

Secondary employment, 2023

There is no general rule that prevents a person from having more than one job at the same time.

An employer must have a real reason based on reasonable grounds if they want to put in their employee's employment agreement that they can't work for another person, or they need their employer's consent to work for another person. The reason must be stated in the employment agreement.

Examples of real reasons include:

- protecting the employer's commercially sensitive information
- protecting the employer's intellectual property rights
- protecting the employer's commercial reputation
- preventing a real conflict of interest that can't be managed except by preventing secondary employment, in your employment agreement.

These reasons would only be justified if they were based on reasonable grounds.

Employees who work for more than one employer should make sure that this doesn't have an impact on their ability to perform well in each job. Employers and employees must also act in good faith towards each other, which includes open and honest communication.

Am I required to notify my employer if I have another job?

Check your employment agreement. In some instances, employers may ask that you inform them that you have secondary employment and it may also be necessary to do this so that the hours your work for each employers can be accommodated.

Refer to s68 Employment Relations Act 2000.

NZNO Member Support Centre 0800 28 38 48

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Mission statement

NZNO is committed to the representation of members and the promotion of nursing and midwifery. NZNO embraces Te Tiriti o Waitangi and works to improve the health status of all peoples of Aotearoa/ New Zealand through participation in health and social policy development.

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NZNO Employment fact sheet:
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