



COVERSHEET

Minister	Hon Brooke van Velden	Portfolio	Workplace Relations and Safety
Title of Cabinet paper	Cabinet papers relating to the repeal of Fair Pay Agreements legislation	Date to be published	14 February 2024

List of documents that have been proactively released

Date	Title	Author
December 2023	Repeal of Fair Pay Agreements legislation	Office of the Minister of Workplace Relations and Safety
4 December 2023	Repeal of Fair Pay Agreements legislation CAB-23-MIN-0470 Minute	Cabinet Office
December 2023	Fair Pay Agreements Act Repeal Bill: Approval for Introduction	Office of the Minister of Workplace Relations and Safety
11 December 2023	Fair Pay Agreements Act Repeal Bill: Approval for Introduction CAB-23-MIN-0480 Minute	Cabinet Office

Information redacted

NO

Any information redacted in this document is redacted in accordance with MBIE's policy on Proactive Release and is labelled with the reason for redaction. This may include information that would be redacted if this information was requested under Official Information Act 1982. Where this is the case, the reasons for withholding information are listed below. Where information has been withheld, no public interest has been identified that would outweigh the reasons for withholding it.



Cabinet

Minute of Decision

This document contains information for the New Zealand Cabinet. It must be treated in confidence and handled in accordance with any security classification, or other endorsement. The information can only be released, including under the Official Information Act 1982, by persons with the appropriate authority.

Fair Pay Agreements Act Repeal Bill: Approval for Introduction

Portfolio **Workplace Relations and Safety**

On 11 December 2023, Cabinet:

- 1 **noted** that on 4 December 2023, Cabinet agreed that a Bill repealing the Fair Pay Agreements (FPA) legislation be passed before the end of 2023 [CAB-23-MIN-0470];
- 2 **noted** that the Fair Pay Agreements Act Repeal Bill repeals:
 - 2.1 the Fair Pay Agreements Act 2022, including reversing any consequential amendments made to other Acts under the Fair Pay Agreements Act 2022;
 - 2.2 the Fair Pay Agreements Regulations 2022, and reverses any amendments made by the Employment Court (Fair Pay Agreements) Regulations 2023 and the Employment Relations Authority (Fair Pay Agreements) Amendment Regulations 2023, with the exception of a technical amendment made by the Employment Court (Fair Pay Agreements) Regulations 2023 to express the figures for Employment Court fees in GST-exclusive form [CAB-23-MIN-0470];
- 3 **approved** the Fair Pay Agreements Act Repeal Bill [PCO 25950/6.0] for introduction, subject to the final approval of the Government caucuses and sufficient support in the House of Representatives;
- 4 **agreed** that the Bill be introduced on 12 December 2023;
- 5 **noted** that to repeal the FPA legislation by Christmas 2023 the Bill will need to pass through all parliamentary stages under urgency;
- 6 **agreed** that the Government proposes that the Bill be enacted before the House rises for the 2023 Christmas period.

Rachel Hayward
Secretary of the Cabinet

