



COVERSHEET

Minister	Hon Brooke van Velden	Portfolio	Workplace Relations and Safety
Title of Cabinet paper	Employment Relations (Pay Deductions for Partial Strikes) Amendment Bill: Approval for Introduction	Date to be published	16 December 2024

List of documents that have been proactively released		
Date	Title	Author
27 November 2024	Employment Relations (Pay Deductions for Partial Strikes) Amendment Bill: Approval for Introduction	Office of the Minister for Workplace Relations and Safety
5 December 2024	Employment Relations (Pay Deductions for Partial Strikes) Amendment Bill: Approval for Introduction LEG-24-MIN-0250 Minute	Cabinet Office

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 free and frank opinions and international relations.



Cabinet Legislation 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.

Employment Relations (Pay Deductions for Partial Strikes) Amendment Bill: Approval for Introduction

Portfolio **Workplace Relations and Safety**

On 5 December 2024, the Cabinet Legislation Committee:

- 1 **noted** that the Employment Relations (Pay Deductions for Partial Strikes) Amendment Bill (the Bill) holds a category five priority on the 2024 Legislation Programme (to proceed to select committee by the end of 2024);
- 2 **noted** that the Bill will reverse the 2018 repeal of the rules relating to partial strikes and revert the settings in those areas to those set out in the Employment Relations Amendment Act 2014;
- 3 **agreed** to amend the notice requirements for the recovery of overpayments in the Wages Protection Act 1983 that previously applied when the overpayment was in relation to a specified pay deduction so that the notice:
 - 3.1 must be made within 10 working days of the pay day of overpayment;
 - 3.2 must specify whether the deduction will be based on the proportionate calculation or a flat rate of 10 percent; and
 - 3.3 does not need to relate to an individual worker;
- 4 **noted** that the Minister for Workplace Relations and Safety has utilised her delegated decision-making authority [CBC-24-MIN-0105] to make consequential amendments to the Education and Training Act 2020 to clarify the powers of the Public Service Commissioner in relation to specified pay deductions in response to partial strikes;
- 5 **approved** the Employment Relations (Pay Deductions for Partial Strikes) Amendment Bill [PCO 26774/9.0] for introduction, subject to the final approval of the Government caucuses and sufficient support in the House of Representatives;
- 6 **agreed** that the Bill be introduced in the week of 9 December 2024;

7 **agreed** that the Government propose that the Bill be:

7.1 referred to the Education and Workforce Committee for consideration;

7.2 enacted by June 2025.

Tom Kelly
Committee Secretary

Present:

Hon Chris Bishop (Chair)
Hon Simeon Brown
Hon Shane Jones
Hon Brooke van Velden
Hon Casey Costello
Hon Nicole McKee
Hon Simon Watts
Hon Nicola Grigg
Hon Andrew Bayly
Hon Scott Simpson, MP
Todd Stephenson, MP

Officials present from:

Officials Committee for LEG
Leader of the House's Office