



Employment Relationship Problems: Your Complete Guide

Navigate workplace disputes with confidence

Swipe to learn the essentials →



8 Types of Employment Relationships

The Employment Relations Act 2000 defines these distinct relationships:



Employer-Employee

Core employment relationship



Union-Employer

Collective representation



Union-Member

Internal union relations



Multi-Party Agreements

Complex bargaining scenarios



What Counts as a Problem?

Personal Grievances

Individual employee complaints about treatment or dismissal

Agreement Disputes

Interpretation or application of employment terms

Contract Breaches

Actual or anticipated violations by employees

❏ **Exception:** Problems with fixing new terms excluded



Critical Time Limits

1

90 Days

Standard personal grievance deadline after incident occurs

2

12 Months

Sexual harassment grievances extended timeframe

3

6 Years

Other employment problems (excluding personal grievances)



The Resolution Process



Mediation

First mandatory step

Authority

Employment Relations Authority



Court

Employment Court final stage

Ministry of Business, Innovation and Employment provides mediation services.



Your Agreement Must Include

1 Plain Language Explanation

Clear description of resolution services available

2 Time Limits

90-day personal grievance period clearly stated

3 Mediation Rights

Reference to Ministry mediation services

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