



COVERSHEET

Minister	Hon Brooke Van Velden	Portfolio	Workplace Relations and Safety
Title of Cabinet paper	Health and Safety Reform: Shifting WorkSafe Expectations and Operational Focus	Date to be published	3 June 2025

List of documents that have been proactively released

Date	Title	Author
3 April 2025	Health and Safety Reform: Shifting WorkSafe Expectations and Operational Focus	Office of the Minister for Workplace Relations and Safety
8 April 2025	Minute of Decision EXP-25-Min-0044	Cabinet Office

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.

Some information has been withheld for the reason of Confidential advice to Government.



Cabinet Expenditure and Regulatory Review 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.

Shifting WorkSafe Expectations and Operational Focus

Portfolio **Workplace Relations and Safety**

On 8 April 2025, the Cabinet Expenditure and Regulatory Review Committee:

Sharpening the focus of the WorkSafe New Zealand Act 2013

- 1 **agreed** that WorkSafe New Zealand's (WorkSafe) main objective be aligned with the amended main purpose of the Health and Safety at Work Act 2015 to move from 'providing a balanced framework to secure the health and safety of workers' to 'managing critical risks from work' [CBC-25-MIN-0004];
- 2 **agreed** to legislate WorkSafe's principal functions as: providing guidance, information, codes of practice, safe work instruments, and monitoring and enforcing compliance, including through authorisations of third parties, with all other functions secondary;
- 3 **noted** that the changes in paragraphs 1 and 2 above will be given effect through the Health and Safety at Work Reform Bill, which has a category 5 priority on the 2025 Legislation Programme (to proceed to select committee by the end of 2025);
- 4 **invited** the Minister for Workplace Relations and Safety (the Minister) to issue drafting instructions to the Parliamentary Counsel Office to give effect to paragraphs 1 and 2 above;
- 5 **authorised** the Minister to make decisions, consistent with the policy in the paper under EXP-25-SUB-0044, on any issues that may arise during the drafting, including any transitional provisions;

Aligning WorkSafe's appropriation more closely with Ministerial expectations

- 6 **noted** that to support increased transparency and leverage over WorkSafe's spending and financial management, the Minister will be seeking the Minister of Finance's agreement to split WorkSafe's appropriation into the following categories as part of the October Baseline Update:
 - 6.1 Supporting work health and safety practice – through guidance, advice, codes of practice and inspections;
 - 6.2 Enforcing work health and safety compliance – through investigations and enforcement;

- 6.3 Authorising and monitoring third parties in the work health and safety system – through issuing licences, authorisations and exemptions for third parties and monitoring these; and
- 6.4 Delivery of WorkSafe’s energy safety function;
- 7 **authorised** the Minister of Finance and the Minister jointly to agree to the appropriation changes necessary to give effect to the above decisions;

Focusing WorkSafe through Ministerial direction

- 8 **noted** that the Minister will continue and strengthen the utilisation of her existing levers as Minister to set a series of expectations on WorkSafe to align its work with the new focus of the health and safety system and her priorities, and ensure it is focussed on addressing issues that have arisen through consultation.

Sam Moffett
Committee Secretary

Present:

Hon David Seymour (Chair)
Hon Nicola Willis
Hon Chris Bishop
Hon Shane Jones
Hon Brooke van Velden
Hon Erica Stanford
Hon Paul Goldsmith
Hon Louise Upston
Hon Mark Mitchell
Hon Casey Costello
Hon Simon Watts
Hon Andrew Hoggard
Hon Chris Penk
Hon Mark Patterson

Officials present from:

Office of the Prime Minister
Officials Committee for EXP