



Changing terms of employment

March 2022

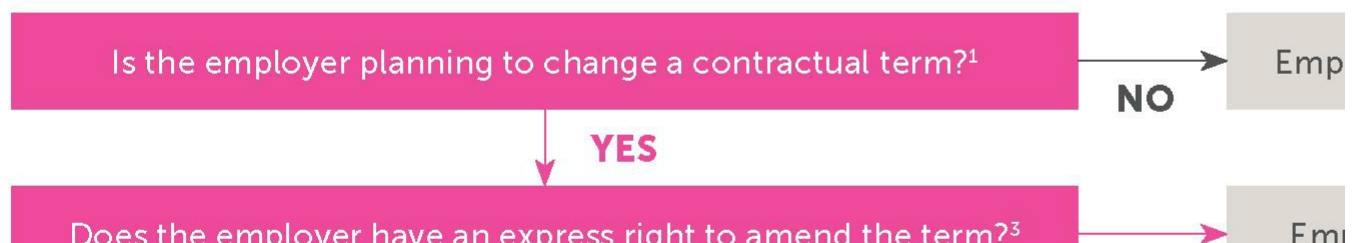
What happens if, as an employer, you want to make changes to your employees' terms and conditions of employment? We highlight some key questions you need to consider.

Download the infographic [here](#).



CHANGING TERMS OF EMPLOYMENT

This flowchart summarises the main questions that employers wish to make changes to employees' terms and conditions of employment. This is a high level summary only, which is not a substitute for legal advice.

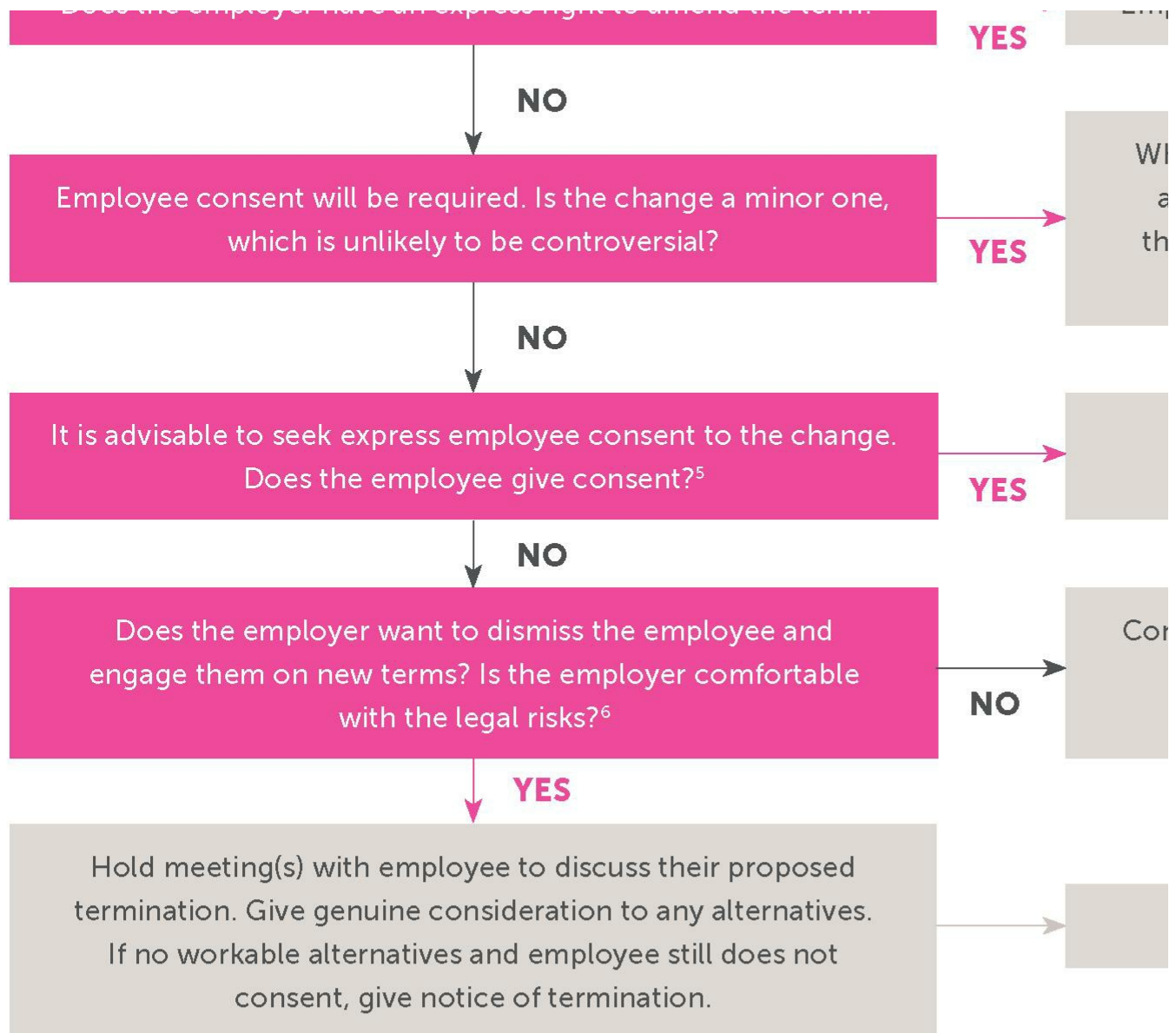


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1. It is important to remember that terms can be contractual even though they are not contained in the employment contract itself. Contractual terms can be found in other documents, result from a verbal agreement, or arise from custom and practice.
2. The employer may be able to implement the change, but it is important that they do so in a way that does not breach their implied duties, such as the duty of trust and confidence. This
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