

Performance Information for Appropriations

Vote Labour

MINISTER(S) RESPONSIBLE FOR APPROPRIATIONS: Minister of Labour (M43)

ADMINISTERING DEPARTMENT: Department of Labour

MINISTER RESPONSIBLE FOR DEPARTMENT OF LABOUR: Minister of Labour

Part 1 - Summary of the Vote

Part 1.1 - Overview of the Vote

The Minister of Labour is responsible for appropriations in the Vote for the 2008/09 financial year covering the following:

Departmental appropriations consisting of:

- a total of \$957,000 on managing the Government's relationship with the International Labour Organisation and maximising connections between international labour-related developments and domestic policy issues
- a total of \$12.267 million on the provision of analysis, research and policy advice on the labour market and workplace issues including monitoring and ministerial servicing
- a total of \$26.739 million on providing services to promote and support fair and productive employment relationships including support services provided to employment relations institutions
- a total of \$34.749 million on providing services to promote and support safe and healthy people and workplaces
- a total of \$4.582 million on providing services to promote and support the safe management of hazardous substances in the workplace and amusement devices.

Non-departmental appropriations consisting of:

- a total of \$2.278 million on purchasing services from non-departmental providers in relation to the Employment Relations Education Contestable Fund
- a total of \$869,000 on collection of the Health and Safety in Employment (HSE) Levy
- a total of \$889,000 on purchasing services from non-departmental providers in relation to the Pay and Employment Equity Contestable Fund
- a total of \$15,000 for the Bad Debt Expense write-off for non-recovered hearing costs
- a total of \$3.080 million on other labour-related payments such as salaries and allowances of the Employment Relations Authority Members
- a total of \$1.400 million on subscription to the International Labour Organisation
- a total of \$943,000 on promoting equal employment opportunities (EEO) and better relations through the Joint EEO Trust
- a total of \$15,000 for the New Zealand Industrial Relations Foundation.

Details of these appropriations are set out in Parts 2-6 below.

Part 1.2 - High-Level Objectives of the Vote

Contribution of Appropriations to Government Priorities and Outcomes

Government Priorities - Themes/Sub-themes	Government Outcomes	Appropriations	
Economic Transformation	Advocating for a fair and open global trading environment	International Services	
	Security and stability of New Zealand borders		
	Improving workplace productivity	Policy Advice - Labour	
	Reducing the current work toll	Services to Promote and Support Fair and Productive Employment Relationships	
	Contributing to work-life balance	Services to Promote and Support Safe and Healthy People and Workplaces	
	Promoting employment relations based on good faith	Services to Promote and Support the Safe Management of Hazardous Substances in the Workplace and Amusement Devices	
	Promoting decent and productive work		Employment Relations Education Contestable Fund
			Health and Safety in Employment Levy - Collection Services
Pay and Employment Equity Contestable Fund			

Part 1.3 - Trends in the Vote

Summary of Financial Activity

	2003/04	2004/05	2005/06	2006/07	2007/08		2008/09			2009/10	2010/11	2011/12
	Actual \$000	Actual \$000	Actual \$000	Actual \$000	Budgeted \$000	Estimated Actual \$000	Departmental Transactions Budget \$000	Non- Departmental Transactions Budget \$000	Total Budget \$000	Estimated \$000	Estimated \$000	Estimated \$000
Appropriations												
Output Expenses	49,184	61,464	71,325	75,284	80,763	78,785	79,294	4,036	83,330	82,639	81,966	81,176
Benefits and Other Unrequited Expenses	-	-	-	-	-	-	N/A	-	-	-	-	-
Borrowing Expenses	-	-	-	-	-	-	-	-	-	-	-	-
Other Expenses	5,589	4,956	4,699	4,687	5,453	5,065	-	5,453	5,453	5,453	5,453	5,453
Capital Expenditure	17,842	14,660	14,919	11,987	24,935	24,935	24,739	-	24,739	20,140	17,232	19,579
Intelligence and Security Department Expenses and Capital Expenditure	-	-	-	-	-	-	-	N/A	-	-	-	-
Total Appropriations	72,615	81,080	90,943	91,958	111,151	108,785	104,033	9,489	113,522	108,232	104,651	106,208
Crown Revenue and Receipts												
Tax Revenue	-	-	-	-	-	-	N/A	N/A	-	-	-	-
Non-Tax Revenue	30,754	32,446	37,169	36,393	39,331	39,331	N/A	N/A	38,380	38,380	38,380	38,380
Capital Receipts	-	-	-	-	-	-	N/A	N/A	-	-	-	-
Total Crown Revenue and Receipts	30,754	32,446	37,169	36,393	39,331	39,331	N/A	N/A	38,380	38,380	38,380	38,380

Budget Policy Initiatives

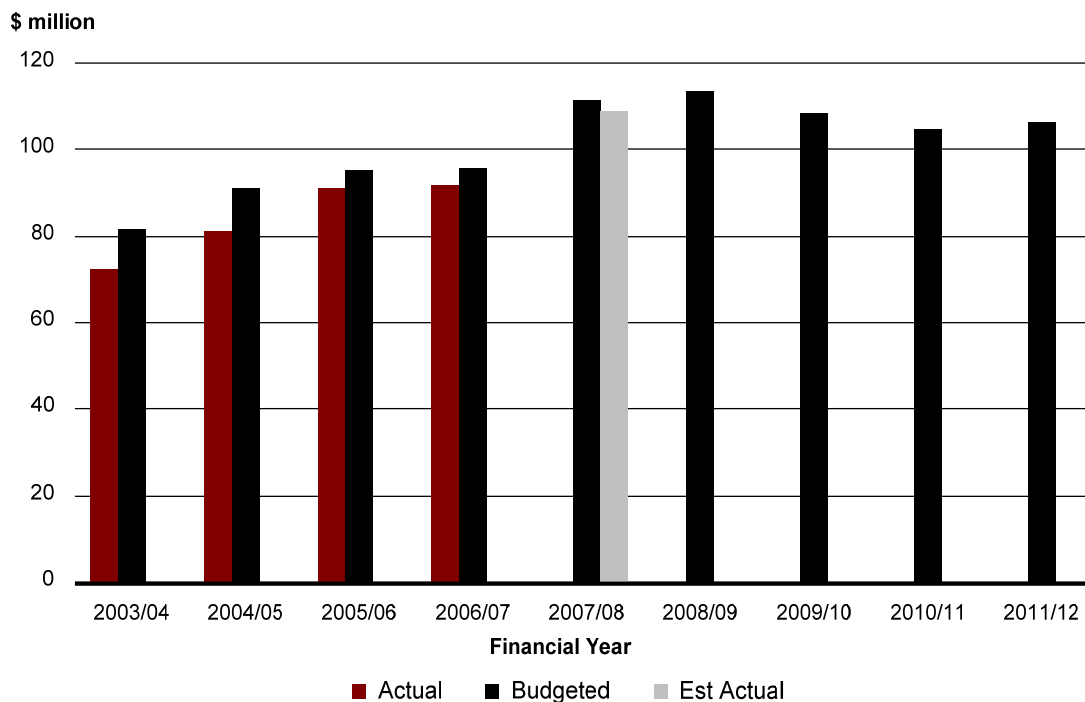
Policy Initiative	Appropriation	2007/08 Budgeted \$000	2008/09 Budget \$000	2009/10 Estimated \$000	2010/11 Estimated \$000	2011/12 Estimated \$000
Inter-Agency Resource Needs for Trade Agreements	International Services Departmental Output Expense (General)	-	348	-	-	-
Improving Capacity and Capability in the HSNO Act Hazardous Substances Regime	Services to Promote and Support the Safe Management of Hazardous Substances in the Workplace and Amusement Devices Departmental Output Expense (General)	-	-	1,100	-	-
Implementation of the Private Members' Bills and associated work programme	Policy Advice - Labour Departmental Output Expense (General)	-	35	50	190	-
	Services to Promote and Support Fair and Productive Employment Relationships Departmental Output Expense (General)	-	815	690	600	-

Analysis of Significant Trends

Total Vote: All Appropriations

Significant changes in departmental and non-departmental appropriations in Vote Labour are discussed briefly below.

Trends in comparative actual and estimated total expenses and capital expenditure are shown in Figure 1 below, including budgeted and estimated actual figures for the preceding year.

Figure 1 - Trends in total actual and estimated expenses and capital expenditure

Source: Department of Labour

Commentary

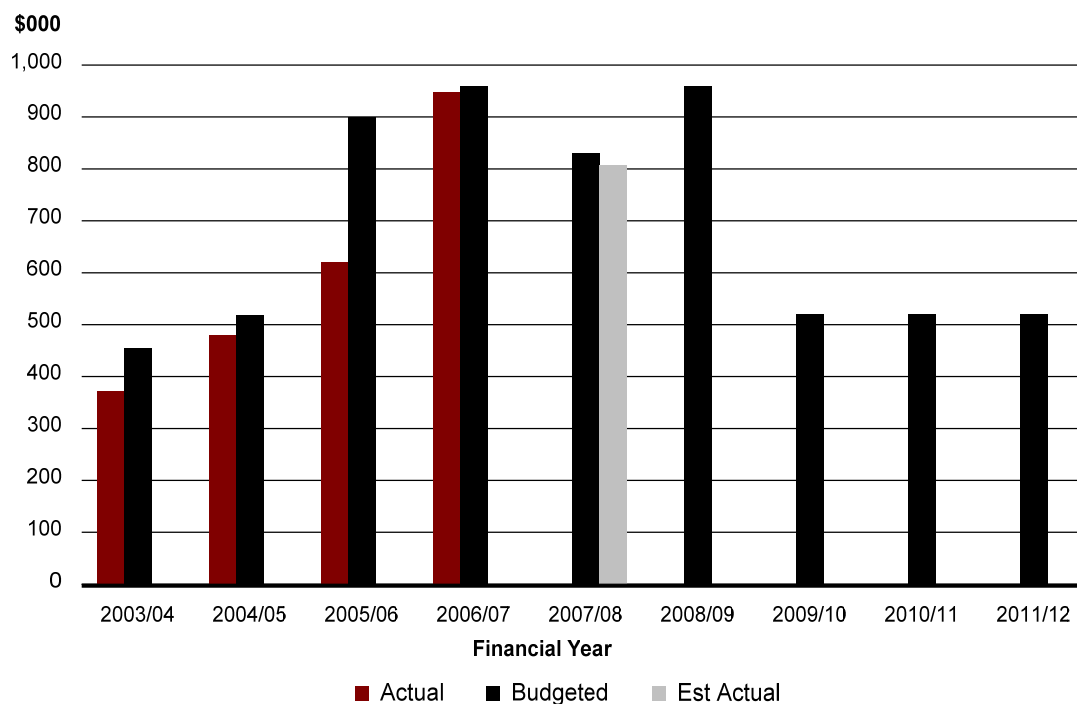
The total appropriation for Vote Labour has increased due to year-on-year increases in new policy initiatives (as identified below).

A budgetary decrease is projected in outyears because of the ending of new policy funding in the safe management of hazardous substances (\$2.198 million); and the completion of a three-year work programme on work-life balance (\$572,000).

Actual expenditure has been under budget, with significant variances occurring in the following years:

- 2004/05: an under expenditure (actual to budget) of 12.2% arising from delays in actioning policy work programmes, and establishing new initiatives (such as the Small Business Support Information Unit, the Partnership Resource Centre and the Auckland Contact Centre) due to staff shortages.
- 2005/06: an under expenditure (actual to budget) of \$5.5% arising from a combination of activities with staff vacancies and consequent project delays.

Trends in comparative actual and estimated expenses for departmental output expense International Services are shown in Figure 2 below, including budgeted and estimated actual figures for the preceding year.

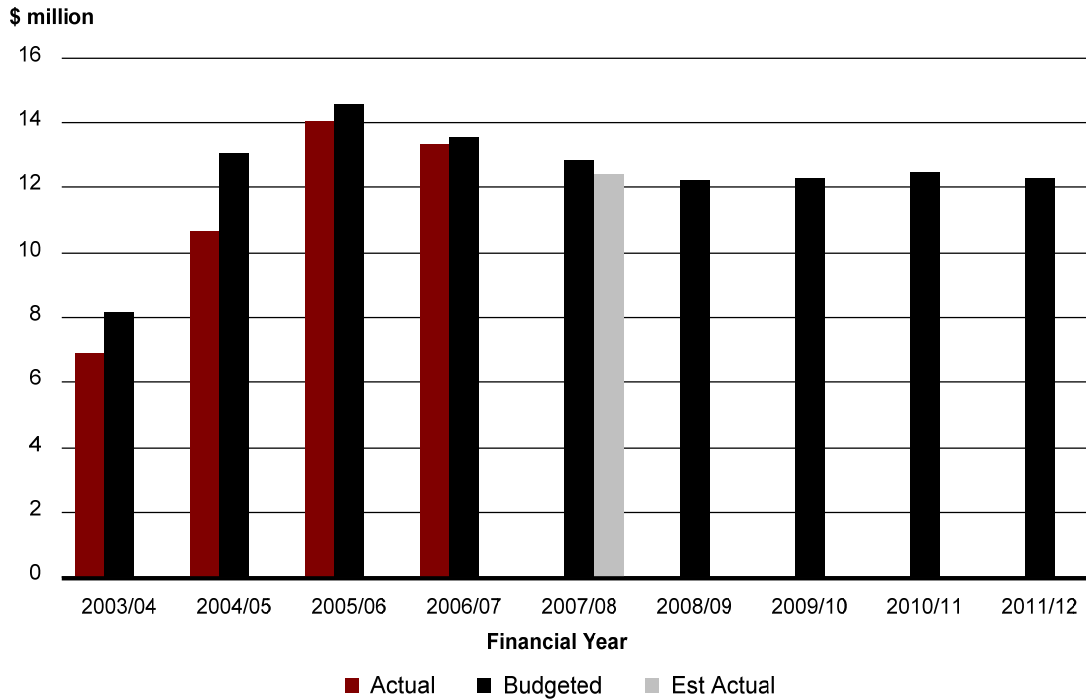
Figure 2 - Trends in international services

Source: Department of Labour

Commentary

The International Services output expense within Vote Labour is expected to meet the agreed appropriation level for the 2007/08 year. This is in line with prior years with the exception of 2005/06. The variance in 2005/06 is due to the delay of a project which was undertaken in 2006/07. The programmes agreed for the next three years will ensure that New Zealand's international standing is retained and enhanced. The expenses for 2007/08 and outyears highlight a drop in funding as this does not take into account any future Growth and Innovation Framework funding in support of trade negotiations and agreements, nor the Growth and Innovation Framework Interagency Pool Funding which is currently appropriated via a fiscally neutral adjustment on a six-monthly basis through the October and March Baseline Updates.

Trends in comparative actual and estimated expenses for departmental output expense Policy Advice - Labour are shown in Figure 3 below, including budgeted and estimated actual figures for the preceding year.

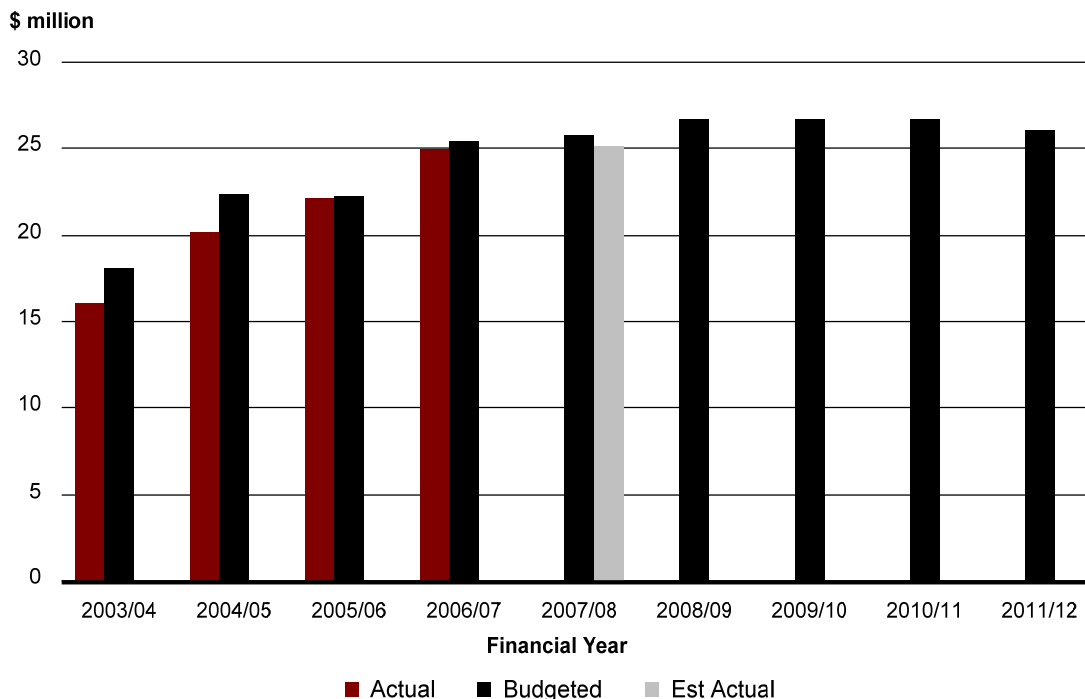
Figure 3 - Trends in policy advice – Labour

Source: Department of Labour

Commentary

The Policy Advice - Labour output expense has increased due to year-on-year increases in new policy initiatives (as identified below). A budgetary decrease is projected in outyears because the three-year appropriation for work-life balance ceases in 2007/08 (\$572,000 in 2007/08). Actual expenditure has been under budget for the past four years, with a significant variance occurring in 2004/05 resulting from an under expenditure (actual to budget) of \$2.400 million, or 18.4%, arising from work programme delays due to staff shortages.

Trends in comparative actual and estimated expenses for departmental output expense Services to Promote and Support Fair and Productive Employment Relationships are shown in Figure 4 below, including budgeted and estimated actual figures for the preceding year.

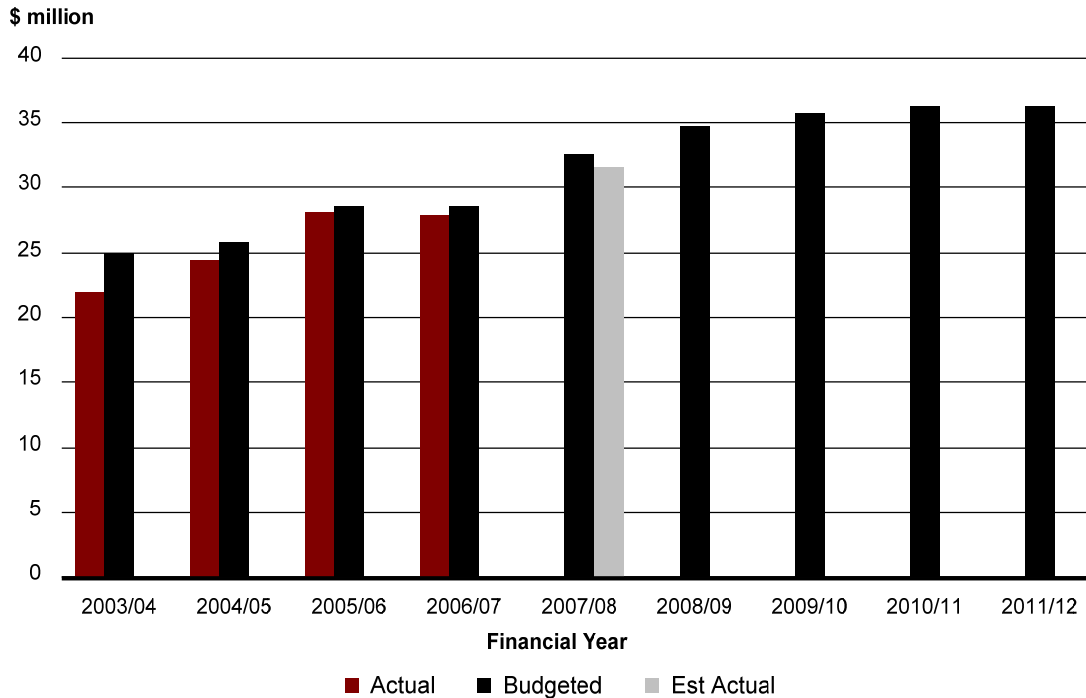
Figure 4 - Trends in services to promote and support fair and productive employment relationships

Source: Department of Labour

Commentary

The output expense Services to Promote and Support Fair and Productive Employment Relationships was created in 2003/04 as a result of the merging of the two previous Employment Relations Service operational classes (previously titled Problem Resolution and Support Services for Employment Relations Institutions) to better reflect the alignment of resources to the delivery of the desired outcome. The output expense has increased from \$16.077 million in 2003/04 to \$25.924 million in 2008/09. This is due to year-on-year increases in new policy initiatives (as identified below). The budget is projected to remain constant in outyears. Actual expenditure has been under budget for the past four years, with a significant variance occurring in 2004/05 resulting from an under expenditure (actual to budget) of \$2.200 million, or 9.9%, arising from lower than forecast expenditure in the newly created Small Business Support Information Unit and the new Partnership Resource Centre.

Trends in comparative actual and estimated expenses for departmental output expense Services to Promote and Support Safe and Healthy People and Workplaces are shown in Figure 5 below, including budgeted and estimated actual figures for the preceding year.

Figure 5 - Trends in services to promote and support safe and healthy people and workplaces

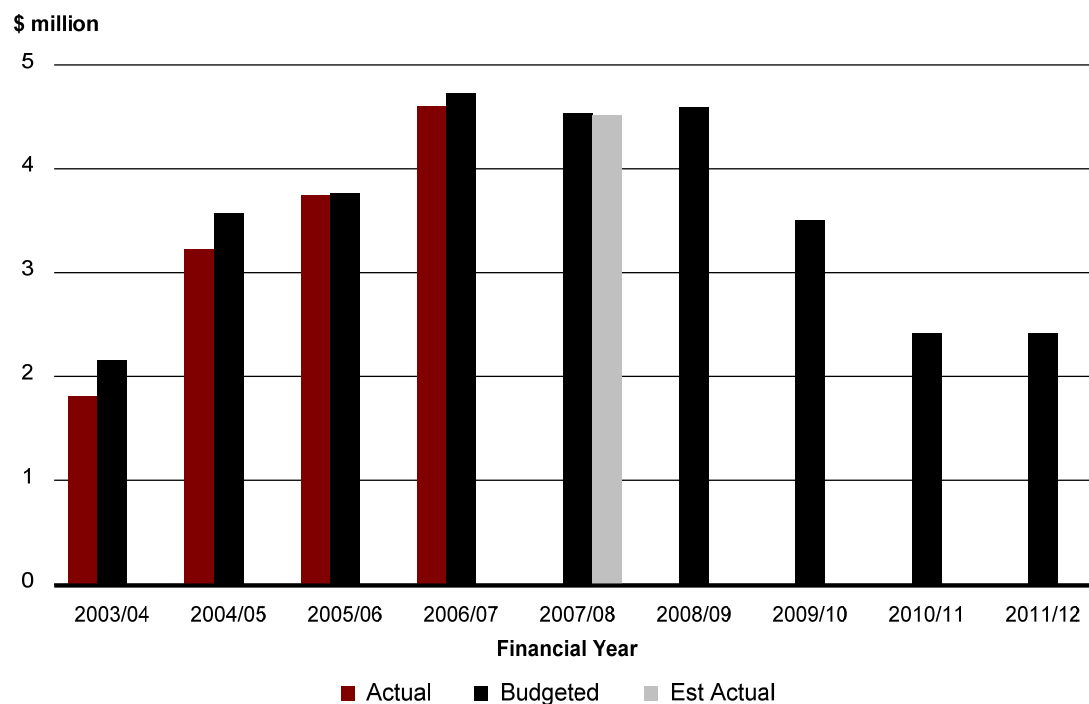
Source: Department of Labour

Commentary

The output expense Services to Promote and Support Safe and Healthy People and Workplaces was created in 2003/04 as a result of the renaming of previous Occupational Safety and Health Service operational classes to better reflect the alignment of resources to the delivery of the desired outcome. The output expense has increased from \$22.154 million in 2003/04 to \$34.749 million in 2008/09. This is due to year-on-year increases in new policy initiatives (as identified below). The budget is projected to remain constant in outyears. Actual expenditure has been under budget for the past four years, with a significant variance occurring in 2004/05 resulting from an under expenditure (actual to budget) of \$1.450 million, or 5.6%, arising from lower than forecast expenditure in the establishment of the Auckland Contact Centre.

Trends in comparative actual and estimated expenses for departmental output expense Services to Promote and Support the Safe Management of Hazardous Substances in the Workplace and Amusement Devices are shown in Figure 6 below, including budgeted and estimated actual figures for the preceding year.

Figure 6 - Trends in services to promote and support the safe management of hazardous substances in the workplace and amusement devices



Source: Department of Labour

Commentary

The output expense Services to Promote and Support the Safe Management of Hazardous Substances in the Workplace and Amusement Devices was created in 2003/04 as a result of the renaming of previous Occupational Safety and Health Service operational classes to better reflect the alignment of resources to the delivery of the desired outcome. The output expense has increased from \$1.912 million in 2003/04 to \$4.582 million in 2008/09. This is due to year-on-year increases in new policy initiatives and the effect on the implementation of the new cost allocation model. The budget is projected to reduce substantially in 2009/10 as a result of the conclusion of \$2.200 million annual funding for the investigation of long-term options for the management of hazardous substances. Actual expenditure has been under budget for the past four years with significant variances occurring in 2003/04 and 2004/05. However, given the small amount of the total budget, these were not material.

Part 2 - Details and Expected Performance for Output Expenses

Part 2.1 - Departmental Output Expenses

Intended Impacts, Outcomes and Objectives

Intended Impacts, Outcomes or Objectives of Appropriations	Appropriations
<p>Outcome: New Zealand will prosper and be enriched through its connections with the rest of the world.</p> <p>Impact: Contributing to effective international standards, and building relationships and partnering with other countries including the Pacific region.</p>	International Services
<p>Outcome: New Zealand workplaces will raise the value of work and the quality of working lives.</p> <p>Impact: Raising workplace productivity and the quality of working lives.</p>	Policy Advice - Labour
<p>Outcome: New Zealand workplaces will raise the value of work and the quality of working lives.</p> <p>Impact: Raising awareness and expectations to facilitate improved workplace practices.</p>	Services to Promote and Support Fair and Productive Employment Relationships
<p>Outcome: New Zealand workplaces will raise the value of work and the quality of working lives.</p> <p>Impact: Raising awareness and expectations to facilitate improved workplace practices.</p>	Services to Promote and Support Safe and Healthy People and Workplaces
<p>Outcome: New Zealand workplaces will raise the value of work and the quality of working lives.</p> <p>Impact: Raising awareness and expectations to facilitate improved workplace practices.</p>	Services to Promote and Support the Safe Management of Hazardous Substances in the Workplace and Amusement Devices

International Services (M43)

Scope of Appropriation

Managing the Department's multilateral, bilateral, and regional engagement and influence on labour and related employment issues, including the Government's obligations and interests through the International Labour Organisation, and the Government's trade agenda as it relates to the labour portfolio.

Expenses and Revenue

	2007/08		2008/09
	Budgeted \$000	Estimated Actual \$000	Budget \$000
Total Appropriation	830	806	957
Revenue from the Crown	820	820	947
Revenue from Others	10	10	10

Reasons for Change in Appropriation

The increase is mainly due to a funding increase from a budget initiative in 2008/09 offset by a decrease of a 2005/06 Budget Initiative Maximising Gains from Trade Negotiations in 2008/09.

Output Performance Measures and Standards

Output performance measures and standards 2007/08

Performance Measures	2007/08		2008/09
	Budgeted Standard	Estimated Actual Standard	Budget Standard
The Minister is satisfied with the quality of policy advice provided on international labour issues relating to the labour portfolio.	As detailed in the 2007/08 Output Plan	Standard met	-
Department manages and/or provides representation of New Zealand's labour interests in multilateral forums, communicating domestic best practice internationally and building on our reputation.	As detailed in the 2007/08 Output Plan	Achieved	-
New Zealand will be seen to meet its obligations under Articles 13, 19, 22 and 23 of the International Labour Organisation Constitution, which provide reporting requirements and obligations for tripartite engagement.	As detailed in the 2007/08 Output Plan	Achieved	-
The level of international interest in New Zealand law, policy and practice as examples of best practice (as demonstrated through formal requests for bilateral participation, visits, assistance or advice) will be reported quarterly.	As detailed in the 2007/08 Output Plan	Achieved	-
Managing Australian bilateral relations as they relate to the labour portfolio.	As detailed in the 2007/08 Output Plan	Achieved	-
Leading the implementation of the labour components of New Zealand's free trade and closer economic partnership agreements.	As detailed in the 2007/08 Output Plan	Achieved	-
Reporting to Parliament on the text of newly-adopted International Labour Organisation standards as required by the Constitution of the International Labour Organisation. Coordinating inter-departmental advice to Ministers on the implication of ratifying International Labour Organisation conventions.	As detailed in the 2007/08 Output Plan	Achieved	-
Coordinating the Department's process for managing technical assistance requests from other countries, particularly the Pacific.	As detailed in the 2007/08 Output Plan	Achieved	-
Supporting domestic policy development through facilitating international best practice sharing and connecting domestic policy practitioners with international experts.	As detailed in the 2007/08 Output Plan	Achieved	-

Output performance measures and standards 2008/09

Performance Measures	2007/08		2008/09
	Budgeted Standard	Estimated Actual Standard	Budget Standard
Quantity			
International events and meetings attended including: <ul style="list-style-type: none"> International Labour Organisation meetings multilateral and bilateral meetings trade labour agreement negotiations rounds. 	-	-	9-16 meetings and events attended
Proceedings held or coordinated including: <ul style="list-style-type: none"> assistance-based activities cooperative activities incoming international visits by overseas delegates. 	-	-	15-25 proceedings held or coordinated
All reports and questionnaires are coordinated and submitted as required.	-	-	15-25 reports and questionnaires coordinated and submitted
Quality and Timeliness			
Delegates' and stakeholders' satisfaction with the quality and timeliness of support provided by International Services.	-	-	Average score of 3 or better on survey's received
All relevant and necessary parties are adequately consulted and deadlines are met.	-	-	Achieved / Not Achieved
Policy advice provided on international labour issues relating to the labour portfolio will be delivered as agreed with the Minister of Labour.	-	-	As detailed in the 2008/09 Output Plan

Conditions on Use of Appropriation

Reference	Conditions
New Zealand's subscription to the International Labour Organisation	By being a member of the International Labour Organisation, New Zealand is required to fulfil obligations including: <ul style="list-style-type: none"> reporting tripartite consultation attendance by a tripartite delegation to the annual International Labour Organisation Conference.

Current and Past Policy Initiatives

Policy Initiative	Year of First Impact	2007/08 Budgeted \$000	2008/09 Budget \$000	2009/10 Estimated \$000	2010/11 Estimated \$000	2011/12 Estimated \$000
Resource support for WTO negotiations and bilateral Closer Economic Partnerships/Free Trade Agreements	2003/04	67	67	67	67	67
Maximising Gains from Trade Negotiations	2005/06	290	171	81	81	81
Information Communication Technology Infrastructure Investment	2007/08	-	4	5	6	6
Inter-Agency Resource Needs for Trade Agreements	2008/09	-	348	-	-	-

Policy Advice - Labour (M43)

Scope of Appropriation

Provides policy advice and facilitation of policy implementation through developing and delivering tools and resources, research and evaluation about the labour market and workplace practices and includes ministerial servicing and administrative and advisory support to NACEW, NOHSAC and the PEE Steering Group and ERE Advisory Committee.

Expenses and Revenue

	2007/08		2008/09
	Budgeted \$000	Estimated Actual \$000	Budget \$000
Total Appropriation	12,839	12,396	12,267
Revenue from the Crown	12,779	12,779	12,213
Revenue from Others	60	60	54

Reasons for Change in Appropriation

Funding from a 2005/06 Budget Initiative Work-life Balance Work Programme ceases in 2007/08.

Output Performance Measures and Standards

Performance Measures	2007/08		2008/09
	Budgeted Standard	Estimated Actual Standard	Budget Standard
The policy process and advice is assessed as good quality through external and internal review of specific projects.	Meet or exceed standard	Standard met	Meet or exceed standard
The Department completes all ministerial correspondence in a timely manner.	Meet standard	Standard met	Meet or exceed standard
The National Advisory Council on the Employment of Women, National Occupational Health and Safety Advisory Council, Pay and Employment Equity Steering Group, Employment Relations Education Advisory Committee and Workplace Health and Safety Council are satisfied with the quality of the Department's support services.	Meet standard	Standard met	Meet standard
Policy advice will be delivered as agreed with the Minister of Labour.	As detailed in the 2007/08 Output Plan	Delivered as detailed in the 2007/08 Output Plan	As detailed in the 2008/09 Output Plan
Ministerial servicing will be delivered as agreed with the Minister of Labour.	As detailed in the 2007/08 Output Plan	Delivered as detailed in the 2007/08 Output Plan	As detailed in the 2008/09 Output Plan

Conditions on Use of Appropriation

Reference	Conditions
Quality standards for policy advice	
Policy advice - Ministers expect to receive policy advice consistent with the following quality standards:	
Integrated	Advice considers the Government's priorities and the Department's goals and has been produced after involvement of all relevant contributors within the Department.
Timeliness	Advice is produced in sufficient time to allow thorough consideration prior to decision-making, or within the timeframe agreed with the Minister.
Emerging issues	Advice is provided on emerging issues that are not part of the existing work plan.
Issue and objective	A clearly defined issue or objective to be achieved is provided.
Analysis	The analysis is sound and convincing - that is, appropriate analytical techniques are employed, convincing evidence is provided and there is a clear rationale for recommendations made.
Options	All viable options recognising a wider government perspective are identified and addressed.
Consultation	Where appropriate, the right individuals, government departments and interest groups are consulted at the right time and their input is used appropriately.
Style and presentation	The report uses a satisfactory style and presentation.
Implementation	Where appropriate, information is provided on the implementation of the selected option(s), including feasibility issues, legislative implications, and assessment of fiscal, administrative and compliance costs.
Evaluation strategy	Where appropriate, advice includes how proposals have been or will be evaluated.
Impact assessment	Advice has considered the implementation impacts on private and public sector stakeholders and customers.

Current and Past Policy Initiatives

Policy Initiative	Year of First Impact	2007/08 Budgeted \$000	2008/09 Budget \$000	2009/10 Estimated \$000	2010/11 Estimated \$000	2011/12 Estimated \$000
To cover costs of a National Occupational Health and Safety Advisory Committee	2003/04	144	144	144	144	144
Increased funding for NACEW	2003/04	178	178	178	178	178
Occupational health and safety research	2003/04	711	711	711	711	711
Implementation of Pay and Employment Equity Taskforce Plan of Action	2003/04	1,289	1,289	1,289	1,289	1,289
Workplace Productivity Agenda	2004/05	2,222	2,222	2,222	2,222	2,222
Departmental Capability	2004/05	1,011	1,011	1,011	1,011	1,011
Work-life Balance Work Programme	2005/06	572	-	-	-	-
Workplace Health and Safety Strategy for New Zealand to 2015	2005/06	455	455	455	455	455
Information Communication Technology Infrastructure Investment	2006/07	1,581	1,726	1,769	1,800	1,800
HSE Levy Proposal to use Unallocated Revenue	2007/08	198	184	184	184	184
Implementation of the Private Members' Bills and associated work programme	2008/09	-	35	50	190	-

Services to Promote and Support Fair and Productive Employment Relationships (M43)

Scope of Appropriation

Provision of information, guidance, investigation, mediation and decision making regarding employment rights and upholding minimum standards including support services provided to employment relations institutions.

Expenses and Revenue

	2007/08		2008/09
	Budgeted \$000	Estimated Actual \$000	Budget \$000
Total Appropriation	25,709	25,180	26,739
Revenue from the Crown	25,352	25,352	26,385
Revenue from Others	357	357	354

Output Performance Measures and Standards

Performance Measures	2007/08		2008/09
	Budgeted Standard	Estimated Actual Standard	Budget Standard
Improving workplace practices following a departmental intervention are monitored and results are analysed.	Report on results	Results reported upon in Annual Report	Report on results
The percentage of customers satisfied with the services, information and tools provided by the Department.	80%	80%	80%
The Chief of the Employment Relations Authority and Remuneration Authority Chair are satisfied with the quality of the Department's support services (scale 1-5).	4 or higher	4 or higher	4 or higher
Percentage of investigations into complaints regarding breaches of minimum standards of employment legislation completed within six months of receipt.	90%	90%	90%
Percentage of investigations of minimum wage exemptions completed before the previous exemption expires.	95%	95%	95%
The percentage of forums and workplace visits undertaken by the Department targeting priority areas.	90%	90%	90%
Percentage of requests for mediation settled before or at mediation.	75%	75%	75%

Conditions on Use of Appropriation

Reference	Conditions
Employment Relations Act 2000	Registration of receipt, processing, assessment and approval of applications made for union registration.

Current and Past Policy Initiatives

Policy Initiative	Year of First Impact	2007/08 Budgeted \$000	2008/09 Budget \$000	2009/10 Estimated \$000	2010/11 Estimated \$000	2011/12 Estimated \$000
Ensure speedy access to, and cost effective provision of problem resolution services	2003/04	1,908	1,908	1,908	1,908	1,908
Extension to Paid Parental Leave scheme	2004/05	18	18	18	18	18
Improving workplace productivity - workplace support for small and medium-sized enterprises	2004/05	2,631	2,631	2,631	2,631	2,631
Implementation of amendments to the Employment Relations Law Reform Bill	2004/05	1,204	1,204	1,204	1,204	1,204
Educating and enabling workplace participants on HSE relations through a Workplace Support Contact Centre	2004/05	489	489	489	489	489
Departmental Capability	2004/05	838	838	838	838	838
Partnership Resource Centre	2005/06	1,356	1,356	1,356	1,356	1,356
Temporary Work Policy: Recognised Seasonal Employer Scheme	2006/07	721	576	576	576	576
Information Communication Technology Infrastructure Investment	2007/08	47	410	514	588	588
Implementation of the Private Members' Bills and associated work programme	2008/09	-	815	690	600	-

Services to Promote and Support Safe and Healthy People and Workplaces (M43)

Scope of Appropriation

Provision of information, education and support for workplaces regarding effective workplace health and safety practice, and enforcement action to promote compliance with the HSE Act.

Expenses and Revenue

	2007/08		2008/09
	Budgeted \$000	Estimated Actual \$000	Budget \$000
Total Appropriation	32,488	31,522	34,749
Revenue from the Crown	31,879	31,879	33,825
Revenue from Others	609	609	924

Output Performance Measures and Standards

Performance Measures	2007/08		2008/09
	Budgeted Standard	Estimated Actual Standard	Budget Standard
Improved workplace practices following a departmental intervention are monitored and results analysed.	Report on results	Results reported in Annual Report	Report on results
The percentage of customers satisfied with the services, information and tools provided by the Department.	80%	80%	80%
The percentage of forums and workplace visits undertaken by the Department targeting priority areas.	90%	90%	90%
Percentage of investigations completed within five months of notification of the event.	90%	90%	90%

Conditions on Use of Appropriation

Reference	Conditions
Health and Safety in Employment Act 1992	Raising awareness of workplace participants' rights and obligations.

Note - Workplace participants include employers, employees, principals, self-employed, volunteers, and other participants covered by the HSE Act.

Current and Past Policy Initiatives

Policy Initiative	Year of First Impact	2007/08 Budgeted \$000	2008/09 Budget \$000	2009/10 Estimated \$000	2010/11 Estimated \$000	2011/12 Estimated \$000
Educating and enabling workplace participants on HSE relations through a Workplace Support Contact Centre	2004/05	1,369	1,369	1,369	1,369	1,369
Departmental Capability	2004/05	1,216	1,216	1,216	1,216	1,216
Workplace Health and Safety Strategy for New Zealand to 2015	2005/06	876	876	876	876	876
Information Communication Technology Infrastructure Investment	2007/08	71	609	764	875	875
HSE Levy Proposal to use Unallocated Revenue	2007/08	4,863	6,859	7,772	8,172	8,172

Services to Promote and Support the Safe Management of Hazardous Substances in the Workplace and Amusement Devices (M43)

Scope of Appropriation

Provision of information, education, and enforcement services relating to the safe management of hazardous substances in the workplace, and the registration and inspection of amusement devices.

Expenses and Revenue

	2007/08		2008/09
	Budgeted \$000	Estimated Actual \$000	Budget \$000
Total Appropriation	4,533	4,517	4,582
Revenue from the Crown	4,516	4,516	4,566
Revenue from Others	17	17	16

Output Performance Measures and Standards

Performance Measures	2007/08		2008/09
	Budgeted Standard	Estimated Actual Standard	Budget Standard
The Environmental Risk Management Authority (ERMA) is satisfied with: <ul style="list-style-type: none"> the quality of the Department's support services the Department's delivery of the activities identified within the 2007/08 Intentions Report agreed between the Department and ERMA. 	Meet standard	Meets standard	Meet standard
The percentage of customers satisfied with the services, information and tools provided by the Department.	80%	80%	80%

Conditions on Use of Appropriation

Reference	Conditions
Hazardous Substances and New Organisms Act 1996 (HSNO Act)	The Department has responsibility for enforcement of this Act in workplaces.

Current and Past Policy Initiatives

Policy Initiative	Year of First Impact	2007/08 Budgeted \$000	2008/09 Budget \$000	2009/10 Estimated \$000	2010/11 Estimated \$000	2011/12 Estimated \$000
Continued implementation of Hazardous Substances and New Organism Act	2002/03	313	313	313	313	313
Educating and enabling workplace participants on HSE relations through a Workplace Support Contact Centre	2004/05	98	98	98	98	98
Departmental Capability	2004/05	76	76	76	76	76
Services to Support the Safe Management of Hazardous Substances in Workplaces	2006/07	2,198	2,198	-	-	-
Information Communication Technology Infrastructure Investment	2007/08	7	57	71	81	81
Improving Capacity and Capability in the HSNO Act Hazardous Substances Regime	2008/09	-	-	1,100	-	-

Part 2.2 - Non-Departmental Output Expenses

Intended Impacts, Outcomes and Objectives

Intended Impacts, Outcomes or Objectives of Appropriations	Appropriations
Outcome: New Zealand workplaces will raise the value of work and the quality of working lives. Impact: Raising awareness and expectations to facilitate improved workplace practices.	Employment Relations Education Contestable Fund
Outcome: New Zealand workplaces will raise the value of work and the quality of working lives.	Health and Safety in Employment Levy
Outcome: New Zealand workplaces will raise the value of work and the quality of working lives. Impact: Ensuring fundamental rights of work.	Pay and Employment Equity Contestable Fund

Employment Relations Education Contestable Fund (M43)

Scope of Appropriation

Grant funding for programmes that promote improved employment relationships and good faith behaviour, and good health and safety practices amongst employers, unions and employees.

Expenses

	2007/08		2008/09
	Budgeted \$000	Estimated Actual \$000	Budget \$000
Total Appropriation	2,169	2,169	2,278

Reasons for Change in Appropriation

Budget Initiative transfer from 2007/08 to 2008/09.

Output Performance Measures and Standards

Performance Measures	2007/08		2008/09
	Budgeted Standard	Estimated Actual Standard	Budget Standard
Applications to the Fund will be processed within timeframes agreed with the Minister.	100%	100%	100%
Approved applications will meet the specific criteria for the Fund.	100%	100%	100%

Conditions on Use of Appropriation

Reference	Conditions
2000/01 Budget	<p>Proposed courses should be linked to the objectives of the Employment Relations Act or the Health and Safety in Employment Act or both, and may include:</p> <ul style="list-style-type: none"> education initiatives to increase skills in and knowledge of employment relations matters, to improve relationships in the workplace and enable employers, employees and unions to deal with each other in good faith specific training courses, approved under the Health and Safety Employment Act, for health and safety training representatives.

Current and Past Policy Initiatives

Policy Initiative	Year of First Impact	2007/08 Budgeted \$000	2008/09 Budget \$000	2009/10 Estimated \$000	2010/11 Estimated \$000	2011/12 Estimated \$000
Employment Relations Education Fund	2007/08	(750)	500	250	-	-

Health and Safety in Employment Levy - Collection Services (M43)

Scope of Appropriation

Provision of collection services from the Accident Compensation Corporation (ACC), to collect the HSE Levy on behalf of the Department of Labour.

Expenses

	2007/08		2008/09
	Budgeted \$000	Estimated Actual \$000	Budget \$000
Total Appropriation	869	869	869

Output Performance Measures and Standards

Performance Measures	2007/08		2008/09
	Budgeted Standard	Estimated Actual Standard	Budget Standard
ACC will collect a levy at the rate prescribed in the HSE (Rates of Funding Levy) Regulations.	\$0.05 in every \$100 of total liable earnings	\$0.05 in every \$100 of total liable earnings	\$0.05 in every \$100 of total liable earnings
ACC will pay the Secretary of Labour (on behalf of the Crown) all of the levy collected, less a provision for doubtful debts. The HSE levy is collected along with residual claims levy for the levy year.	100%	100%	100%
The Department will remit the funding received from ACC into the Crown Bank Account within one month of receipt.	Within one month	Within one month	Within one month

Conditions on Use of Appropriation

Reference	Conditions
Health and Safety in Employment (Rates of Funding Levy) Regulations	The Levy rate is \$0.05 in every \$100 total liable earnings.

Pay and Employment Equity Contestable Fund (M43)

Scope of Appropriation

Funding of applications received from employer or union organisations that are directly involved (or represent collections of organisations that are involved) in pay and employment equity reviews or negotiations within or across the public sector.

Expenses

	2007/08		2008/09
	Budgeted \$000	Estimated Actual \$000	Budget \$000
Total Appropriation	1,326	1,326	889

Reasons for Change in Appropriation

The budget in 2007/08 includes an expenditure transfer that occurred between 2006/07 to 2007/08 of \$437,000 for the delay in delivery of contracts.

Output Performance Measures and Standards

Performance Measures	2007/08		2008/09
	Budgeted Standard	Estimated Actual Standard	Budget Standard
Applications to the Fund will be processed within timeframes agreed with the Minister.	100%	100%	100%
Approved applications will meet the specific criteria for the Fund.	100%	100%	100%

Conditions on Use of Appropriation

Reference	Conditions
2004/05 Supplementary Estimates	The fund supports activities that facilitate the development of durable and equitable pay and employment conditions in the Public Service, public education and public health sectors. Funding is awarded on a contestable basis and is inclusive of GST.

Current and Past Policy Initiatives

Policy Initiative	Year of First Impact	2007/08 Budgeted \$000	2008/09 Budget \$000	2009/10 Estimated \$000	2010/11 Estimated \$000	2011/12 Estimated \$000
Contestable Fund to support development of capability and systems to implement the Plan of Action on pay and employment equity	2004/05	889	889	889	889	889

Summary of Service Providers

The following table summarises funding to be allocated through Vote Labour to non-departmental providers, along with an indication of the mechanism to be used for reporting actual performance and (where determined) the length of the funding commitment.

Provider	2007/08 Budgeted \$000	2007/08 Estimated Actual \$000	2008/09 Budget \$000	Reporting Mechanism	Expiry of Funding Commitment
Non-government organisations					
Employer and Union training providers					
<ul style="list-style-type: none"> Employment Relations Education Contestable Fund 	2,169	2,169	1,274	Section 32A	June 2010
Not yet known					
<ul style="list-style-type: none"> Employment Relations Education Contestable Fund 	-	-	1,004	Section 32A	n/a
Employers and Unions					
<ul style="list-style-type: none"> Pay and Employment Equity Contestable Fund 	1,326	1,326	729	n/a	June 2009
Not yet known					
<ul style="list-style-type: none"> Pay and Employment Equity Contestable Fund 	-	-	160	n/a	n/a

The above table summarises funding to be allocated through Vote Labour to non-departmental providers, along with an indication of the mechanism to be used for reporting actual performance and (where determined) the length of the funding commitment.

Part 5 - Details and Expected Results for Other Expenses

Part 5.2 - Non-Departmental Other Expenses

Intended Impacts, Outcomes and Objectives

Intended Impacts, Outcomes or Objectives of Appropriations	Appropriations
Outcome: Where hardship is granted, or debt recovery is unsuccessful, hearing fees can be written off.	Bad Debt Expense
Outcome: Employment Relations Authority members' salaries and allowances are paid in accordance with Remuneration Authority determinations.	Employment Relations Authority Members' Salaries and Allowances
Outcome: Manage New Zealand's subscription to the International Labour Organisation, including undertaking all necessary obligations associated with its membership.	International Labour Organisation
Outcome: Funding promotes equal employment opportunities as a good management practice.	Joint Equal Employment Opportunities Trust
Outcome: Funding facilitates the acquisition and dissemination of knowledge and expertise within the New Zealand industrial relations community.	New Zealand Industrial Relations Foundation

Bad Debt Expense (M43)

Scope of Appropriation

To cover the expected cost of writing off hearing fees for hearings of longer than a day in length at the Employment Court (hearings pre 1 December 2004) and the Employment Relations Authority where the applicant is granted hardship or where debt recovery is unsuccessful after three months.

Expenses

	2007/08		2008/09
	Budgeted \$000	Estimated Actual \$000	Budget \$000
Total Appropriation	15	-	15

Expected Results

	2007/08		2008/09
	Budgeted Standard	Estimated Actual Standard	Budget Standard
Where hardship is granted, or debt recovery is unsuccessful, hearing fees can be written off.	-	-	-

Conditions on Use of Appropriation

Reference	Conditions
Employment Relations Authority	Decision processes can be subjected to external audit.

Employment Relations Authority Members' Salaries and Allowances PLA (M43)*Scope of Appropriation*

As set by the HSC in order to administer and enforce employment-related legislation (section 171 of the Employment Relations Act 2000).

Expenses

	2007/08		2008/09
	Budgeted \$000	Estimated Actual \$000	Budget \$000
Total Appropriation	3,080	3,080	3,080

Expected Results

	2007/08		2008/09
	Budgeted Standard	Estimated Actual Standard	Budget Standard
Employment Relations Authority members' salaries and allowances are paid in accordance with Remuneration Authority determinations.	Achieved	Achieved	Achieved

Conditions on Use of Appropriation

Reference	Conditions
Employment Relations Act 2000 - Section 171	Employment Relations Authority members' salaries and allowances are paid in accordance with Remuneration Authority determinations.

Current and Past Policy Initiatives

Policy Initiative	Year of First Impact	2007/08 Budgeted \$000	2008/09 Budget \$000	2009/10 Estimated \$000	2010/11 Estimated \$000	2011/12 Estimated \$000
Ensure speedy access to, and cost effective provision of problem resolution services	2003/04	315	315	315	315	315
Implementation of amendments to the Employment Relations Law Reform Bill	2004/05	145	145	145	145	145

International Labour Organisation (M43)

Scope of Appropriation

New Zealand's annual subscription to the ILO.

Expenses

	2007/08		2008/09
	Budgeted \$000	Estimated Actual \$000	Budget \$000
Total Appropriation	1,400	1,027	1,400

Expected Results

	2007/08		2008/09
	Budgeted Standard	Estimated Actual Standard	Budget Standard
The Department will undertake all International Labour Organisation obligations including: <ul style="list-style-type: none"> • Ratifying conventions. • Preparing and coordinating reports. • Support tripartite attendance at the International Labour Conference. 	All reports and associated activities are coordinated and submitted on time and to standard	Achieved	All reports and associated activities are coordinated and submitted on time and to standard
Stakeholders will be satisfied with the activities the Department undertakes to achieve its International Labour Organisation obligations.	Average score of 3 or better on surveys received	Average score of 4 achieved on surveys and feedback	Average score of 3 or better on surveys received

Conditions on Use of Appropriation

Reference	Conditions
International Labour Organisation Subscription	Manage New Zealand's subscription to the International Labour Organisation, including undertaking all necessary obligations associated with its membership.

Joint Equal Employment Opportunities Trust (M43)

Scope of Appropriation

Funding to promote EEO as a good management practice, delivered in partnership with the private sector.

Expenses

	2007/08		2008/09
	Budgeted \$000	Estimated Actual \$000	Budget \$000
Total Appropriation	943	943	943

Expected Results

	2007/08		2008/09
	Budgeted Standard	Estimated Actual Standard	Budget Standard
Funding promotes equal employment opportunities as a good management practice.	Achieved	Achieved	Achieved

Conditions on Use of Appropriation

Reference	Conditions
Equal Employment Opportunities Trust	The Equal Employment Opportunities Trust is a charitable trust established jointly by the Government and the private sector in 1991. The public sector Trustees are appointed by the Minister of Labour and the Minister of Women's Affairs, while the private sector trustees are appointed by the private sector members of the Trust. The Equal Employment Opportunities Trust is jointly funded from employer subscriptions and government contributions. Government funding is on a dollar-for-dollar basis with employer contributions.

New Zealand Industrial Relations Foundation (M43)*Scope of Appropriation*

Funding for education to promote better industrial relations.

Expenses

	2007/08		2008/09
	Budgeted \$000	Estimated Actual \$000	Budget \$000
Total Appropriation	15	15	15

Expected Results

	2007/08		2008/09
	Budgeted Standard	Estimated Actual Standard	Budget Standard
Funding facilitates the acquisition and dissemination of knowledge and expertise within the New Zealand industrial relations community.	Achieved	Achieved	Achieved

Conditions on Use of Appropriation

Reference	Conditions
Charitable Trusts Act 1957	The Foundation is an educational trust incorporated under the Charitable Trusts Act 1957. Trustees administer the Foundation. They are the Minister of Labour (Chairperson), the President and Chief Executive of Business New Zealand and the President and Secretary of the New Zealand Council of Trade Unions. Trustees are advised by a Steering Committee consisting of the Secretary of Labour or his nominee, the Chief Executive of Business New Zealand and the Secretary of the Council of Trade Unions.

Reporting Mechanisms

Appropriation	Reporting Mechanism
Bad Debt Expense	The Department of Labour's Annual Report
Employment Relations Authority Members' Salaries and Allowances	The Department of Labour's Annual Report
International Labour Organisation	The Department of Labour's Annual Report ILO Conventions - Articles 22, 19 and 7
Joint Equal Employment Opportunities Trust	The Department of Labour's Annual Report
New Zealand Industrial Relations Foundation	The Department of Labour's Annual Report

The above table indicates the mechanisms to be used for reporting actual performance for each non-departmental other expenses appropriation.

Part 6 - Details and Expected Results for Capital Expenditure

Part 6.1 - Departmental Capital Expenditure

Intended Impacts, Outcomes and Objectives

Intended Impacts, Outcomes or Objectives of Appropriations	Appropriations
<p>Assistance with support for the Skilled Migrant Category Health Screening through the development of additional software.</p> <p>Immediate Investment in Border Security through the development of additional software.</p> <p>Assistance with compliance support for the Recognised Seasonal Employer Scheme through the development of additional software.</p> <p>Immediate investment in the Department's Information Communication Technology Infrastructure through the purchase of additional hardware and development of additional software.</p> <p>Assistance with support for the health and safety teams through the purchase of motor vehicle and specialised equipment.</p> <p>Assistance with support for the Immigration Advisers Authority through the development of additional hardware and software to integrate the new team within the Department.</p>	Department of Labour - Capital Expenditure

Department of Labour - Capital Expenditure PLA (M43)

Scope of Appropriation

This appropriation is limited to the purchase or development of assets by and for the use of the Department of Labour, as authorised by section 24(1) of the Public Finance Act 1989

Capital Expenditure

	2007/08		2008/09
	Budgeted \$000	Estimated Actual \$000	Budget \$000
Forests/Agricultural	-	-	-
Land	-	-	-
Property, Plant and Equipment	18,921	18,921	16,017
Intangibles	6,014	6,014	8,722
Other	-	-	-
Total Appropriation	24,935	24,935	24,739

Reasons for Change in Appropriation

The Department is embarking on an upgrade of its Information Communication and Technology capabilities. This major project was initially budgeted to be completed over three years, however a delay in delivery of critical elements has pushed the timeline out a further year.

Expected Results

	2007/08		2008/09
	Budgeted Standard	Estimated Actual Standard	Budget Standard
Skilled Migrant Category Health Screening	Deliver as per new initiative proposal	Delivered to agreed standard	Deliver as per new initiative proposal
Border Security	Deliver as per new initiative proposal	Delivered to agreed standard	Deliver as per new initiative proposal
Recognised Seasonal Employer Scheme	Deliver as per new initiative proposal	Delivered to agreed standard	Deliver as per new initiative proposal
Information Communication Technology Infrastructure	Deliver as per new initiative proposal	Delivered to agreed standard	Deliver as per new initiative proposal
Health and Safety Teams	Deliver as per new initiative proposal	Delivered to agreed standard	Deliver as per new initiative proposal
Immigration Advisers Authority	Deliver as per new initiative proposal	Delivered to agreed standard	Deliver as per new initiative proposal

Current and Past Policy Initiatives

Policy Initiative	Year of First Impact	2007/08 Budgeted \$000	2008/09 Budget \$000	2009/10 Estimated \$000	2010/11 Estimated \$000	2011/12 Estimated \$000
Skilled Migrant Category Health Screening	2004/05	323	323	323	323	323
Border Security	2006/07	300	-	-	-	-
Recognised Seasonal Employer Scheme	2007/08	150	-	-	-	-
Information Communication Technology Infrastructure	2006/07	2,008	9,565	4,699	-	-
Health and Safety Teams	2007/08	356	178	167	-	-
Immigration Advisers Authority	2007/08	979	-	-	-	-
Immigration and Protection Tribunal	2007/08	150	-	-	-	-
Immigration Act Review	2007/08	-	2,966	-	-	-