



COVERSHEET

Minister	Hon Brooke van Velden	Portfolio	Workplace Relations and Safety
Title of Cabinet paper	Minimum Wage Order 2025	Date to be published	7 April 2025

List of documents that have been proactively released

Date	Title	Author
February 2025	Minimum Wage Order 2025	Office of the Minister for Workplace Relations and Safety
20 February 2025	Minimum Wage Order 2025 LEG-25-MIN-0006 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 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.

Minimum Wage Order 2025

Portfolio **Workplace Relations and Safety**

On 20 February 2025, the Cabinet Legislation Committee:

- 1 **noted** that the Minister for Workplace Relations and Safety has a statutory obligation under section 5 of the Minimum Wage Act 1983 to review the minimum wage rates by 31 December each year, and may make recommendations to the Governor-General regarding the adjustment through an Order in Council;
- 2 **noted** that, on 9 December 2024, Cabinet agreed to:
 - 2.1 set the adult minimum wage at \$23.50 per hour;
 - 2.2 retain the starting-out and training minimum wage rates at 80 percent of the adult minimum wage rate;

[CAB-24-MIN-0489]
- 3 **noted** that, as a result of the decision referred to in paragraph 2.2 above, the starting-out and training minimum wage rates will increase from \$18.52 per hour to \$18.80 per hour;
- 4 **noted** that the Minimum Wage Order 2025 (the Order) will give effect to the decisions above;
- 5 **authorised** the submission to the Executive Council of the Minimum Wage Order 2025 [PCO 27012/3.0];
- 6 **noted** that the Order will come into force on 1 April 2025.

Tom Kelly
Committee Secretary

Attendance: (See over)

Present:

Rt Hon Winston Peters
Hon David Seymour
Hon Chris Bishop (Chair)
Hon Louise Upston
Hon Shane Jones
Hon Brooke van Velden
Hon Judith Collins KC
Hon Tama Potaka
Hon Nicole McKee
Hon Casey Costello
Hon Chris Penk
Hon Andrew Bayly
Hon Scott Simpson, MP
Jamie Arbuckle, MP
Todd Stephenson, MP

Officials present from:

Officials Committee for LEG
Leader of the House's Office
Attorney-General's Office