



# Building Strong Employee Relations

Your guide to fostering open, constructive  
workplace relationships



# Our Commitment to Employees

## **Good Faith**

Dealing with all employees openly and constructively at all times.

## **Long-Term Development**

Promoting sustainable growth benefiting all stakeholders, including employees.

## **Freedom of Association**

Recognising rights to form, join unions, and engage in collective bargaining.



# Management Responsibilities

01

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## **Chief Executive Oversight**

Overall responsibility for employee relations state.

02

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## **Manager Accountability**

Each manager develops and maintains positive employee relations.

03

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## **Human Resources Support**

Primary source for information, advice, and expertise.



# Open Communication Culture

## **Regular Dialogue**

Maintaining frequent communication with all employees about company operations.

## **Approachable Management**

Employees encouraged to approach managers with any questions.

## **Consultation Process**

Managers consult HR and senior management when issues arise.



# Working with Unions

We establish relations with unions in employees' best interests, complying with the [Employment Relations Act 2000](#).



## Establishing Relations

Building partnerships with unions representing our employees.



## Collective Agreements

Relations governed by statute and binding collective agreements.



## Information Sharing

Providing knowledge about organisational goals and activities.



# Resolving Employment Problems

The Employment Relations Act requires plain language explanation of resolution services.

1

## Individual Agreements

Document attached explaining resolution services available.

2

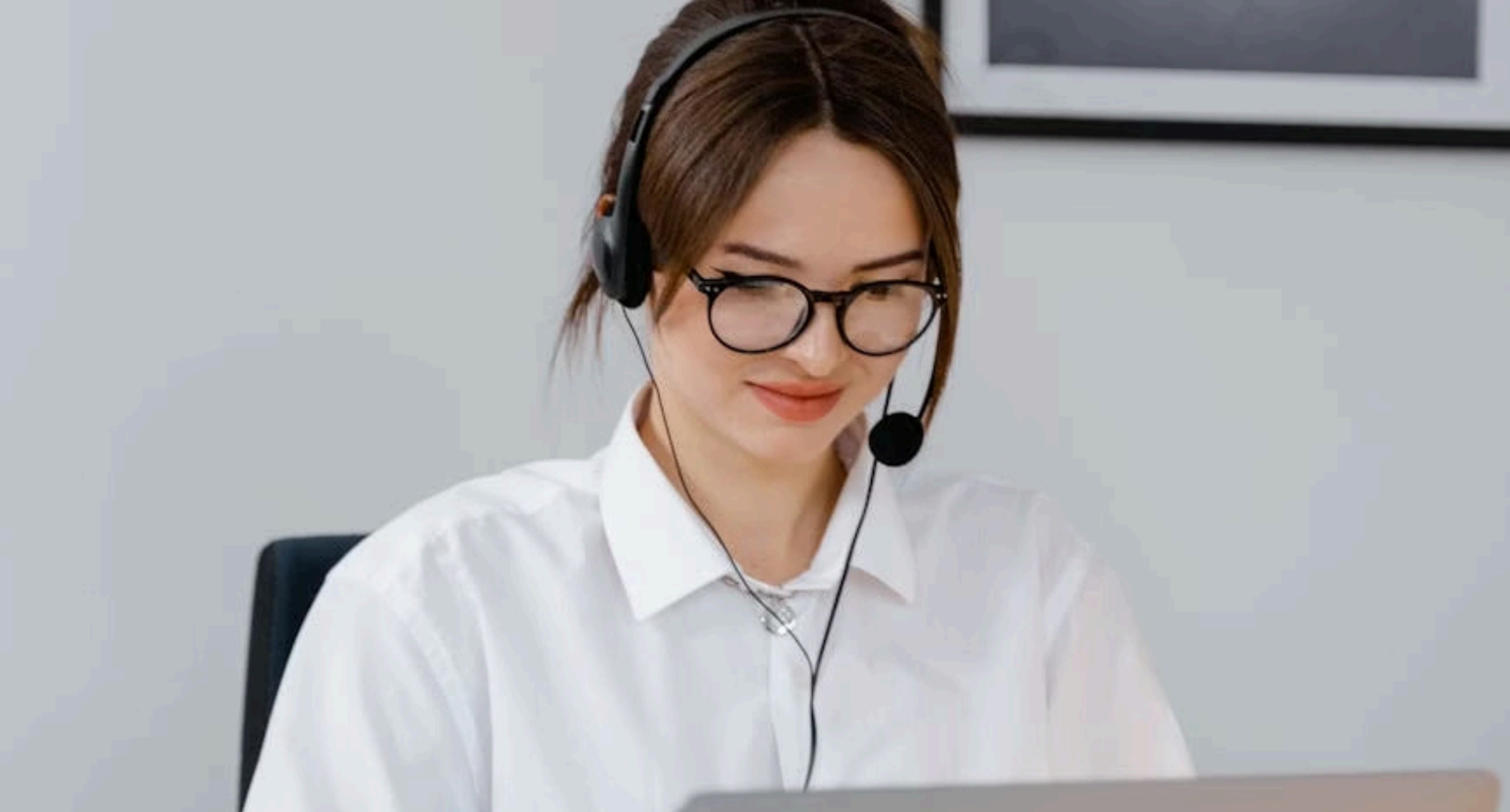
## Collective Agreements

May contain different provisions—check specific agreement.

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## Expert Support

Contact [HR Unlocked](#) for guidance.



# Need Support?

For expert advice on employee relations matters, reach out to HR Unlocked.

[Contact HR Unlocked](#)

Share this guide with your team to strengthen workplace relationships.