



### Health and Safety Policy

The Health and Safety team provides policy and strategic advice on New Zealand's work health and safety system and energy safety, working closely with WorkSafe New Zealand. We have stewardship for the health and safety regulatory framework, notably the new Health and Safety at Work Act 2015 and associated regulations. Our work contributes to the government's Working Safer reforms to reduce the number of work-related fatalities and serious injuries by 25% by 2020.

#### Snapshot:

The team is in the middle of the biggest reform to workplace health and safety in over 20 years. With the new Act in place, the team is now reviewing carried-over regulatory requirements (some of which have been in place since the 1960s) to make sure we get the system focusing on what matters, and addressing the critical risks to workers in New Zealand.

### Accident Compensation Policy

The Accident Compensation Policy team provides policy advice on New Zealand's unique accident compensation scheme to the Minister for ACC. The team ensures the scheme remains fit for purpose to promote injury prevention and provide rehabilitation and compensation entitlement to injured people. This supports the return to work and independence of injured New Zealanders, contributing to improved worker productivity, social connectivity and economic growth.

#### Snapshot:

An important part of the team's regular work programme is reviewing the levy rates—ie how much of your paycheck and petrol tax goes to ACC to fund the scheme. The team also considers broader policy issues, such as how funding will respond to emerging technology like driverless cars and electric vehicles, and how the interface between ACC and the health system should function.

### Immigration Policy

The Immigration Policy team provides advice and analysis to the Minister of Immigration on both strategic and operationally-focused immigration policy development, to ensure that immigration policy supports and advances the government's objectives. Our advice spans the end-to-end immigration process, from selection through to settlement, including border security and international obligations.

#### Snapshot:

The team has recently made changes to the Essential Skills temporary work visa, which reinforced the temporary nature of the visa while preserving access to the temporary migrant labour necessary for New Zealand's continued economic growth. The next phase of the Essential Skills changes will consider how the immigration system could further incentivise and reward good employer behaviour.

### Skills and Employment Policy

The Skills and Employment Policy team looks across systems (eg immigration, education and welfare) to assess their impact on labour market outcomes. This enables the team to provide advice on the development of a skilled, competitive and productive New Zealand, including people, firms and the economy. The team contributes to the LIP priority of improving labour force participation, and to increase people's skills in line with business needs.

#### Snapshot:

The Sector Workforce Engagement Programme (SWEP) is an industry-led and government supported programme. SWEP has developed a skills hubs in Auckland which has connected young people to training, apprenticeships and jobs.

# The Labour and Immigration Policy Branch



# The Labour and Immigration Policy (LIP) Branch

Would you love to work in a branch that can **influence** the employment experiences and regulations that **affect everyday New Zealanders**? Are you interested in ensuring New Zealand's immigration system is fit for purpose?

The **Labour and Immigration Policy (LIP) branch** may be perfect for you...

The LIP branch is responsible for ensuring good labour market outcomes from a set of regulatory and non-regulatory systems.

The branch works to:

- ◆ *Ensure its regulatory systems support an efficient and productive labour market*
- ◆ *Encourage more supportive and dynamic business environments*
- ◆ *Improve the skills base of the working population to provide the talent that firms need to grow*
- ◆ *Support high participation in work to ensure the benefits of work reach a broad base of New Zealanders*



## Working in LIP

*Here's what our staff say about working in LIP:*

"LIP offers development across the policy spectrum – from regulatory and legislative work, to strategy and Ministerial servicing. You definitely won't get bored."

**"The branch has a strong culture of collaboration and trust – working together towards shared objectives, while being given the space to take ownership of your work."**

"Working in LIP is great because it doesn't matter what stage of your career you are at, your contribution matters."

**"The work is diverse and has a real impact on people's lives. We get a real appreciation for how policies get put into practice."**

"I enjoy working in LIP for two main reasons. Firstly, the people are great – supportive, friendly and good fun to work with. And secondly, the topics we cover are varied, interesting and really important for all of New Zealand."

**"In areas like immigration, health and safety and employment standards it's easy to see the impact that our work has on the lives of all New Zealanders."**



## The six LIP teams

### Employment Relations Policy

The Employment Relations Policy team works closely with the Employment Standards Policy team to ensure New Zealand's employment regulatory framework and systems are effective, with a focus on promoting productive employment relationships. The team contributes to the LIP priority of ensuring New Zealand has well-regulated labour markets.

#### Snapshot:

The team is leading the Employment (Pay Equity and Equal Pay) Bill, which provides a process for employees in female-dominated industries who feel they are not paid what their job is worth when compared to a similar, male-dominated job. The team works extensively with stakeholders to shape and deliver on key policy areas of the Bill.

### Employment Standards Policy

The Employment Standards Policy team provides advice on the statutory minimum standards that apply to all employment relationships in New Zealand, such as the minimum wage and the right to paid annual holidays. The team advises government on what employment conditions ought to be prescribed as minimum standards, the level of these standards, and how these are enforced.

#### Snapshot:

A major part of the Employment Standards team's regular work programme is the annual Minimum Wage review, which assesses a range of possible options for the minimum wage against criteria such as inflation, wage growth, restraint on employment growth and fiscal costs to government. The team also carried out a substantial review of the enforcement of employment standards in 2014, resulting in significant reforms to employment legislation that came into force last year.