



COVERSHEET

Minister	Hon Michael Wood	Portfolio	Workplace Relations and Safety
Title of Cabinet paper	Employment Relations (Extending Part 6A Protections to Security Officers) Order 2021	Date to be published	12 May 2021

List of documents that have been proactively released

Date	Title	Author
25 March 2021	<i>Cabinet paper: Employment Relations (Extending Part 6A Protections to Security Officers) Order 2021</i>	<i>Office of the Minister for Workplace Relations and Safety</i>
25 March 2021	<i>Cabinet minute: LEG-21-MIN-0031</i>	<i>Cabinet Office</i>
18 March 2021	<i>Employment Relations (Extending Part 6A Protections to Security Officers) Order 2021</i>	<i>Parliamentary Counsel Office</i>

Information redacted

YES / 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

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Employment Relations (Extending Part 6A Protections to Security Officers) Order 2021

Portfolio **Workplace Relations and Safety**

On 25 March 2021, the Cabinet Legislation Committee:

- 1 **noted** that on 25 November 2020, the Cabinet Business Committee:
 - 1.1 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;
 - 1.2 noted that the E tū union has applied for security officers to be added to Schedule 1A of the Act;
 - 1.3 agreed that security officers be added as a category of employees to Schedule 1A of the Act;
 - 1.4 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;

[CBC-20-MIN-0071]
- 2 **noted** that the Employment Relations (Extending Part 6A Protections to Security Officers) Order 2021 gives effect to the above decisions;
- 3 **noted** that under section 237A of the Act, the Minister for Workplace Relations and Safety can recommend to the Governor-General to add categories of workers to Schedule 1A by Order in Council 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** the advice of the Minister for Workplace Relations and Safety is that these requirements have been met;

- 5 **authorised** the submission to the Executive Council of the Employment Relations
(Extending Part 6A Protections to Security Officers) Order 2021 [PCO 23368/13.0];
- 6 **noted** that the Order comes into force on 1 July 2021.

Gerrard Carter
Committee Secretary

Present:

Hon Chris Hipkins (Chair)
Hon David Parker
Hon Kris Faafoi
Hon Dr David Clark

Officials present from:

Office of the Prime Minister
Officials Committee for LEG

Hard-copy distribution:

Minister for Workplace Relations and Safety