



Our First Test Your Knowledge for 2025!

Are you an HR professional or a seasoned people manager? See how well you know New Zealand employment law with this quick quiz!

Questions

1. Under New Zealand law, when must an employer provide a written employment agreement to an employee?
 - a) Within 7 days of starting work
 - b) Before they start work
 - c) On the employee's first day
 - d) Only if the employee requests it
2. An employee has been working for an organisation for 11 months. What type of leave entitlements do they have?
 - a) Full annual leave entitlement
 - b) No leave entitlements until 12 months have passed
 - c) Their employer could choose to agree that they can use annual leave accrual, and sick leave if they have worked at least six months continuous service
 - d) Only public holiday entitlements
3. If an employee works on a public holiday, what are they legally entitled to?
 - a) Time and a half pay only
 - b) A full day off in lieu only
 - c) Time and a half pay and, if it is an otherwise working day, an alternative day off
 - d) No additional entitlements if they agree to work it

4. Which of the following is a requirement when conducting a workplace disciplinary process?
- a) Giving the employee at least 48 hours' notice before a meeting
 - b) Providing the employee with all relevant information and allowing them time to respond
 - c) Making a decision before meeting the employee to ensure efficiency
 - d) Only conducting an investigation if the employee requests it
5. When can an employer require an employee to work overtime?
- a) At any time if the employee is on salary
 - b) Only if the employment agreement allows for it and the request is reasonable
 - c) Never, as overtime must always be voluntary
 - d) Only if the employee has worked less than 40 hours that week
6. How long does an employee have to raise a personal grievance with their employer under New Zealand employment law?
- a) 14 days
 - b) 30 days
 - c) 60 days
 - d) 90 days, or 12 months (for cases relating to sexual harassment)

Answers

1. (b) Before they start work – Employers must provide a written employment agreement before the employee begins work, and allow time for the employee to seek independent advice about it before signing and returning a copy.
2. (c) Their employer could choose to agree that they can use annual leave accrual, and sick leave if they have worked at least six months continuous service. Depending on the situation, employees may also be entitled to public holidays, bereavement leave and parental leave.
3. (c) Time and a half pay and, if it is an otherwise working day, an alternative day off – Employees working on a public holiday are entitled to both.
4. (b) Providing the employee with all relevant information and allowing them time to respond – A fair disciplinary process requires full transparency and an opportunity for the employee to respond.
5. (b) Only if the employment agreement allows for it and the request is reasonable – Overtime must be outlined in the agreement and must be fair.
6. (d) 90 days – Employees have 90 days from the date of the event to raise a personal grievance with their employer. And employees have 3 years after they have raised their personal grievance with their employer to lodge their claim with the Employment Relations Authority.

How did you score? If you got all seven right and you knew the extra details, you're a true employment law expert! If not, don't worry—employment law is always evolving, and staying informed is key!