



COVERSHEET

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| Minister | Hon Michael Wood | Portfolio | Workplace Relations and Safety |
| Title of Cabinet paper | Additional Employment Protections for Security Officers Under Part 6A: Approval to Draft | Date to be published | 2 February 2021 (RIA published 15 March 2021) |

| List of documents that have been proactively released | | |
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| Date | Title | Author |
| 25/11/2020 | <i>Additional Employment Protections for Security Officers Under Part 6A: Approval to Draft</i> | <i>Office of the Minister for Workplace Relations and Safety</i> |
| 25/11/2020 | <i>Cabinet minute: Additional Employment Protections for Security Officers Under Part 6A – Approval to Draft</i> | <i>Cabinet Office</i> |
| 10/11/2020 | <i>Impact Summary: Security officers and Part 6A of the Employment Relations Act 2000</i> | <i>Ministry of Business, Innovation and Employment</i> |

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| Information redacted | YES / NO |
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Cabinet Business 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.

Additional Employment Protections for Security Officers Under Part 6A: Approval to Draft

Portfolio **Workplace Relations and Safety**

On 25 November 2020, the Cabinet Business Committee:

- 1 **noted** that certain categories of employees listed in Schedule 1A of the Employment Relations Act 2000 (the Act) have additional employment protections in the event of a business restructuring situation, including the right to transfer to the new employer on the same terms and conditions;
- 2 **noted** that the E tū union has applied for security officers to be added to Schedule 1A of the Act;
- 3 **noted** that under the Act, the Minister for Workplace Relations and Safety may recommend that the Governor-General, by Order in Council, add categories of workers to Schedule 1A of the Act if they are satisfied that the workers:
 - 3.1 are employed in a sector with frequent restructuring;
 - 3.2 have terms and conditions of employment that tend to be undermined by restructuring; and
 - 3.3 have little bargaining power;
- 4 **noted** that the Minister for Workplace Relations and Safety is satisfied that the criteria in paragraph 3 above are met;
- 5 **agreed** that security officers be added as a category of employees to Schedule 1A of the Act;
- 6 **agreed** that the commencement date of the Order in Council be delayed by three months to allow time for the security industry to understand and comply with the new regulation;
- 7 **invited** the Minister for Workplace Relations and Safety to issue drafting instructions to Parliamentary Counsel Office to give effect to the policy decisions in the paper under CBC-20-SUB-0071;

- 8 **authorised** the Minister for Workplace Relations and Safety to make decisions, consistent with the policy framework in the paper under CBC-20-SUB-0071, including appropriate transitional provisions, on any issues that arise during the drafting process.

Janine Harvey
Committee Secretary

Present:

Rt Hon Jacinda Ardern (Chair)
Hon Grant Robertson
Hon Kelvin Davis
Hon Dr Megan Woods
Hon Chris Hipkins
Hon Carmel Sepuloni
Hon Andrew Little
Hon David Parker
Hon Nanaia Mahuta
Hon Poto Williams
Hon Damien O'Connor
Hon Stuart Nash
Hon Willie Jackson
Hon Michael Wood
Hon Dr David Clark
Hon Meka Whaitiri

Officials present from:

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