



COVERSHEET

Minister	Hon Brooke van Velden	Portfolio	Workplace Relations and Safety
Title of Cabinet paper	Minimum Wage Order 2026	Date to be published	17 March 2026

List of documents that have been proactively released

Date	Title	Author
February 2026	Minimum Wage Order 2026	Office of the Minister for Workplace Relations and Safety
12 February 2026	Minimum Wage Order 2026 LEG-26-MIN-0005 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 2026

Portfolio **Workplace Relations and Safety**

On 12 February 2026, 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 3 December 2025, the Cabinet Economic Policy Committee agreed to:
 - 2.1 set the adult minimum wage at \$23.95 per hour; and
 - 2.2 retain the starting-out and training minimum wage rates at 80 percent of the adult minimum wage rate;

[ECO-25-MIN-0208]
- 3 **noted** that as a result of the decision in paragraph 2.2 above, the starting-out and training minimum wage rates will increase from \$18.80 per hour to \$19.16 per hour;
- 4 **noted** that the Minimum Wage Order 2026 will give effect to the above decisions;
- 5 **authorised** the submission to the Executive Council of the Minimum Wage Order 2026 [PCO 28684/4.0];
- 6 **noted** that the Minimum Wage Order 2026 will come into force on 1 April 2026.

Sam Moffett
Committee Secretary

Present:

Rt Hon Winston Peters
Hon Chris Bishop (Chair)
Hon Paul Goldsmith
Hon Louise Upston
Hon Tama Potaka
Hon Simon Watts
Hon James Meager
Stuart Smith, MP
Todd Stephenson, MP
Jamie Arbuckle, MP

Officials present from:

Officials Committee for LEG