



**Te Tari Kaumātua**  
Office for Seniors

# Report

**Date:** 10 December 2021

**Security Level:** IN CONFIDENCE

**To:** Hon Dr Ayesha Verrall, Minister for Seniors

REP/21/12/1370

---

## Older Workers Employment Action Plan – Summary of public feedback on consultation draft

### Purpose of the report

This report attaches a draft summary of public feedback on the consultation draft of the Older Workers Employment Action Plan and outlines our proposed steps to finalise the action plan.

### Recommended actions

We recommend you:

1. **consider** the draft summary of public feedback on the consultation draft of the Older Workers Employment Action Plan.
2. **note** that subject to final editing and design this summary will be published on the Office for Seniors website by end of January 2022.
3. **agree and provide feedback** on the approach we are taking to complete the Older Workers Employment Action Plan so that you can take it to Cabinet for approval in early March 2022.

**AGREE/DISAGREE**

---

Diane Turner  
Director  
Office for Seniors

---

Date

---

Hon Dr Ayesha Verrall  
Minister for Seniors

---

Date

## Background

- 1 The Government's Employment Strategy, released in 2019, provides for seven population employment action plans for disadvantaged groups in the labour market, including older workers [CAB-19-MIN-19-0385].
- 2 In September 2021 Cabinet agreed to the release of the consultation draft Older Workers Employment Action Plan (**OWEAP**) for targeted public consultation. Cabinet noted that you would report back to the Cabinet Social Wellbeing Committee in February 2022 with the results of the consultation and a final Older Workers Employment Action Plan [CAB-21-MIN-0384].

## Consultation process

- 3 We targeted consultation with people and groups we deemed critical to the successful implementation of the OWEAP, including those who have specific interests, knowledge or expertise in the area of employment of older people.
- 4 We hosted seven online workshops attended by 63 people and received 40 written submissions.
- 5 Written submissions came from individuals, academics, advocacy groups, recruitment specialists, unions, business focused organisations, people focused on human rights, disabled people's rights and the representing ethnic communities, Pacific communities and Māori. Many submissions were from teams or organisations.

## Summary of feedback

- 6 The draft summary of feedback on the consultation draft OWEAP is attached as **Appendix 1**.
- 7 Key themes from consultation were that the final OWEAP should:
  - 7.1 be simple and clear about who the OWEAP is for;
  - 7.2 acknowledge that elements of several of the population action plans will be relevant to some people;
  - 7.3 expand the idea of work and acknowledge that more than money matters;
  - 7.4 acknowledge the importance of communities and emphasise the benefits and value that multi-generational workforces bring;
  - 7.5 include learning and growing as one of its goals;
  - 7.6 keep a focus on employers' responsibility;
  - 7.7 emphasise that older workers generally want the same things as everyone else;
  - 7.8 prepare Aotearoa New Zealand for the changes that are coming with an ageing workforce; and
  - 7.9 be clear on how it will be implemented.
- 8 Pages 14-29 of the draft summary of feedback cover feedback on specific actions within the consultation draft OWEAP, and additional actions suggested by submitters are set out on page 30.

RELEASED UNDER THE  
OFFICIAL INFORMATION ACT

Out of Scope

**Appendix 1 – Summary of feedback on consultation draft of Older Workers  
Employment Action Plan (30 pages)**

Out of Scope

Author: Patrick Southee, Acting Manager, Office for Seniors  
Responsible manager: Diane Turner, Director, Office for Seniors

RELEASED UNDER THE  
OFFICIAL INFORMATION ACT