

# The Treasury

## Future of Work Tripartite Forum Information Release Document

April 2019

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- [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

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

### Action Sought

	Action Sought	Deadline
Minister of Finance (Hon Grant Robertson)	<b>Agree</b> 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 attached letters by Wednesday 18 April 2018.

**Return** the signed report to Treasury.

Note any feedback on the quality of the report

**Enclosure:** Yes

## **Treasury Report: Tripartite Future of Work Forum Letters**

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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 their 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

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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 Grant Robertson  
**Minister of Finance**

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 include a focus on supporting businesses to understand and harness new technologies, and to support workers in the transition to new technologies. It could consider the role of artificial intelligence, automation, and the internet of things.

2. *Productivity in the Work Place – High Performance; High Engagement*

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 propose that the working arrangements for the Forum are developed in the coming months, in consultation with Business NZ and the NZCTU.

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

Yours sincerely

Hon Grant Robertson  
**Minister of Finance**

Hon Chris Hipkins  
Minister of Education  
Parliament Buildings  
WELLINGTON

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Yours sincerely

Hon Grant Robertson  
**Minister of Finance**

Hon Carmel Sepuloni  
Minister for Social Development  
Parliament Buildings  
WELLINGTON

Dear Minister

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Yours sincerely

Hon Grant Robertson  
**Minister of Finance**

Hon David Parker  
Minister for Economic Development  
Parliament Buildings  
WELLINGTON

Dear Minister

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Hon Grant Robertson  
**Minister of Finance**

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

Hon Grant Robertson  
**Minister of Finance**

Hon Clare Curran  
Minister for Government Digital Services  
Parliament Buildings  
WELLINGTON

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Hon Grant Robertson  
**Minister of Finance**

Hon Tracey Martin  
Associate Minister of Education  
Parliament Buildings  
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**Minister of Finance**

Hon Shane Jones  
Minister for Regional Economic Development  
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This would include a focus on supporting businesses to understand and harness new technologies, and to support workers in the transition to new technologies. It could consider the role of artificial intelligence, automation, and the internet of things.

2. *Productivity in the Work Place – High Performance; High Engagement*

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 propose that the working arrangements for the Forum are developed in the coming months, in consultation with Business NZ and the NZCTU.

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

Yours sincerely

Hon Grant Robertson  
**Minister of Finance**

Hon Willie Jackson  
Minister of Employment  
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**

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

Yours sincerely

Hon Grant Robertson  
**Minister of Finance**

Hon James Shaw  
Minister for Climate Change  
Parliament Buildings  
WELLINGTON

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Yours sincerely

Hon Grant Robertson  
**Minister of Finance**

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

Dear Richard

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To build on this work, I am proposing 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. I would like to invite both the New Zealand Council of Trade Unions and Business New Zealand to participate as members of the Forum.

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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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

Hon Grant Robertson  
**Minister of Finance**

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

Dear Kirk

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