

What are your
rights at work if
you are a
Carer?

CARE MATTERS
LEARNING & WELLBEING





Caring responsibilities can make it harder to
commit to work

But,

There are employment laws that protect
your rights and make it easier to stay in work



Employment Agreement

If you are an employee, you must have an employment agreement, it could be

- An Individual agreement or
- A Collective agreement (involving a union)

You must be given a written copy

And

You have the right to negotiate additional terms in your agreement

For help

Employment agreement
employment.govt.nz



Flexible Working Arrangements

As an employee you can request a flexible working agreement from your first day of work.

Having a caring role is a reason for this request

Employers have a legal duty to consider any request

Examples

- agreeing to core hours,i.e. choosing when the day begins and ends*
- Working part time/reduced hours*
- weekend/weekday swaps*
- weeks on/weeks off*
- Term time working*
- Working from home*

What to do to make a request to your employer for flexible working arrangements


- Talk to your employer
- Make a request in writing, including information to help your employer understand your needs

-for help visit

[employment.govt.nz/flexible working](https://www.employment.govt.nz/flexible-working)

Your employer can say 'no' but they must consider, respond and explain their decision and this must be in line with the

[Employment Relations Act](#)



If you are employed, you can
use your sick leave for
someone you care for

to find out more about sick leave visit
[employment.govt.nz- Holidays and leave](https://www.employment.govt.nz/holidays-and-leave)

Balancing Caring with Study

Talk to your school counsellor, teacher, lecturer or tutor about your caring responsibilities- they may be able to support you.

Balancing Caring with Study

- It might be possible to study with the following support
 - Flexible attendance requirements
 - E-learning opportunities
 - Flexible deadlines
 - Note taking support,
 - recorded lectures

Balancing Caring with Study

- You might also be eligible for



- Fees-free (gives eligible learners the equivalent of one year fee-free (up to a certain amount))
- if you are training to do an apprenticeship through an industry training organisation , the first two years of your training programme can be fees-free (up to a certain amount)
- Contact
- feesfree.govt.nz/ (to see if you are eligible)
- [StudyLink](#)