



BRIEFING

Briefing for Incoming Associate Minister for Workplace Relations and Safety

Date:	23 June 2022	Priority:	High
Security classification:	In Confidence	Tracking number:	2122-4962

Action sought		
	Action sought	Deadline
Hon Priyanca Radhakrishnan Associate Minister for Workplace Relations and Safety	Discuss the attached Briefing for the Incoming Minister with officials	27 June 2022

Contact for telephone discussion (if required)			
Name	Position	Telephone	1st contact
Anna Clark	General Manager, Workplace Relations and Safety Policy	Privacy of natural persons	✓
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The following departments/agencies have been consulted

Minister's office to complete:

☐ Approved

☐ Declined

☐ Noted

☐ Needs change

☐ Seen

☐ Overtaken by Events

☐ See Minister's Notes

☐ Withdrawn

Comments



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Purpose

To provide you with the Briefing for the Incoming Associate Minister for Workplace Relations and Safety.

Summary

1. The Ministry of Business, Innovation and Employment (MBIE) have prepared an introductory briefing to assist you in your first days as Associate Minister for Workplace Relations and Safety.
2. The attached briefing provides an overview of the portfolio, including the key policy areas that you will be responsible for, as well as upcoming decisions and advice.

Recommended action

The Ministry of Business, Innovation and Employment recommends that you:

- a **Discuss** the attached Briefing for the Incoming Associate Minister for Workplace Relations and Safety with officials.

Privacy of natural persons

Agree / Disagree

Anna Clark
General Manager, Workplace Relations and Safety Policy
Labour, Science and Enterprise, MBIE

23 / 6 / 22

Hon Priyanca Radhakrishnan
Associate Minister for Workplace Relations and Safety

..... / /

Annexes

Annex One: Briefing for Incoming Associate Minister for Workplace Relations and Safety

Annex One: Briefing for Incoming Associate Minister for Workplace Relations and Safety



**MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT**
HĪKINA WHAKATUTUKI



Briefing for the Incoming Associate Minister for Workplace Relations and Safety

June 2022

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1. Portfolio overview

Purpose

1. This briefing provides you with information about the Workplace Relations and Safety portfolio and the responsibilities delegated to you by the Minister for Workplace Relations and Safety. Further briefings will be provided focussing on specific topics in depth, depending on your priorities.

Introduction to the employment relations and standards system and the health and safety at work system

2. The Minister for Workplace Relations and Safety has responsibility for the employment relations and standards regulatory system, and the health and safety at work regulatory system. These regulatory systems are critical in supporting businesses to employ skilled and productive people, ensuring work is healthy and safe, building productive employment relationships and protecting minimum standards of employment. A well-functioning and high-performing labour market relies on robust regulatory systems that encourage productivity and innovation, protect workers and support businesses, and maintain New Zealand's international brand as a reputable employer in export markets.
3. Most of the policy and operational functions of the employment relations and standards system are contained within the Ministry of Business, Innovation and Employment (MBIE). Section 5 provides you with further detail.
4. Detail on the legislation relevant to the Workplace Relations and Safety portfolio is provided as Annex 1. More details on the Workplace Relations and Safety regulatory systems are provided as Annex 2.

The employment relations and standards regulatory system

5. The employment relations and standards regulatory system sets the minimum standards of employment and provides a legislative structure to support productive relationships between employers, workers and their respective representatives. The system focuses on the way in which employers and employees relate to one another, how breakdowns in this relationship are moderated and how compliance with employment standards is achieved.

The health and safety at work regulatory system

6. The health and safety at work regulatory system provides a balanced legislative framework to secure the health and safety of workers and workplaces, through duties, principles, and rights. The health and safety at work regulatory system aims to increase awareness, knowledge and competence across all system participants to manage work health and safety risks, in a way that is proportionate and balanced with regulatory costs. The framework is underpinned by regulations, Safe Work Instruments, Approved Codes of Practice, and guidance. It is focused on the areas of greatest risk and supported by regulator activity.

Priorities in the work programme

7. An overview of the Workplace Relations and Safety work programme is provided as Annex 3 and Annex 4.

2. Your responsibilities and an overview of the work in your portfolio

8. The Minister for Workplace Relations and Safety has delegated you responsibility¹ for:
- All matters relating to:
 - migrant exploitation, including engaging with migrant communities about matters relating to workplace relations and safety, overall responsibility for the Migrant Exploitation Strategy, and responsible for the Worker Protection (Migrant and Other Employees) Bill and its implementation;
 - pay transparency and work to promote pay equity in workplaces, which is been undertaken jointly with the Minister for Women;
 - Replying to Ministerial Correspondence and Parliamentary Questions on the above matters;
 - Attending events on the Minister for Workplace Relations and Safety's behalf/and at their request;
 - Other initiatives as agreed from time to time with the Minister for Workplace Relations and Safety.

Addressing migrant worker exploitation

9. MBIE is working to ensure that migrants are not exploited. Evidence suggests that migrant exploitation is a serious and growing problem in New Zealand.
10. In August 2020, the Government announced a package of legislative, policy and operational changes as a result of the policy Review into Temporary Migrant Worker Exploitation (the Review). The changes represent a coordinated end-to-end set of changes to reduce migrant exploitation. Please refer to paragraphs 22-28 for more information on the Review and subsequent changes.
11. A full evaluation of these changes will be conducted in 2023 and will be important to inform any further policy work to address migrant exploitation. Our current focus is on progressing the legislative changes.

What is migrant exploitation?

12. MBIE defines migrant exploitation as a breach of minimum employment standards (set in legislation) and conduct under the *Immigration Act 2009* which causes or increases the risk of harm to the economic, social and physical well-being of the worker. It also includes situations where migrants are deceived or coerced into paying above market rates for goods and services, such as food and accommodation, or forced to live in substandard accommodation.
13. Exploitation exists on a spectrum and takes many forms. This includes (but is not limited to) requiring workers to pay for their job; denying leave; requiring excessive work hours; under- or non-payment of agreed wages; failing to provide an employment agreement; retaining or withholding passports; controlling living conditions, movement and communications; and making threats and using intimidation.

¹ Signed letter of delegation from the Minister for Workplace Relations and Safety to the Associate Minister for Workplace Relations and Safety, 21 June 2022.

14. At the most serious end of the spectrum, exploitation includes forced labour, people trafficking and slavery. The Government is undertaking work to address these more serious forms of exploitation, which is discussed below.

Exploitation has serious, negative outcomes for migrants, businesses, New Zealanders and New Zealand's international reputation

15. Migrants who experience exploitation can suffer financial hardship and serious physical and psychological harm, which can also affect their families.
16. In addition, exploitative work practices negatively impact businesses and the economy. Exploitative employers use illegal practices to reduce costs, increase profits and gain commercial advantages. Exploitation generally occurs in lower-paid industries, in which Māori and young people are disproportionately represented in the workforce. They are affected as exploitation can contribute to wage suppression and job displacement in these industries. Awareness of exploitation extends beyond the migrant worker community and damages both domestic and international views of working in New Zealand.
17. There are significant challenges in attempting to accurately measure the extent of migrant worker exploitation. The hidden nature of this activity and difficulties engaging with migrants willing to participate in research can make data collection difficult. These issues, along with language barriers, mean that accurately measuring the extent of exploitation is extremely challenging. Even so, the evidence suggests that exploitation is a serious issue in New Zealand.

We have a significant number of temporary migrant workers in New Zealand

18. Temporary migrant workers make an important contribution to our economy. There were approximately 170,000 temporary migrant workers in New Zealand in January 2022. Due to the effects of the COVID-19 pandemic, this is a decrease from the estimated 235,000 temporary migrant workers in New Zealand in 2020. The temporary migrant worker population is diverse and includes workers with a range of visa statuses, skill levels and personal situations. The use of migrant labour had been steadily increasing in New Zealand, until the last two years due to COVID-19, particularly in important sectors such as tourism, primary industries and construction.
19. Overall, 11 percent of temporary migrants (including 18 percent of working holiday makers) who responded to the 2019 Migrant Survey said they had felt threatened by their employer's behaviour, had their employer hold back or threaten to hold back their entitlements or had been asked to pay money to their employer to get or keep their job. Extrapolated, this means around 18,700 temporary workers may be suffering from exploitation. This is likely to be an underestimate as exploited migrants are less likely to respond to a survey.
20. Migrant workers tend to be more at risk of workplace exploitation for a variety of reasons. According to research commissioned by MBIE in 2019, exploitation occurs most frequently where workers hold student visas or employer-assisted visas. Migrants most vulnerable to exploitation include:
 - migrants from low-income source countries or who have a low level of English proficiency, in low skilled employment, or who lack independent means to support themselves, or are in debt;
 - migrants working outside of their visa conditions (for example, over-stayers or people on visitor visas);
 - migrants who need to hold jobs to remain in the country, and potentially to gain residence.

The number of complaints of exploitation has grown in recent years

21. In 2011/12, Immigration New Zealand (INZ) received exploitation allegations involving 31 individuals and businesses. This rose to 390 in 2018/19, including 151 complaints made to the Labour Inspectorate. With the launch of dedicated migrant exploitation reporting tools in July 2021, the number of complaints has risen significantly again –between July 2021 and April 2022, MBIE received 855 complaints of migrant exploitation.

MBIE's Temporary Migrant Worker Exploitation Review

22. In 2019 MBIE led an in-depth policy review into temporary migrant worker exploitation. To support the Review, MBIE has published independent and wide-ranging research on the nature of such exploitation. It has also convened a consultation group representing migrants, businesses, unions, and international students. Public consultation on a set of proposals to address temporary migrant exploitation was undertaken in October and November 2019.
23. In March 2020, Cabinet agreed to implement nine proposals to reduce migrant exploitation in New Zealand. These are:

Prevent	Protect	Enforce
<ul style="list-style-type: none"> • Introduce a duty on third parties with significant control or influence over an employer to take reasonable steps to prevent a breach of employment standards from occurring. • Require franchisees to meet higher accreditation standards under the Accredited Employer Work Visa. • Disqualify people convicted of migrant exploitation and people trafficking from managing or directing a company. 	<ul style="list-style-type: none"> • Establish a dedicated migrant exploitation 0800 phone line and online reporting, and establish a specialised migrant worker exploitation-focused reporting and triaging function. • Create a new visa to enable temporary migrant workers to leave exploitative employment situations. 	<ul style="list-style-type: none"> • Establish three new immigration infringement offences targeting non-compliant employer behaviour. • Allow the Labour Inspectorate to issue an infringement notice where employers fail to provide requested documents in a reasonable timeframe. • Expand the stand down list to cover existing Immigration Act offences. Ensure employers with serious immigration convictions cannot support applications for migrant workers. • Notify impacted migrant workers that their employer has been stood-down.

24. In August 2020 \$50 million was invested in supporting these changes for four years. A large part of this funding has supported a substantial increase in funding for compliance and enforcement through the Labour Inspectorate and INZ.
25. On 1 July 2021, the first of the new changes from the Review – the dedicated 0800 phone line and the Migrant Exploitation Protection Visa (MEPV) – came into force. Between 1 July 2021 and 1 April 2022, 790 complaints of migrant exploitation were received via the online form, 0800 number, Crime Stoppers and other channels and as of April 2022, 88 MEPVs have been granted.
26. The remaining changes from the Review require legislation to be implemented. Officials are currently drafting the Worker Protection (Migrant and Other Employees) Bill, which will amend the Companies Act 1993, Employment Relations Act 2000 and Immigration Act 2009 to:

- disqualify people convicted of migrant exploitation and people trafficking from managing or directing a company;
- establish new immigration infringement offences targeting non-compliant employer behaviour;
- allow Labour Inspectors to issue an infringement notice where employers fail to provide requested documents in a reasonable timeframe; and
- expand the stand-down list to cover existing Immigration Act offences.

27. Confidential advice to Government

Related work

28. The work to address temporary migrant worker exploitation also sits in context of other workstreams underway which have implications for migrant exploitation in New Zealand. The main related workstreams are:
- the Accredited Employer Work Visa (AEWV) system, which will require employers to be accredited if they wish to recruit migrant workers from offshore. The AEWV will become the main pathway for employer-assisted temporary work visas from 4 July 2022.
 - the rollout of the Plan of Action Against Forced Labour, People Trafficking and Slavery. The Plan of Action provides a five-year, all-of-government response to the most extreme forms of exploitation and works in conjunction with the migrant exploitation changes.
 - policy work to address modern slavery and worker exploitation in supply chains. This work has a strong domestic component and incorporates the duty to prevent employment standards breaches, which was announced under the Review.
 - the Recognised Seasonal Employer Review. We are aware of reports of migrant exploitation within the RSE scheme. MBIE is considering options to strengthen the compliance regime and will be consulting on these in 2022.
 - the Immigration Rebalance. This will adjust the long-term priorities of the immigration portfolio to change the volume and mix of migrants who come to New Zealand, particularly by reducing the flow of low-skilled migrant workers.
 - the Productivity Commission Immigration Inquiry, which investigated what immigration policy settings would best facilitate New Zealand's long-term economic growth and promote the wellbeing of New Zealanders. The final report makes 32 findings and 24 recommendations to Government.
 - the Former Refugee, Recent Migrants and Ethnic Communities Employment Action Plan (FRRMEC). FRRMEC aims to improve employment outcomes for New Zealand's ethnic communities and links in with existing work by including a focus on addressing migrant worker exploitation.

Education and Workforce Committee Inquiry into Migrant Exploitation

29. In addition, officials have been assisting the Education and Workforce Committee while it has been conducting an inquiry into migrant exploitation. The Committee received public submissions on the issue from October 2021 to February 2022 and held a number of public and private hearings on the issue.

30. Officials prepared a departmental report in May 2022 summarising and responding to key themes and questions that arose from both submissions and Committee members. This is attached as Annex 5. Key themes from submitters largely focused on the impact of current visa settings and the availability of support for victims of exploitation. The Committee is expected to produce its final report in July 2022.

Work to progress pay transparency in New Zealand

A lack of pay transparency is a significant issue in Aotearoa New Zealand

31. Pay transparency generally refers to the disclosure of remuneration at a systemic, organisation-wide level, with disclosure unable to be linked to a particular employee's pay.
32. Pay transparency can form part of a range of potential policy options to combat the gender pay gap and issues of equity in the workplace. The gender pay gap places women at an economic disadvantage and contributes to reduced lifetime earnings for women². For example, women tend to have less net wealth at retirement than men. This is compounded by additional barriers faced by women in the labour market. These include an increased likelihood to be in part-time or casual work, and bearing a disproportionate share of caring and family responsibilities, which reduces the ability for women to be resilient to labour market shocks. Women, especially wāhine Māori and Pacific women, are historically more affected by economic shocks, and take longer to recover in terms of earnings and rates of employment.
33. The majority (80 percent) of the gender pay gap is driven by factors that cannot be explained by quantitative differences in education, occupation, or employment conditions (e.g. working part-time). These factors include conscious and unconscious biases, and differences in choices and behaviours between men and women³.
34. Having more transparent access to pay information could help:
- people to make better decisions about, for example, whether to ask for a raise, seek an opportunity elsewhere, or remain in their job;
 - ensure that people are matched to the available jobs that best suit their skills and experience;
 - tackle information asymmetries that disproportionately disadvantage people who face negative bias in the labour market;
 - surface existing inequities that commonly go unnoticed by both employees and employers
 - incentivise employers to address current inequities and make the changes to their policies and practices needed to keep inequities from reappearing;
 - employees to better negotiate their pay with their employers;
 - employers to better understand pay across the labour market, although there are tools and methodologies available for employers to assess and set rates.
35. A lack of pay transparency can mask pay disparities that may be discriminatory, including gender-based discrimination. It may mean there is a lack of incentives for employers to proactively investigate whether any gender pay issues exist and to address them. It can also mean employee lack information to identify equal pay or pay equity issues, affecting their

² The Ministry for Women estimates that, on average, women earn \$888,108 less over their lifetimes than men.

³ Pacheco, G; Li, C; and Cochrane, B (2017) Ministry for Women.

ability to make a claim, which is particularly important in a claims-based system as in New Zealand.

Momentum is gathering to improve pay transparency

36. The Human Rights Commission launched a petition in 2021 calling for a pay transparency regime to be adopted in New Zealand, including legislation and an independent pay transparency agency. The petition garnered over 4,000 signatures and was presented to Parliament on 15 February 2022 by the Equal Employment Opportunities Commissioner. The petition was accepted by the Minister for Women and the Minister for Workplace Relations and Safety on behalf of the Government.
37. Mind the Gap, an initiative funded by philanthropic foundation Clare, has launched a voluntary Pay Gap Registry which encourages private sector organisations to report on their pay gaps, including gender and ethnic pay gaps for Māori and Pacific employees. The registry features employers by name, including the name of the board chair and the CEO where that employer publishes their pay gap. Mind the Gap is also calling on the Government to introduce pay transparency legislation.
38. The National Advisory Council on the Employment of Women (NACEW) has raised pay transparency as an issue with the Minister for Women. NACEW is calling on the Government to progress pay transparency work including mandatory pay gap reporting and is supportive of calls to introduce legislation on pay transparency.

There are initiatives already in place or in development that improve pay transparency

39. Pay transparency forms part of a wider range of measures that the Government is already working on to close the gender pay gap, and increase pay equity in New Zealand. A 2018 amendment to the Employment Relations Act 2000 required pay to be included in employment agreements.
40. Fair Pay Agreements, and the pay rates agreed in them, will be published. The Fair Pay Agreements Bill was introduced to Parliament on 29 March 2022. It has had its first reading and is being considered by the Education and Workforce Select Committee. The Committee will report back to the House in early October 2022 with enactment intended by the end of this year. The Fair Pay Agreement system will create a new bargaining mechanism to set binding minimum terms at the industry or occupation level.
41. Te Kawa Mataaho Public Service Commission (PSC) is continuing its work on gender and ethnic pay gaps in the public sector. PSC publishes and analyses gender and ethnic pay gaps across public sector agencies and gender pay gaps for individual agencies annually. This data is available dating back to 2001. As well as centralised reporting, guidance is available for the public service on measuring and analysing their own gender and ethnic pay gaps.
42. Under Kia Toipoto (the new Public Service Pay Gaps Action Plan 2021-24), in addition to gender pay gaps, agencies will begin to publish ethnic pay gaps starting in 2022 and developing over the next few years. Crown entities will also begin to publish gender and ethnic pay gaps. Agencies and Crown entities are also being required to publish the action they will be taking to close the pay gap on an annual basis.
43. Te Mahere Whai Mahi Wāhine, the Women's Employment Action Plan sets out a range of actions designed to target gender (and ethnic-gender) pay gaps, including supporting pay equity in the public, private and funded sectors, implementing Fair Pay Agreements, working with PSC to eliminate gender and ethnic pay gaps in the public sector, and improving pay

transparency. The actions agreed to by Cabinet within the Associate Workplace Relations and Safety portfolio are:

- Improve pay transparency in Aotearoa New Zealand
- Investigate potential for extending paid parental leave to spouses and partners of new mothers.

44. The Action Plan will be released on 30 June 2022.

The Government is due shortly to respond to the Education and Workforce Committee report on pay transparency

45. Towards the end of 2021, the Education and Workforce Committee held a briefing into pay transparency and held a number of hearings with unions, businesses and NGO organisations.
46. In March 2022, the Committee published a report on pay transparency which recommended that the Government develop pay transparency measures in line with the report. The report stated a number of policy considerations for any potential pay transparency regime, including:
- pay equity is likely to be more effective with a mandatory regime rather than an optional regime;
 - pay equity is more likely to be effective with a comprehensive pay transparency regime that requires action to address inequity, as opposed to a reporting only model;
 - Māori, Pacific, and other ethnic pay gaps should form part of any reporting measures.
47. The response sets out that the Government:
- agrees to investigate whether a full pay transparency regime in New Zealand would be beneficial in reducing the gender pay gap, as part of a range of other initiatives;
 - accepts, in principle, to consider the recommendation of the Education and Workforce Committee to incorporate the policy considerations in its report into the work programme on pay transparency.

48. **Confidential advice to Government**

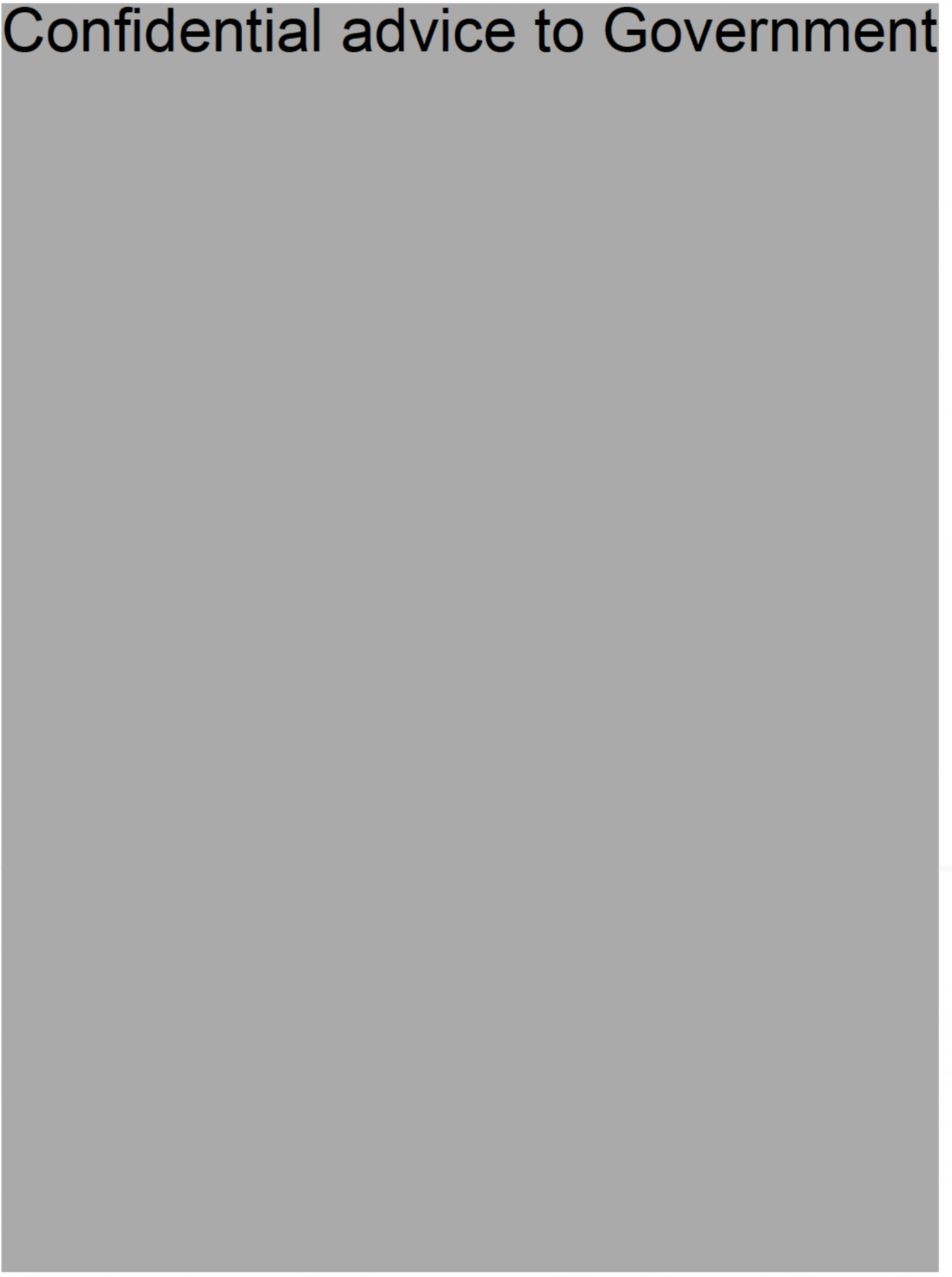
The Ministry for Women and MBIE have begun planning a work programme to improve pay transparency in New Zealand

49. **Confidential advice to Government**

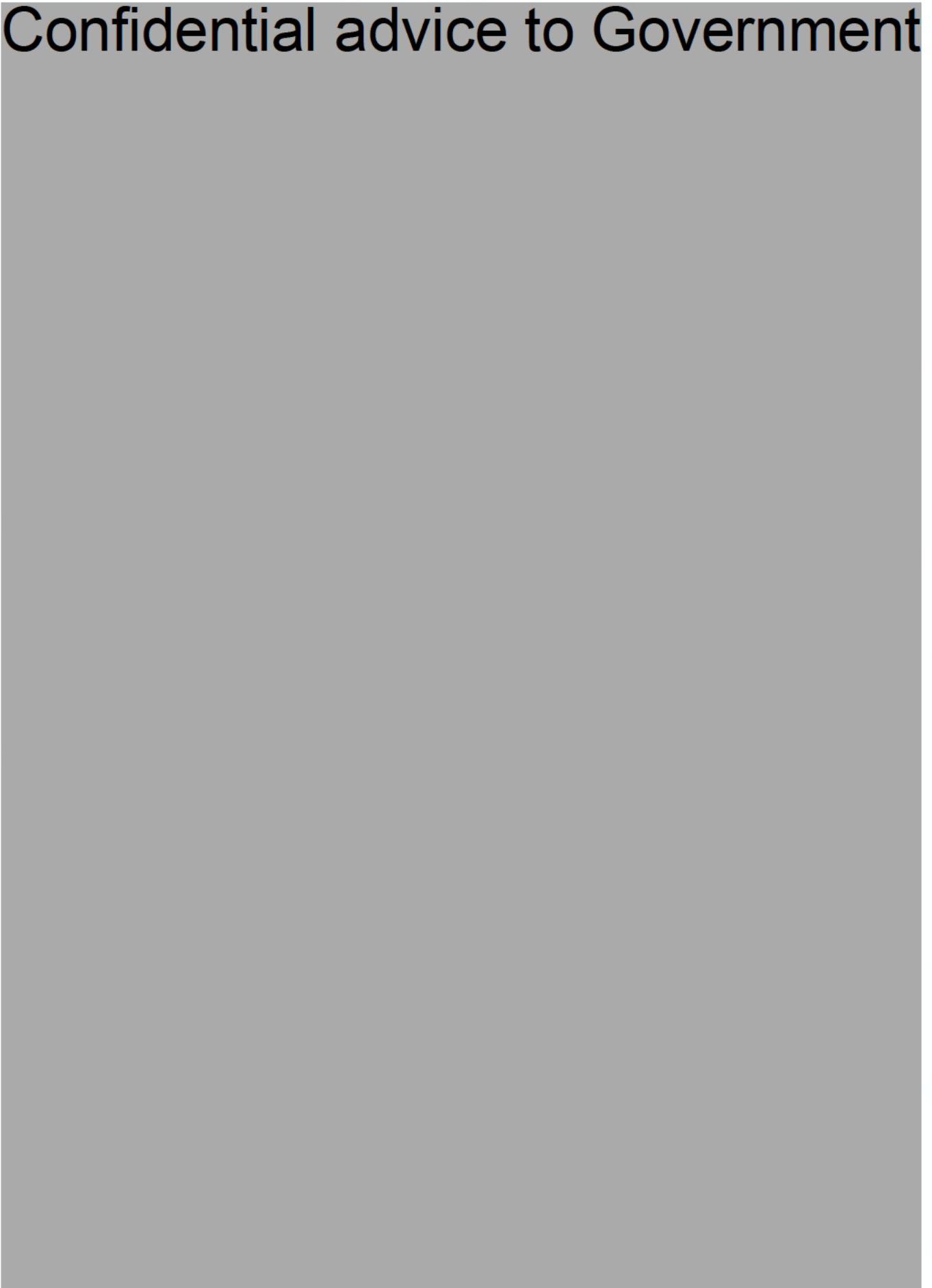
Confidential advice to Government

Confidential advice to Government

Confidential advice to Government



Confidential advice to Government



Confidential advice to Government

3. Immediate priorities and key decisions

71. This section provides key dates and immediate priorities for the Workplace Relations and Safety portfolio. Officials are available to brief you to provide further information.

Key decisions and priorities

72. The following items are the upcoming schedule of activities/initiatives being developed or implemented by MBIE, or are currently being developed by MBIE for the Associate Minister for Workplace Relations and Safety:

Topic	Description	Driver	Timing
Things currently scheduled to happen			
Temporary Migrant Worker Exploitation Review Proposals	The previous Government announced a set of policy, operational and legislative changes and associated funding to reduce temporary migrant worker exploitation in August 2020. The first changes came into force in July 2021, including new reporting tools for migrant exploitation and the new Migrant Exploitation Protection Visa. The remaining changes require legislative amendments to be implemented.	Implementing Cabinet or ministerial policy decisions.	Constitutional conventions
Government response to Education and Workforce Committee report on pay transparency	In March 2022, the Committee published a report on pay transparency that recommended that the Government develop pay transparency measures in line with the report, which included a number of policy considerations for any potential pay transparency regime.	Standing Order (256) requirement for the Government to respond to the recommendations of a select committee report.	To be tabled in the House by 28 June 2022.
Confidential advice to Government			

Topic	Description	Driver	Timing
<i>Things to be aware of</i>			
Education and Workforce Committee inquiry into migrant exploitation	On 27 October 2021 the Education and Workforce Committee opened an inquiry into migrant exploitation to investigate the scale of migrant exploitation in New Zealand, the impact of exploitation on migrants and their families, and what could be done to address migrant exploitation. Officials were appointed as advisors to the Committee and have assisted the Committee as it has conducted the Inquiry.	Select Committee inquiry.	Committee report is expected to be produced in July 2022.

4. Major links with other portfolios

73. Labour Market issues involve a range of Ministerial portfolios. For example, the Minister for Workplace Relations and Safety has been:
- Jointly responsible with the Minister of Immigration for the Migrant Exploitation Review and oversight of coordinated compliance activities.
 - Jointly responsible with the Minister for Women for implementing pay equity legislation and considering pay transparency measures.
74. As these are in your delegated responsibilities, you will now be jointly responsible with the above Ministers.
75. MBIE will support you in your role on any relevant Cabinet Committees and Ministerial groups.

5. How MBIE assists you

Our primary ways of engaging with you

76. We engage with you primarily through the following mechanisms:

- Meetings between yourself and MBIE officials, based on your preference
- Weekly update reports on key policy and operational issues in the portfolio.

77. We are happy to adjust any of these based on your preferred ways of working.

MBIE is responsible for most of the policy and operational functions in the employment relations and standards system

78. Some of the key roles and responsibilities within MBIE are:

- The **Workplace Relations and Safety Policy Branch** (part of MBIE's Labour, Science and Enterprise Group) provides policy advice on the regulatory regime and broader workplace relations and safety issues.
- MBIE's **Te Whakatairanga Service Delivery Group**, externally branded as 'Employment New Zealand,' is the primary regulator of employment relations and standards, and includes:
 - the **Labour Inspectorate**, which enforces minimum employment standards;
 - **Dispute Resolution** services, which assist employers and employees to resolve employment disputes;
 - the **MBIE Service Centre** and information and education functions which support the public, employers and employees to understand the law, by building awareness of rights and obligations and capability to meet them.
- The **Evidence and Insights Branch** houses the **Workforce & Workplace and Migration** teams. These teams work closely with Statistics New Zealand and other external research bodies, and are responsible for providing evidence and insights about the labour market, employment conditions, workplace relations, and migration trends and conditions. The teams work across MBIE and with external stakeholders to provide analysis and advice to support regulatory, operational and policy direction and decision making. The teams support the portfolio by providing:
 - periodic reports on the state of the labour market and analysis of long-term trends, including job vacancies, as well as responding to ad hoc queries;
 - modelling and forecasting of employment nationally and regionally, including leading a cross-agency project looking at factors that are likely to influence labour market supply and demand over the next 18 months;
 - quarterly reports on international migration;
 - information tools to support policy and strategy development, including the Labour Market Dashboard and Migration Data Explorer;
 - a range of survey, research, evaluation and analytical work to inform policy, strategy and regulatory development (eg survey of employer intentions in response to COVID-19 and development of a tool to support pay equity policy development).




79. The determination and judicial operational functions in the ERES system are respectively performed by the following independent statutory bodies:

- the **Employment Relations Authority** (administered under the WRS portfolio and supported by MBIE)
- the **Employment Court** (administered under the Justice portfolio and supported by the Ministry of Justice).

Health and Safety at Work System

80. MBIE works closely with WorkSafe in the stewardship of the health and safety at work system and energy safety.
- The Workplace Relations and Safety Policy Branch of MBIE provides primary policy advice on the legislation and regulations, and policy and strategic advice on the design and overall performance of the health and safety at work system and energy safety.
 - WorkSafe is the primary regulator. MBIE monitors WorkSafe as a crown entity, as the primary health and safety at work and energy safety regulator, and its leadership role in the health and safety at work system.
 - The Civil Aviation Authority and Maritime New Zealand are designated agencies under the Health and Safety at Work Act 2015, for the purposes of performing functions and exercising powers in the aviation and maritime sectors.

6. Key people


Contact	Role	Priority Area	Contact details
 Carolyn Tremain	Chief Executive, Ministry of Business, Innovation and Employment	All.	E Carolyn.Tremain@mbie.govt.nz P 04 901 1357 Privacy of natural persons
 Chris Bunny	Deputy Chief Executive, Labour, Science and Enterprise (LSE)	The Labour, Science and Enterprise Group works with people, businesses, regions, and the science, innovation and education systems to help the country and New Zealanders to be successful.	E Chris.Bunny@mbie.govt.nz P 04 901 8728 Privacy of natural persons
 Suzanne Stew	Deputy Chief Executive, Te Whakatairanga Service Delivery	Te Whakatairanga Service Delivery Group provides the critical functions and services that support businesses, employees and consumers to operate successfully in the market place.	E Suzanne.Stew@mbie.govt.nz P 04 474 2926 Privacy of natural persons

Contact	Role	Priority Area	Contact details
 <p>Anna Clark</p>	General Manager, Workplace Relations and Safety Policy Branch, LSE	The Workplace Relations and Safety Policy Branch provides policy and regulatory advice in relation to employment relations and standards, health and safety, international labour, and accident compensation.	<p>E Anna.Clark2@mbie.govt.nz</p> <p>Privacy of natural persons</p>
 <p>Ruth Isaac</p>	General Manager, Employment, Skills and Immigration Policy Branch, LSE	The Employment, Skills and Immigration Policy Branch provides policy and regulatory advice in relation to immigration and skills and employment.	<p>E Ruth.Isaac@mbie.govt.nz</p> <p>P 04 901 3883</p> <p>Privacy of natural persons</p>
 <p>Katherine MacNeill</p>	General Manager, Employment Services branch, Te Whakatairanga Service Delivery	Employment Services branch is the primary ERES regulator, including employment dispute resolution services, compliance and enforcement of employment law and administration of the Employment Relations Authority.	<p>E Katherine.MacNeill@mbie.govt.nz</p> <p>Privacy of natural persons</p>
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WORKPLACE RELATIONS AND SAFETY

Contact	Role	Priority Area	Contact details
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 <p>Lisa Collins</p>	Manager, Health and Safety Policy		<p>E Lisa.Collins3@mbie.govt.nz</p> <p>P 04 897 6436</p>
 <p>Chris Hubscher</p>	Manager, Employment Standards Policy		<p>E Chris.Hubscher@mbie.govt.nz</p> <p>P 04 830 7317</p>

WORKPLACE RELATIONS AND SAFETY

Contact	Role	Priority Area	Contact details
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