



## COVERSHEET

<b>Minister</b>	Hon Brooke van Velden	<b>Portfolio</b>	Workplace Relations and Safety
<b>Title of Cabinet paper</b>	100-day Action Plan: Extending the Availability of 90-day Trials to All Employers	<b>Date to be published</b>	21 February 2024

### List of documents that have been proactively released

<b>Date</b>	<b>Title</b>	<b>Author</b>
December 2023	100-day Action Plan: Extending the Availability of 90-day Trials to All Employers	Office of the Minister for Workplace Relations and Safety
6 December 2023	100-day Action Plan: Extending the Availability of 90-day Trials to All Employers 100-23-MIN-0002 Minute	Cabinet Office

### Information redacted

**YES / NO** (please select)

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.

Some information has been withheld for the reason of international relations.



# Cabinet 100-Day Plan Committee

## Minute of Decision

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*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.*

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### 100-day Action Plan: Extending the Availability of 90-day Trials to All Employers

Portfolio                      Workplace Relations and Safety

On 6 December 2023, the Cabinet 100-Day Plan Committee:

#### Extend the availability of 90-day trial periods to all employers

- 1        **noted** that the Employment Relations Act 2000 (the Act) enables employers with fewer than 20 employees to employ new employees on a trial period of up to 90 days, during which the employer can dismiss the employee for any reason;
- 2        **noted** that the National – ACT New Zealand Coalition agreement committed to extending the availability of trial periods to all employers;
- 3        **agreed** to amend the Act to extend the availability of trial periods to all employers;

#### Adopt the Member's Bill to expedite the legislative process

- 4        **agreed** that the Employment Relations (Trial Periods) Amendment Bill (the Bill) be adopted by the Government;
- 5        **noted** that the Bill will be subject to a bid for the 2024 Legislation Programme;
- 6        **noted** that further consideration will be given to whether urgency is used to progress the Bill, and to the length of the Select Committee process;
- 7        **authorised** the Minister for Workplace Relations and Safety to make decisions, consistent with the policy in the paper under 100-23-SUB-0002, on any issues that arise during the Parliamentary process, including transitional provisions.

Jenny Vickers  
Committee Secretary

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**Attendance: (see over)**

**Present:**

Rt Hon Christopher Luxon (Chair)  
Rt Hon Winston Peters  
Hon David Seymour  
Hon Nicola Willis  
Hon Chris Bishop  
Hon Brooke van Velden  
Hon Simeon Brown  
Hon Paul Goldsmith  
Hon Dr Shane Reti  
Hon Shane Jones  
Hon Erica Stanford

**Officials present from:**

Office of the Prime Minister  
Department of the Prime Minister and Cabinet