**New Zealand’s**

**Business Legislation**

There are certain employment laws that a business must abide by as they operate as a legal business, in particularly with employee relations. These include:

**Consumer Guarantees Act 1993** - Sets out basic standards that must be met by goods and services. If these standards are not met then the consumer is entitled to one of the following for their purchase - refund, replacement or repair, and it is up to the business to decide which of these forms of compensation are offered.

**Fair Trading Act 1986** - The purpose of the Fair Trading Act is to prevent businesses from operating in a misleading manner, for example, by claiming that their product is produced organically when in reality it is not. This ensures that businesses are honest and compete on a level playing field with no unfair advantage.

**Privacy Act 1993** - The Privacy Act governs the collection, storage and disclosure of the private information of individuals. It ensures that the personal details of individuals are not shared unlawfully or leaked to the public when they were given in confidence. Trade secrets (e.g/ secret recipes, production processes) are also associated with this act.

**Resource Management Act 1991** - Controls the use of a natural resources, particularly when a business is expanding.

**Human Rights Act 1993** - Prevents discrimination against individuals based on factors such as: gender, ethnicity, sexual orientation, marital status, disabilities and other uncontrollable factors. Important in recruitment and selection.

**Employment Relations Act 2000** - Protects the rights to employees and ensures that all employees have an employment contract (and employers also have a copy) outlining the terms of their employment such as: hours of work, compensation received for work, paid holidays, sick leave and duties associated with their role.

**Health and Safety in Employment Act 1992** - ensures that employers provide a safe working environment and necessary equipment for employees, and deals with the responsibility for employee safety.

These laws are designed to ensure all employees receive the appropriate treatment while working for the business. Health and Safety in Employment is an important legislative act where businesses must comply with certain rules to order to keep all employees safe. The business must comply with all of the above regulations and acts otherwise they face the risk of prosecution.