



AIDE MEMOIRE

Reforming work health and safety law and regulation: Cabinet paper 1

Date:	27 February 2025	Priority:	Urgent
Security classification:	In Confidence	Tracking number:	BRIEFING-REQ-0009815

Information for Minister

Hon Brooke van Velden
Minister for Workplace Relations and Safety

Contact for telephone discussion (if required)

Name	Position	Telephone	1st contact
Nita Zodgekar	Acting Manager, Health and Safety Policy	04 901 3889	<div>s 9(2)(a)</div> ✓
Rachael Fleming	Principal Policy Advisor, Health and Safety Policy	04 897 6592	

The following departments/agencies have been consulted

Agency consultation will occur simultaneously to Ministerial consultation.

Minister's office to complete:

- | | |
|---|--|
| <input type="checkbox"/> Approved | <input type="checkbox"/> Declined |
| <input type="checkbox"/> Noted | <input type="checkbox"/> Needs change |
| <input type="checkbox"/> Seen | <input type="checkbox"/> Overtaken by Events |
| <input type="checkbox"/> See Minister's Notes | <input type="checkbox"/> Withdrawn |

Comments



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Purpose

To provide you with a draft Cabinet paper outlining the first tranche of changes and the wider suite of system wide reforms to address the ACT – National Coalition Agreement to reform work health and safety law and regulation.

s 6(a) and provide context for changes to recommendation 2 in the draft Cabinet paper.

Nita Zodgekar
Acting Manager, Health and Safety Policy
Workplace Relations and Safety, MBIE

27 / 2 / 2025

The attached Cabinet paper is part one of a wider package of proposals to reform the health and safety system

1. The attached draft Cabinet paper outlines an initial suite of legislative amendments (and one operational improvement), comprising the following five key shifts:
 - a. A New Zealand Transport Agency (NZTA) led project to end the proliferation of road cones;
 - b. Sharpening the purpose of the Health and Safety at Work Act 2015 (HSW Act) and its boundaries to focus the system on critical risks from work;
 - c. Limiting health and safety duties for small, low-risk businesses to reduce unnecessary costs;
 - d. Improvements to Approved Codes of Practice to increase certainty about what to do;
 - e. Freeing up recreational land use on private and public land to reduce landowner fears.
2. The proposals in this paper will be included in an omnibus Bill that you intend to introduce in October this year.

3. This paper is part one of a package of four Cabinet policy papers to reform health and safety. Other papers to come will address issues with WorkSafe and sector-specific pain points and seek final policy decisions to be progressed through the Bill.
4. The Health and Safety Reform package main milestones are:

Milestone	Timeframe
Public announcement	March 2025
Cabinet ECO papers: <ul style="list-style-type: none"> Cabinet paper one: Changes to the HSW Act Cabinet paper two: Refocusing WorkSafe Cabinet paper three: Sector regulatory relief package – direction of travel 	s 9(2)(f)(iv) 2025
Cabinet LEG and Introduction of Bill	s 9(2)(f)(iv) 2025
First reading and referral to Select Committee	s 9(2)(f)(iv) 2025
Cabinet ECO paper four: Sector regulatory relief package – policy decisions	s 9(2)(f)(iv) 2025
Select Committee report back to House	s 9(2)(f)(iv) 2026
Remaining House stages and Royal Assent	s 9(2)(f)(iv) 2026

s 6(a)

Other points to note

We will carry out agency consultation at the same time as Ministerial consultation

8. s 9(2)(g)(i)

9. Following Ministerial and agency consultation, officials will incorporate any feedback and seek your approval to lodge the Cabinet paper on 13 March 2025.

Further context relating to recommendation 2

10. In a previous version of the draft Cabinet paper, recommendation 2 stated:

note that the Minister of Transport and I will instruct WorkSafe and the New Zealand Transport Agency to work jointly on ensuring their temporary traffic management guidelines improve safety while reducing costs and disruption to people's journeys through right-sizing the guidance to the risk of specific traffic scenarios, on a continuum from state highways through to local roads;

11. s 9(2)(h)

- 12.

Next steps

13. We seek your review of the attached draft Cabinet paper. Subject to your feedback, the draft Cabinet paper will be circulated for Ministerial consultation.
14. We are currently drafting the regulatory impact statement. A final version with an associated quality assurance rating will be provided to you in time for lodging on 13 March 2025.
15. We are working toward the following timeframes:

Steps	Timeframe
Ministerial consultation (draft Cabinet paper only)	4 – 11 March
Updated Cabinet paper and finalised regulatory impact statement provided for lodging	13 March
Lodge Cabinet papers	13 March
Cabinet Business Committee	17 March
Cabinet	24 March

16. Officials will provide you with talking points for the Cabinet Business Committee meeting closer to the time.

Annexes

Annex One: Cabinet Paper - Reforming Work Health and Safety law and regulations

Annex Two: Updated timeline of the package of reforms

Annex One: Cabinet Paper - Reforming Work Health and Safety law and regulations

Attached as a separate document.

Annex Two: Updated timeline of the package of reforms

Attached as a separate document.