

What is meant by the term “Good Employer”

The term “good employer” applies equally to the school board as your employer and to you as a member of the board with regard to employment of all other school staff.

It is important to familiarise yourself and your board with this requirement. The meaning of “good employer” in an education setting is set out in the following clause of the [Education and Training Act 2020](#).

597 General principles

- 1) Every employer in the education service must—
 - a) operate an employment policy that complies with the principle of being a good employer; and
 - b) make that policy (including the equal employment opportunities programme) available to its employees; and
 - c) ensure its compliance with that policy (including its equal employment opportunities programme) and report in its annual report (if any) on the extent of its compliance.
- 2) In this section, good employer means an employer who operates an employment policy containing provisions generally accepted as necessary for the fair and proper treatment of employees in all aspects of their employment, including provisions requiring—
 - a) good and safe working conditions; and
 - b) an equal employment opportunities programme;
 - c) the impartial selection of suitably qualified persons for appointment; and recognition of—
 - i) the aims and aspirations of Māori; and
 - ii) the employment requirements of Māori; and
 - iii) the need for greater involvement of Māori in the education service; and
 - d) opportunities for the enhancement of the abilities of individual employees; and
 - e) recognition of the aims and aspirations and employment requirements, and the cultural differences, of ethnic or minority groups; and
 - f) recognition of the employment requirements of women; and
 - g) recognition of the employment requirements of persons with disabilities.
- 3) In addition to the requirements specified in subsections (1) and (2), each employer must ensure that all employees maintain proper standards of integrity, conduct, and concern for—
 - a) the public interest; and
 - b) the well-being of students attending the place of education.

It is recommended that you encourage your board to set out for staff (including you) how they will meet their obligations under these provisions.

Further Support

If a board has further questions on the employer standard, they may seek advice from Te Whakarōputanga Kaitiaki Kura o Aotearoa New Zealand School Boards Association (NZSBA). Principals, acting in their employer role, have access to support from the NZSBA employment advisers.

Principals can also call the NZEI Te Riu Roa 0508 PRINCIPAL helpline or their local NZEI Te Riu Roa principal support officer (PSO) for additional support and guidance.