



COVERSHEET

Minister	Hon Brooke van Velden	Portfolio	Minister for Workplace Relations and Safety
Title of Cabinet paper	Approval to consult Employment Relations Disputes	Date to be published	22 May 2026

List of documents that have been proactively released

Date	Title	Author
April 2026	Approval to consult Employment Relations Disputes	Office of the Minister for Workplace Relations and Safety
22 April 2026	Employment Relations Disputes: Release of Discussion Document ECO-26-MIN-0053 Minute	Cabinet Office

Information redacted

YES / NO (please select)

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 free and frank opinions.

The discussion document [Consultation on the employment dispute system](#) is on MBIE's website.



Cabinet Economic Policy 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.

Employment Relations Disputes: Release of Discussion Document

Portfolio **Workplace Relations and Safety**

On 22 April 2026, the Cabinet Economic Policy Committee (ECO):

- 1 **authorised** the Minister for Workplace Relations and Safety (the Minister) to begin engagement on employment disputes, including the dispute resolution system and the settings in the Employment Relations Act 2000 that may give rise to disputes;
- 2 **approved** the release of the discussion document *Consultation on the Employment Dispute System* (the discussion document), attached to the paper under ECO-26-SUB-0053;
- 3 **noted** that feedback will be sought through written submissions and targeted engagement with business representative organisations, unions, and legal organisations;
- 4 **authorised** the Minister to make minor and technical editorial changes to the discussion document before its release;
- 5 **invited** the Minister to report back to ECO on the outcome of consultation and proposed next steps.

Rachel Clarke
Committee Secretary

Present:

Hon David Seymour
Rt Hon Winston Peters
Hon Nicola Willis (Chair)
Hon Brooke van Velden
Hon Paul Goldsmith
Hon Louise Upston
Hon Todd McClay
Hon Tama Potaka
Hon Simon Watts
Hon Chris Penk
Hon Penny Simmonds
Hon Andrew Hoggard
Hon Nicola Grigg
Hon Mark Patterson
Hon James Meager
Hon Scott Simpson
Hon Cameron Brewer

Officials present from:

Office of Hon Simon Watts
Officials Committee for ECO