

Your Questions on the Health and Safety in Employment Act

Are schools, polytechnics and universities covered by the Act?

Educational and training institutions such as schools, polytechnics and universities are places of work for the staff employed there. Therefore, employers (e.g. boards of trustees) and employees (e.g. teachers) must perform specific duties to ensure that students are not harmed as a result of work activities.

Am I covered while on work experience programmes?

The Health and Safety in Employment Act applies when a person who is not an employee, is in a place of work for the purpose of gaining on-the-job training or work experience.

What about part-time and holiday work?

If you work in a part-time or holiday job, you are covered in exactly the same way as a full-time worker. This is regardless of the number of hours you work or the period of your employment.

What about jobs like babysitting, cleaning, gardening, car washing, house painting?

Any paid work you do for someone in their home is not covered by the Act. This is irrespective of whether you know the person, how many hours you work, or how you find the job (e.g. through a newspaper ad or Student Job Search).

Does the Act apply if I work for a family member?

If you are paid for the work, and the work is not carried out in the family member's home, then the Act applies. If you are unsure about any of your rights at work, visit www.dol.govt.nz or call the Department of Labour on 0800 20 90 20.

This information is a guide only and may not be accurate for all situations. It should not be used as a substitute for legal or other expert advice.

