words)</td>
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Total 100%

The broad relationship between these assessments and the course learning outcomes is as follows:

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