

The new employment agreement:

Amie is a student at the Stewart Island Institute of Technology (SIIT). She has lived in Half-Moon Bay all her life and most of her family also lives in Half-Moon Bay. During a family get-together Amie mentions to her uncle that she is looking for a part time job to help pay for her studies. Her uncle, Jim, owns a small seafood processing plant and wants someone to come in for a few hours each week to do a range of administrative tasks. Amie immediately agrees to take the job.

The following Tuesday Amie turns up at her uncle's processing plant to start work. Her dad had warned her: "make sure Jim tells you how many hours he wants you for and how much he's going to pay you – even though he's family it's still best to sort these things out". When Amie talks to Uncle Jim he says he will pay her \$10.00 an hour for six hours work a week. She is also told that she will get three weeks holiday over Christmas when the plant is closed.

Developed by:

Dr Linda Liddicoat
Nelson Marlborough Institute of Technology
Email: lliddicoat@nmit.ac.nz

Trish Keeper
Victoria University of Wellington
Email: Trish.Keeper@vuw.ac.nz

Questions:

1. Discuss the significance, if any, of the fact that Amie does not have a written employment agreement?
2. What other matters should her employment agreement specify—both in terms of the requirements set out in the Employment Relations Act and also in terms of other clauses that should be included in an agreement such as this?