

Te pōkai i te ture:

He pai noa te whiriwhiri

Navigate the law: **It's OK to negotiate**

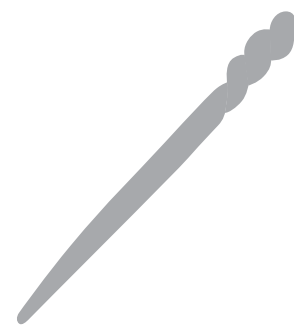
Ko te ture me te manatārua hei apa māu.

Understanding the law and copyright to serve your needs.

Knowing the remuneration rates and terms you are entitled to as an artist or arts practitioner can help you negotiate the terms of your contracts. You can also ask a support person to come with you to help with the process. Seek advice from more experienced artists or art practitioners on the art of negotiation.

Watch the video interview with artist Jamie McCaskill to hear how he improved his negotiation skills.

[Ko tā te ringatoi tirohanga ki te para i tētahi aramahi toitū | An artist's perspective on building a sustainable career](#)



Ngā whakaaetanga mahi

Employment agreements

When you are employed, either full-time, part-time, casually or for a fixed term, you are required by law to have an employment agreement (contract). A prospective employer must give you an employment agreement when they offer you a job – think of this as the starting point for negotiating.

View this Employment New Zealand summary of the different types of employment agreements.

[Types of employment agreements | Employment New Zealand](#)

View this Employment New Zealand resource about what an employment agreement legally must include.

[Things an employment agreement must contain | Employment New Zealand](#)

Remuneration policy for artists and arts practitioners

Use this Creative New Zealand guide to help you negotiate fair remuneration based on principles and practice guidelines.

[Ko te Mahere Utu mā Ngā Kaitoi, Kaiwaihanga Toi, Remuneration policy for artists and arts practitioners | Creative New Zealand](#)

Use the best practice guide to fair remuneration for art makers from Arts Makers Aotearoa.

[Artists' Fees | Arts Makers Aotearoa](#)

Learn about your rights and responsibilities

Complete these free-to-access learning modules from Employment New Zealand to learn about your rights and responsibilities as an employer or employee.

[🔗 Employment eLearning | Employment New Zealand](#)

Volunteers

Volunteers within the art sector do not sign employment agreements and are not covered by law if a dispute arises. Volunteers are only covered for health and safety issues and cannot receive payment for services.

Read this Employment New Zealand guide to the legal position of volunteers.

[🔗 Volunteers | Employment New Zealand](#)

Advice about being a volunteer

If you volunteer with an organisation, read this article for a summary of your rights and obligations as a volunteer.

[🔗 If I volunteer with an organisation, what are my rights and obligations towards that organisation? | Citizens Advice Bureau](#)

Internships within the sector

New Zealand Music Commission Internships

Find information about internships in the music industry from the New Zealand Music Commission.

[🔗 Industry internship programme | New Zealand Music Commission](#)

Internship Guidelines

View the Creative New Zealand (CNZ) internship guidelines.

[🔗 Internships | Creative New Zealand](#)

Interns' rights

Read this Seek article to find out about your rights as an intern.

[🔗 Know your rights: Internships | Seek](#)



Te whiriwhiri i ngā take kirimana

Negotiating contracts

How to negotiate an employment agreement

Knowing what you are entitled to as an artist or arts practitioner is the starting point for negotiation. Read these strategies for strengthening your approach to negotiating.

[Offering and negotiating employment agreements | Employment New Zealand](#)

Collective bargaining

Collective bargaining is a way of negotiating that can offer workers a stronger position. If you choose to join a union, they may negotiate employment agreements on your behalf.

Explore a variety of different negotiation styles in this resource and see which one you prefer.

[Negotiating the agreement | Employment New Zealand](#)

Job offers and employment

Know your worth! It's OK to ask for better terms and conditions. Read this resource about what to say when you are negotiating an employment agreement.

[Job offers and employment agreements | Careers New Zealand](#)

Research your career

Knowing what your skills are worth before you negotiate can give you an advantage.

Search your career on Careers New Zealand to identify your skill set, income range and the availability of jobs in your field.

[Job profiles | Careers New Zealand](#)

Negotiating new screen contracts

This quick guide to the Screen Industry Workers Act (SIWA) from Equity New Zealand includes information about collective agreements and how they can work for you.

[Screen Industry Workers Act \(PDF 364 KB\)](#)

Ngā take matua hei whakaarotanga ake i ngā here mahi



Key things to consider in employment terms and conditions

Check out the conditions and terms that you are entitled to on Employment New Zealand before signing an employment agreement:

- [Hours and wages | Employment New Zealand](#)
- [Leave and holidays | Employment New Zealand](#)

Fair pay and minimum wage

Read this guide to the current minimum wage and fair pay from the Ministry of Business, Innovation & Employment (MBIE).

- [Minimum wage and fair pay | Ministry of Business, Innovation & Employment](#)

Disability and your rights at work

Read this Seek article about the rights of disabled employees at work.

- [Disability and your rights at work: What you need to know | Seek](#)

Minimum wage exemptions for disabled employees

Read this overview of the conditions for getting an exemption from minimum wage requirements for disabled employees from Employment New Zealand.

- [Minimum wage exemption for people with disability | Employment New Zealand](#)

Workplace policies

Workplace policy sets the scene in the workplace. Explore how Basement Theatre agreed on expectations and shared values using a creative team process.

- [Collective Kaupapa | Basement Theatre](#)

View this Employment New Zealand description of workplace policies and how they clarify expectations between employees and employers.

- [Workplace policies | Employment New Zealand](#)

Resolving problems

Use this Employment New Zealand guide to resolving problems and disagreements with your employer or employee through a fair process.

- [Resolving problems | Employment New Zealand](#)

Ending employment

Check out this Employment New Zealand guide to the different ways that employment can come to an end and the associated legal requirements.

- [Ending employment | Employment New Zealand](#)



Mēnā kāore e tau ana te mauri i te wāhi mahi

When things don't feel quite right in the workplace

Information for migrant artists and arts practitioners

Employment New Zealand also offers guides to minimum rights for employees and migrant workers' rights in several languages other than English.

[Minimum rights of employees – multiple language translations | Employment New Zealand](#)

View this Employment New Zealand overview of the employment rights of migrant workers, and ways that migrant workers can potentially be exploited.

[Migrant exploitation | Employment New Zealand](#)

Ethical and sustainable work practices

Use this Employment New Zealand guide to ethical and sustainable workplace practices.

[Ethical and sustainable work practices | Employment New Zealand](#)

Workplace relations in the screen industry

Read this Ministry of Business, Innovation & Employment overview of the Screen Industry Workers Act 2022.

[Workplace relations in New Zealand's screen industry \(PDF 435 KB\)](#)



Rapu āwhina | Seek advice

With any form of contract negotiation, it is a good idea to have your lawyer look over your contract before you sign it. There are entertainment lawyers who specialise in the creative sector.

- Use the Law Society database to find a lawyer who specialises in employment. Use the 'Get legal help' button and choose Employment from the drop down menu.
 - [New Zealand Law Society](#)
- Find out how Community Law can help.
 - [Community Law](#)
- The Citizens Advice Bureau offers support and advice.
 - [Citizens Advice Bureau](#)



He aha kei tua | What's next?

Develop your own next steps and collaborate with others to continue to grow your career. Consider what is on top for you, and who you can go to for support in the following areas:

- **Employment agreements**
- **Negotiating contracts**
- **Employment terms and conditions**