The Treasury

Future of Work Tripartite Forum Information Release Document

April 2019

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- [1] 9(2)(a) to protect the privacy of natural persons, including deceased people
- [2] 9(2)(k) to prevent the disclosure of official information for improper gain or improper advantage

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Treasury Report: Tripartite Future of Work Forum Letters

| Date: | 17 April 2018 | Report No: | T2018/1039 |
|-------|---------------|--------------|------------|
| | | File Number: | SH-11-1 |

Action Sought

| | Action Sought | Deadline |
|------------|--|-------------------------|
| Robertson) | Agree to send the attached letters to your Ministerial colleagues, the New Zealand Council of Trade Unions, and Business New Zealand. | Wednesday 18 April 2018 |

Contact for Telephone Discussion (if required)

| Name | Position | | Telephone | 1st Contact |
|------------------|---|-----|-----------|-------------|
| Mark Holden | Senior Analyst, Business Growth and Innovation | [2] | [1] | √ |
| Simon McLoughlin | Manager, Economic Strategy and Productivity | | (mob) | |

Actions for the Minister's Office Staff (if required)

| Send the attach | ed letters by Wednesday 18 April 2018. |
|---|--|
| | ed report to Treasury. |
| | |
| Note any feedback on the quality of the report | |

Enclosure: Yes

Treasury Report: Tripartite Future of Work Forum Letters

You have agreed to seek Cabinet agreement to a package of non-spending initiatives as a part of your Budget 2018 package [T2018/981 refers].

One initiative for inclusion in the package is your proposal to establish a Future of Work Forum (the Forum) to assist the Government's work on supporting New Zealand workers and businesses to confidently face the rapidly changing nature of work.

You have requested that we draft two letters for you to send relating to this proposal:

- to your colleagues to seek feedback on your proposal; and
- to the New Zealand Council of Trade Unions (NZCTU) and Business New Zealand (Business NZ) to seek there agreement to participate in the Forum.

The letters reflect our understanding of your proposal and your initial priorities for the work of the Forum. We note that there are a number of choices on how you may want to best utilise the Forum to support the Government's work and the initial themes for the Forum's work. Our current focus is on preparing the initiative so that a high level decision can be taken for your non-spending package. We will provide advice over a longer timeframe on the design and operation of the Forum following input from your colleagues; NZCTU and Business NZ; and other Government agencies.

We propose that the letter to your colleagues is sent to the Minister of Research, Science and Innovation (Hon Dr Woods); Minister of Education (Hon Hipkins); Minister for Social Development (Hon Sepuloni); Minister for Economic Development (Hon Parker); the Minister for Workplace Relations and Safety (Hon Lees-Galloway); Minister for Government Digital Services (Hon Curran); Associate Minister of Education (Hon Martin); Minister for Regional Economic Development (Hon Jones); Minister of Employment (Hon Jackson); and Minister for Climate Change (Hon Shaw).

The letters seek feedback:

- from your colleagues by Monday 23 April 2018 to enable you to reflect any feedback within your paper for the Cabinet Economic Development Committee (DEV) seeking agreement to the non-spending package; and
- from the NZCTU and Business NZ by Friday 4 May 2018 on their willingness to participate in the Forum.

We are preparing a draft paper for you to seek agreement to the non-spending package at the DEV meeting on 2 May 2018. We will provide a draft of the paper to you on Tuesday 24 April 2018 (the Cabinet Office lodgement time is 10 am Thursday 26 April 2018).

Recommended Action

We recommend that you:

a **agree** to send the attached letters to your Ministerial colleagues, the New Zealand Council of Trade Unions, and Business New Zealand.

Agree/disagree.

Simon McLoughlin Manager, Economic Strategy and Productivity

Hon Dr Megan Woods Minister for Research, Science and Innovation Parliament Buildings WELLINGTON

Dear Minister

Tripartite Future of Work Forum

The Future of Work Commission report is an important influence on the direction of the Government's economic strategy. One of the principles coming out of the work, and a focus for this Government, is working more collaboratively with stakeholders in shaping government policy.

To build on this work, I propose that the Government establish a tripartite Future of Work Forum (the Forum) to assist our work on supporting New Zealand workers and businesses to confidently face the rapidly changing nature of work. The Forum would comprise of representatives of the Government, Business New Zealand (Business NZ), and the New Zealand Council of Trade Unions (NZCTU).

The purpose of the Forum would be to help shape the Government's work in this area. It would focus on projects where there is value to be gained from taking a joint approach between the three parties. The Forum would also enable the Government to seek input from Business NZ and the NZCTU on where they consider the Government should be prioritising work in these areas.

The Forum would sit alongside other Government work already underway, such as the Tax Working Group and the Welfare Review Group. It would also be able to support individual Ministers or groups of Ministers' policy work, for example the Future of Work Ministerial Group.

Themes

I propose that the Forum's initial work be focussed on four themes:

1. Technology – Uptake and Impact

This would focus on supporting high performance workplaces, new forms of worker engagement and new models of work – for example flexi work.

3. Learning for Life – Building a Resilient and Adaptable Workforce

This would focus on making learning for life a reality by ensuring the workforce has the foundational skills needed to support adaptability and resilience, enabling effective transitions from school to work, and ensuring the skills system is responsive to the labour market and assists people with changes in skills required over time.

4. Just Transitions – Sustainable Work in a Low Carbon Economy

This would focus on supporting the just transition for industries and communities as we transition to a low carbon economy.

I welcome your feedback on these initial themes for the Forum, including how they align with work priorities already underway in your portfolios.

Working arrangements

Details on how the Forum could best support work on these individual themes still needs to be developed. I envision that it could include, for example, engagement on policy proposals or co-ordinating workshops or conferences.

Lead Ministers would be appointed for each theme. I would expect these Ministers to lead engagement on their particular areas with members of the forum and to report back regularly to Cabinet on progress in individual areas.

I propose to co-ordinate overall Government engagement with the Forum myself. Kirk Hope, Chief Executive of Business New Zealand, and Richard Wagstaff, President of the New Zealand Council of Trade Unions will co-ordinate engagement with their respective organisations. I have discussed my proposal in broad terms with both Kirk and Richard and they are supportive. I am also writing to both Kirk and Richard to formally ask them to participate in the Forum.

Next steps

It is my intention to include this proposal in a package of non-spending initiatives that will support the Government's Budget 2018 messaging. I intend to bring a paper to the Cabinet Economic Development Committee (DEV) on 2 May 2018 to seek agreement to the non-spending package. I propose to announce the establishment of the Forum (at a high level) alongside Budget 2018 on 17 May 2018.

| I welcome any initial feedback you have on this proposal by Monday 23 April 2018 to enable DEV consideration of the high level proposal. |
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| Yours sincerely |

Hon Chris Hipkins Minister of Education Parliament Buildings WELLINGTON

Dear Minister

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Hon Carmel Sepuloni Minister for Social Development Parliament Buildings WELLINGTON

Dear Minister

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Hon David Parker Minister for Economic Development Parliament Buildings WELLINGTON

Dear Minister

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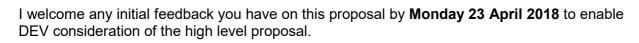
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Hon Iain Lees-Galloway Minister for Workplace Relations and Safety Parliament Buildings WELLINGTON

Dear Minister

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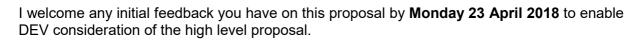
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Hon Clare Curran Minister for Government Digital Services Parliament Buildings WELLINGTON

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Yours sincerely

Hon Tracey Martin Associate Minister of Education Parliament Buildings WELLINGTON

Dear Minister

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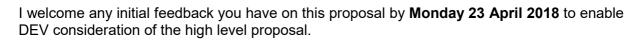
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Hon Shane Jones Minister for Regional Economic Development Parliament Buildings WELLINGTON

Dear Minister

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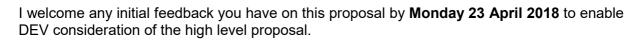
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Hon Willie Jackson Minister of Employment Parliament Buildings WELLINGTON

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This would focus on supporting high performance workplaces, new forms of worker engagement and new models of work – for example flexi work.

3. Learning for Life – Building a Resilient and Adaptable Workforce

This would focus on making learning for life a reality by ensuring the workforce has the foundational skills needed to support adaptability and resilience, enabling effective transitions from school to work, and ensuring the skills system is responsive to the labour market and assists people with changes in skills required over time.

4. Just Transitions – Sustainable Work in a Low Carbon Economy

This would focus on supporting the just transition for industries and communities as we transition to a low carbon economy.

I welcome your feedback on these initial themes for the Forum, including how they align with work priorities already underway in your portfolios.

Working arrangements

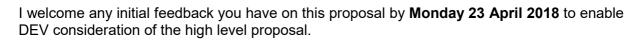
Details on how the Forum could best support work on these individual themes still needs to be developed. I envision that it could include, for example, engagement on policy proposals or co-ordinating workshops or conferences.

Lead Ministers would be appointed for each theme. I would expect these Ministers to lead engagement on their particular areas with members of the forum and to report back regularly to Cabinet on progress in individual areas.

I propose to co-ordinate overall Government engagement with the Forum myself. Kirk Hope, Chief Executive of Business New Zealand, and Richard Wagstaff, President of the New Zealand Council of Trade Unions will co-ordinate engagement with their respective organisations. I have discussed my proposal in broad terms with both Kirk and Richard and they are supportive. I am also writing to both Kirk and Richard to formally ask them to participate in the Forum.

Next steps

It is my intention to include this proposal in a package of non-spending initiatives that will support the Government's Budget 2018 messaging. I intend to bring a paper to the Cabinet Economic Development Committee (DEV) on 2 May 2018 to seek agreement to the non-spending package. I propose to announce the establishment of the Forum (at a high level) alongside Budget 2018 on 17 May 2018.



Yours sincerely

Hon James Shaw Minister for Climate Change Parliament Buildings WELLINGTON

Dear Minister

Tripartite Future of Work Forum

The Future of Work Commission report is an important influence on the direction of the Government's economic strategy. One of the principles coming out of the work, and a focus for this Government, is working more collaboratively with stakeholders in shaping government policy.

To build on this work, I propose that the Government establish a tripartite Future of Work Forum (the Forum) to assist our work on supporting New Zealand workers and businesses to confidently face the rapidly changing nature of work. The Forum would comprise of representatives of the Government, Business New Zealand (Business NZ), and the New Zealand Council of Trade Unions (NZCTU).

The purpose of the Forum would be to help shape the Government's work in this area. It would focus on projects where there is value to be gained from taking a joint approach between the three parties. The Forum would also enable the Government to seek input from Business NZ and the NZCTU on where they consider the Government should be prioritising work in these areas.

The Forum would sit alongside other Government work already underway, such as the Tax Working Group and the Welfare Review Group. It would also be able to support individual Ministers or groups of Ministers' policy work, for example the Future of Work Ministerial Group.

Themes

I propose that the Forum's initial work be focussed on four themes:

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This would focus on supporting high performance workplaces, new forms of worker engagement and new models of work – for example flexi work.

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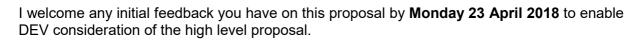
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Yours sincerely

Richard Wagstaff President, New Zealand Council of Trade Unions PO Box 6645 Marion Square WELLINGTON 6141

Dear Richard

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The purpose of this Forum will be to help shape the Government's work in this area. It will focus on projects where there is value to be gained from taking a joint approach between the three parties. The Forum will also enable the Government to seek your input on where you consider the Government should be prioritising work in this area.

The Forum will sit alongside other Government work that is already underway, such as the Tax Working Group and the Welfare Review Group.

Themes

Initial priorities for the Forum will need to be agreed – and I welcome your input. As a starting point, my initial thinking, which I am testing with my colleagues, is to bring focus to the following four themes:

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Lead Ministers will be appointed for each to theme to support engagement with the Forum on that work area. I intend to coordinate the Government's overall engagement with the Forum.

I welcome your input on how you think your organisations could best engage in the Forum.

Next steps

It is my intention to announce this proposal at a high level at Budget 2018 on 17 May 2018.

I welcome a confirmation of your agreement to participate in the Forum by **Friday 4 May 2018**. I would also appreciate any initial feedback you have on the proposal as outlined above – particularly on how the Forum could best operate and initial themes for work. There will be ongoing opportunity to shape the Forum's work over a longer time period.

Yours sincerely

Kirk Hope Chief Executive, Business NZ PO Box 1925 WELLINGTON 6011

Dear Kirk

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