

EMPLOYMENT QUICK SHEET



www.bbfz.co.nz

Minimum employment requirements at a glance:

WAGES

TYPE OF WAGE	WHO IS IT FOR	HOURLY WAGE
Starting out Minimum Wage	16-17 years old – first 6 months of first employment; or 18-19 years old + benefit for 6 months and < 6 months' previous employment history; or 16-19 years old – in on the job training requiring < 40 credits per year. <i>Not available if responsible for training or supervising staff (even if informally).</i>	At least \$12.60 per hour
Training Minimum Wage	Must have a training agreement in place with ITO and require > 60 credits per year (apprenticeships). <i>Not available if responsible for training or supervising staff (even if informally).</i>	At least \$12.60 per hour
Adult Minimum Wage	Individuals not on Starting out or Training Minimum Wage.	At least \$15.75 per hour
Living Wage	Employers who wish to ensure that they pay staff sufficiently to support basic living costs.	\$19.80 per hour (As at Feb 2016)

LEAVE

TYPE OF LEAVE	AMOUNT
Annual Leave	4 weeks
Public Holidays	11 days
Sick Leave	5 days
Bereavement	Up to 3 days
Paid Parental Leave	18 weeks

REST AND MEAL BREAKS

For each 6-8-hour shift - 2 x 10-minute rest break + 30 minute (unpaid) meal break.

ALLOWANCES

- » Employer is required to provide all PPE Gear
- » IRD Petrol rate = 72c a km

MORE INFORMATION

Available via MBIE:

www.employment.govt.nz 0800 20 90 20