



COVERSHEET

Minister	Hon Brooke van Velden	Portfolio	Workplace Relations and Safety
Title of Cabinet paper	Holidays Act Reform: Consultation document for targeted consultation	Date to be published	14 October 2024

List of documents that have been proactively released		
Date	Title	Author
August 2024	Holidays Act Reform: Consultation document for targeted consultation	Office of Workplace Relations and Safety Minister
August 2024	Appendix Two: Summary of key proposals and alternative options included in the consultation document	Office of Workplace Relations and Safety Minister
28 August 2024	Holidays Act Reform: Approval to Consult ECO-24-MIN-0177 Minute	Cabinet Office
17 June 2024	2324-3811 Holidays Act Reform: Decisions on sick leave for the exposure draft	MBIE

Information redacted

YES

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 reasons of privacy of natural persons, confidential advice to Government, free and frank opinions, and legal professional privilege.

Note: updated version published 27 February 2025



Cabinet Economic Policy Committee

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.

Holidays Act Reform: Approval to Consult

Portfolio **Workplace Relations and Safety**

On 28 August 2024, the Cabinet Economic Policy Committee (ECO):

- 1 **noted** that in May 2024, ECO:
 - 1.1 agreed amendments to existing Cabinet decisions and made further policy decisions on reforming the Holidays Act 2003;
 - 1.2 noted the intent of the Minister for Workplace Relations and Safety (the Minister) to:
 - 1.2.1 release an exposure draft of the Employment Leave Bill (the Bill) for targeted consultation to test a range of policy options with those who will be affected by the reform;
 - 1.2.2 report back to Cabinet in August 2024 seeking agreement to the content of the consultation document;

[ECO-24-MIN-0081]

- 2 **noted** that, in addition to amending existing Cabinet decisions, ECO agreed that the Bill should include a pro-rata approach for providing the minimum 10-day sick leave entitlement and that, as authorised by Cabinet, the Minister has made decisions on the detail of the approach that will be included in the consultation document;
- 3 **noted** that the purpose of the consultation document, attached under ECO-24-SUB-0177, is to seek feedback on the technical and policy details of the proposals in the Bill and on alternative policy options;
- 4 **noted** that if, following consultation, Cabinet agrees to further work on key areas of the Bill, then additional time for further policy development and legislative drafting will be required, and that the timing of introduction would depend on the number and significance of the changes and whether further testing is required;

- 5 Confidential advice to Government

- 6 **agreed:**
- 6.1 to the content of the consultation document, attached to the paper under ECO-24-SUB-0177 for release alongside the exposure draft of the Bill in September 2024;
 - 6.2 that officials may make minor and editorial changes to the consultation document before it is released for targeted consultation;
- 7 **noted** that the Minister intends to report back to ECO in December 2024 on feedback themes and the proposed policy direction.

Rachel Clarke
Committee Secretary

Present:

Hon David Seymour
Hon Nicola Willis (Chair)
Hon Brooke van Velden
Hon Louise Upston
Hon Paul Goldsmith
Hon Tama Potaka
Hon Matt Doocey
Hon Simon Watts
Hon Melissa Lee
Hon Penny Simmonds
Hon Chris Penk
Hon Nicola Grigg
Hon Andrew Bayly
Hon Andrew Hoggard
Hon Mark Patterson
Simon Court MP
Jenny Marcroft MP

Officials present from:

Office of the Prime Minister
Office of Hon Brooke van Velden
Officials' Committee for ECO