

## Resolving employment relationship problems

**1.1** If any employment issues arise, the employee is encouraged to raise those issues with the employer as soon as possible for resolution. If the issues are not resolved between the parties, either party can seek assistance from the Ministry of Business, Innovation and Employment, which provides general information about employment rights and obligations, along with a mediation service. If the issues are not resolved at mediation, they can be referred to the Employment Relations Authority.

**1.2** If the employee wishes to raise a personal grievance, the employee must raise the grievance with the employer within 90 days beginning with the date on which the action giving rise to the grievance occurred or came to the notice of the employee. However, if the employee's grievance relates to sexual harassment, the employee has 12 months to raise it, beginning with the date on which the action giving rise to the grievance occurred or came to the employee's notice, whichever is later.