

Staff Accommodation sheet



If you work for a business and they provide your accommodation, you are most likely both their employee and their tenant.



An employee does have tenancy rights:

If an employer provides an employee with accommodation, they are also the landlord. This is called a service tenancy, which is covered by the Residential Tenancies Act 1986. For example, the accommodation must meet the Healthy Homes Standards.

Service tenancies have two key differences to other kinds of tenancies :

- the landlord and employer can deduct rent from your pay, and
- the tenancy usually ends when you stop working for your landlord and employer (though employees can give notice to end the tenancy while still working for the employer).

If the tenant's (employee's) employment is ending:

The landlord or the tenant must give at least 14 days' written notice to end the tenancy. This notice can only be given if the tenant's employment has ended or either party has given notice for the employment to end.

In some situations, if the tenant's employment has ended the landlord can give less than 14 days' notice. This also applies if the tenant is transferred with less than 14 days' notice. This can only happen if:

- the landlord has reason to believe the tenant will substantially damage the premises if they stay for the full 14 days
- the landlord's business needs to have a new employee in place in less than 14 days. There must be no other accommodation available for the new employee during the 14 days.

If the tenant's employment is continuing

- If the tenant wants to end their tenancy before their employment has ended, they must give 28 days' written notice.
- The landlord (employer) can only give notice to end a service tenancy if the tenant's employment has ended.



As a Landlord for your employees:

The accommodation you're providing must meet all the minimum requirements for rental properties, including building, health, and safety requirements. For example, you'll need to provide working smoke alarms, keep the property in a maintained, livable condition and make sure the accommodation is not overcrowded.



For more in-depth information scan the QR Code of go to :
<https://www.tenancy.govt.nz/starting-a-tenancy/types-of-tenancies/service-tenancy/>

If your accommodation is considered a "boarding house" meaning it has more than 6 employees (tenants) that have a shared space there are some slightly different rules for compliance.

<https://www.tenancy.govt.nz/starting-a-tenancy/boarding-houses/during-the-boarding-house-tenancy/>



ASK US.

Citizens Advice Bureau



Te Pou Whakawhirinaki o Whakatipu