Employment contracts

An employment contract is an agreement between an employer and employee that sets out terms and conditions of employment. A contract can be in writing or verbal.

Can a contract provide for less than the legal minimums?

An employment contract cannot provide for less than the legal minimum set out in:


All employees are covered by the NES, regardless of whether they’ve signed a contract. A contract can’t make employees worse off than their minimum legal entitlements.


Getting help with employment contracts

We can give advice about the legal minimums in an employment contract. You will need to contact a lawyer for advice about any other terms and conditions in the contract.


Think a mistake might have been made about the legal minimums in a contract?

Mistakes can happen. The best way to fix them usually starts with talking.


- figuring out if a mistake has been made
- talking to your employer or employee about fixing it
- getting help from us if you still can’t resolve it.

Help for small business


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