

Report



**MINISTRY OF SOCIAL
DEVELOPMENT**
TE MANATŪ WHAKAHIATO ORA

Date: 23 September 2022

Security Level: IN CONFIDENCE

To: Hon Carmel Sepuloni, Minister for Social Development and Employment

Update and next steps on the foundational settings of the welfare system workstream

Purpose of the report

- 1 The purpose of this report is to:
 - 1.1 provide you with the key findings of our engagement report on the *Foundation for change* document, which focused on the review of the purpose and principles of the Social Security Act 2018 (the Act) and development of Te Tiriti o Waitangi/Treaty of Waitangi (Tiriti) provisions in the Act;
 - 1.2 confirm the next steps for the foundational settings of the welfare system workstream, given work on the Welfare Overhaul Bill (the Bill) has been deferred to 2024; and
 - 1.3 provide options for releasing the engagement findings report on the *Foundation for change* document.

Executive summary

Targeted engagement on the foundational settings of the welfare system workstream

- 2 One of the key initiatives of the renewed Welfare Overhaul work programme focuses on the foundational settings of the welfare system. This includes a review of the purpose and principles of the Act and development of Tiriti provisions in the Act, and development of a Māori values framework to underpin the welfare system [which has a broader focus than just the Ministry of Social Development (MSD)].
- 3 To support the development of this work, we engaged with a wide range of stakeholders through targeted engagement on the *Foundation for change* document from mid-February to 1 April 2022. The findings of this engagement are attached for your consideration, which also include the background material and online survey questions that we provided to the participants. The survey questions were made available to people for feedback who could not attend our engagement sessions.

Next steps for the foundational workstream and the deferral of the Welfare Overhaul Bill to late 2024

- 4 On 7 March 2022, you agreed to defer the Welfare Overhaul Bill to 2024, and we provided you with a timeline for the Bill being introduced in February 2024 and passed by November 2024 [REP-22-2-146]. Based on that timeline, we also proposed to run two rounds of targeted engagement; the first round in early 2022 (which we

have completed) and the second round in late 2022 (from October to November). The approach was that the second round of targeted engagement would include discussions on the proposed Māori Values Framework for the welfare system, as well as discussions on the development of a social security client charter to give effect to some of the proposed changes to the purpose and principles of the Act, which was not included as part of the first round of targeted engagement.

5 However, given the extent of the Welfare Overhaul work programme and the need to reprioritise resource into other parts of the programme ^{s 9(2)(f)(iv)} [REDACTED], we propose to defer introducing the Bill to mid-to-late 2024 not early 2024. The deferral of the Bill will mean that MSD will be able to reprioritise resource into the review of: Childcare Assistance; Working for Families tax credits; ^{s 9(2)(f)(iv) OIA} [REDACTED]; indexation of abatement thresholds; re-establishment grants; and Hardship Assistance.

6 Therefore, we propose to not run a second round of targeted engagement later this year, and that any legislative work on the Bill should be placed on hold for the next six to 12 months. A new timeline for the Bill is included as an Appendix.

7 ^{s 9(2)(f)(iv)} [REDACTED]

7.1 ^{s 9(2)(f)(iv)} [REDACTED]

7.2 [REDACTED]

7.3 [REDACTED]

8 Progress in these key areas will help inform the ongoing development of the TPT Programme. Cabinet has agreed to the next steps for the TPT Programme [CAB-22-MIN-0168 refers], which is a report back to Cabinet with a detailed business case in early 2023.

9 We also recommend that the scope you agreed to in March 2022 for the Bill no longer include the broader review of some of the obligations and sanctions of the Act. We propose that any legislative changes that come out of that review be included in a separate bill. We will provide you with further advice on the broader review of some of the obligations and sanctions of the Act in due course.

Options for releasing the engagement findings report on the Foundation for change document

- 10 We also propose that you agree to publicly release the engagement findings report. There are several ways that this could be achieved:
 - 10.1 option one: release the engagement report to participants with a Ministerial letter outlining your response and next steps;
 - 10.2 option two: release the report to participants, and your office publicly releases the report following an update to Cabinet on the Welfare Overhaul work programme (preferred option);
 - 10.3 option three: MSD releases the report to participants and publicly releases the report on its website, with Ministerial approval (preferred option if you decide not to go to Cabinet); and
 - 10.4 option four: the engagement findings report is not released, and MSD contacts the participants to outline next steps of the process (least preferred option).
- 11 We will provide you with further advice on publicly releasing the engagement findings report, including a detailed communications plan, once you have considered the report and options for release.
- 12 As part of option two, there is also the opportunity to seek their agreement in principle to introduce a Welfare Overhaul Bill in mid-to-late 2024 to amend the purpose and principles of the Act and include a Treaty provision in the Act, and provide an update on the Māori Values Framework. Options for going to Cabinet will be provided to you in a follow-up report titled: *Update and next steps on the Welfare Overhaul work programme*.
- 13 If you decide to go with either options one, or three, or four, we propose you circulate the engagement findings report to your Cabinet colleagues for their information and feedback as part of your update on the Welfare Overhaul work programme. We will provide you with a cover letter to go with the engagement findings report should you agree to this approach. The cover letter will include information on the Māori Values Framework, which has been provided in a separate report [REP-22-6-618] that you read and signed on 31 July 2022.

Recommended actions

It is recommended that you:

Targeted engagement on the foundational settings of the welfare system workstream

- 1 **note** the attached report provides the findings of our targeted engagement sessions with a wide range of stakeholders on the review of the purpose and principles of the Social Security Act 2018 and development of Tiriti/Treaty-related provisions in the Act.

Next steps for the foundational workstream and the deferral of the introduction of a Welfare Overhaul Bill to mid-to-late 2024

- 2 **agree** to defer the introduction of a Welfare Overhaul Bill to mid-to-late 2024 (subject to Cabinet agreement) Agree / Disagree
- 3 **note** the new timeline for the Welfare Overhaul Bill is attached as an Appendix

- 4 **agree** to the scope of the Welfare Overhaul Bill to no longer include the broader review of some of the obligations and sanctions of the Act. We propose that any legislative changes that come out of that review be included in a separate follow up bill Agree / Disagree
- 5 **agree** to pause any legislative work on the Welfare Overhaul Bill for the next six to 12 months as we focus on the delivery of other parts of the Welfare Overhaul work programme, particularly initiatives s9(2)(f)(iv) OIA s9(2)(f)(iv) OIA Agree / Disagree
- 6 **note** we are incorporating the ideas and feedback from our targeted engagement on the *Foundation for change* document (including our work with Ngā Mātanga Māori on the development of the Māori Values Framework) into the Ministry of Social Development’s Te Pae Tawhiti Transformation Programme until legislative work on the Welfare Overhaul Bill picks up again in 2023.

Options for releasing the engagement findings report on the Foundation for change document

- 7 **agree** to one of the following options for releasing the targeted engagement findings report to inform your discussion with your Cabinet colleagues:
- option one – release the targeted engagement findings report to participants with a Ministerial letter outlining your response and next steps; Agree / Disagree
 - option two – release the targeted engagement findings report to participants, and your office publicly releases the report following an update to Cabinet on the Welfare Overhaul work programme (preferred option); Agree / Disagree
 - option three – release the targeted engagement findings report to participants and publicly release the report on the Ministry of Social Development’s website, with Ministerial approval (preferred option if you decide not to go to Cabinet); and Agree / Disagree
 - option four – do not release the targeted engagement findings report and MSD contacts the participants to outline the next steps of the process (least preferred option). Agree / Disagree

If you agree to option two ...

- 8 **note** as part of option two, there is also the opportunity to seek Cabinet agreement in principle to introduce a Welfare Overhaul Bill in mid-to-late 2024 to amend the purpose and principles of the Social Security Act 2018 and include a Treaty provision in the Act, and provide an update on the engagement findings report and the development of the Māori Values Framework including the public release of the Framework

9 **note** options for going to Cabinet will be provided to you in a follow-up report titled: *Update and next steps on the Welfare Overhaul work programme*.

If you agree to either options one, or three, or four ...

10 **note** options one, three, and four do not include the opportunity to go to Cabinet before the release of the engagement findings report

11 **agree** to share the targeted engagement findings report with your Cabinet colleagues to support your discussions on progress of the Welfare Overhaul work programme and discuss the options for releasing the engagement report Agree / Disagree

12 **note** that, should you agree to recommendation 11 of this report, we will provide you with a cover letter to be attached with the engagement findings report and the Māori Values Framework for the welfare system. This is following your earlier agreement to recommendations 5 and 6 of the *Welfare Overhaul: Next steps for the Māori Values Framework* report [REP-22-6-618]

13 **note** officials are available to discuss these options with you.

Christian Opetaiā
Policy Manager
Welfare System and Income Support Policy

Date

Hon Carmel Sepuloni
Minister for Social Development and
Employment

Date

Targeted engagement on the foundational settings of the welfare system workstream

- 14 As part of the renewed Welfare Overhaul work programme, you agreed to continue work on the foundational settings of the welfare system workstream, which focuses on improving outcomes for Māori, including a commitment to honour Te Tiriti obligations. This work includes the review of the purpose and principles of the Act, development of Tiriti-related provisions in the Act, and the development of a Māori Values Framework to underpin the welfare system (which is broader than just MSD).
- 15 To progress this work, you agreed for MSD to undertake targeted engagement with a wide range of stakeholders on the proposed wellbeing concept to frame new purpose and principles for the Act and the development of Tiriti-related provisions that could be included in the Act. This approach aligned with the Government's commitment to using wellbeing to better reflect the recent changes to the Act that have signalled a shift in line with the Government's vision for the welfare system [REP-21-12-1384].

Key findings of the targeted engagement sessions

- 16 The findings of our targeted engagement sessions are attached in a separate document for your consideration. A summary of the key findings is provided below.

Participants generally support amending the purpose and principles of the Act but were most interested in how changes would be implemented

- 17 There was general agreement that the purpose and principles of the Act should be amended, but much of the feedback was about wanting to see operational changes to the welfare system to improve the experience of users. There was a consensus that the tone of the purpose and principles of the Act should be shifted to better reflect the importance of the welfare system for all New Zealanders. Many participants agreed that the purpose of the Act could better reflect the benefits that the welfare system delivers for the whole community and be more ambitious in the outcomes it could achieve.
- 18 There were mixed views on reflecting 'wellbeing' in the purpose and principles of the Act. Wellbeing was seen by most to be a multi-dimensional and holistic concept. There were different interpretations of what made up wellbeing and some people raised that improving all aspects of wellbeing was beyond the remit of MSD. Participants also said that wellbeing is about the wider whānau and community, not just the individual. Some suggested that wellbeing within the context of the Act would require a definition, to explicitly direct a shift in approach throughout the system. Most people agreed that clients would need to have a say in what wellbeing meant for them.

Participants are supportive of moving away from focusing on just paid employment but were divided on whether the focus should be suitable employment

- 19 Most participants supported rebalancing the employment focus of the current purpose and principles of the Act. They reported that the focus on paid employment was operationalised as requiring clients to take any paid job. This was linked to people churning on and off benefit; minimal improvements to income from moving into work; less sustainable employment outcomes; and greater frustration, stress, and anxiety for MSD clients. A small number of participants wanted to retain this strong focus on paid employment to maintain work incentives. They reported that jobs were readily available and moving quickly into work supported longer term employability.

- 20 Participants said that 'suitable employment' would need to be redefined to signal a shift towards wellbeing. Participants offered a wide range of factors to consider, but there was no consensus on what a definition of suitable employment would cover, or who should determine suitability. Participants raised concerns about the way 'suitable employment' is currently defined in the Act for the work test, with MSD having discretion to determine the suitability of jobs in relation to the work test rules.
- 21 Some believed that the suitability of a job would need to be decided by the client, or at least in partnership with MSD. Some participants wanted MSD to work with the client and their whānau to determine what suitable employment would look like for that person. Others expressed that it was difficult to achieve improved wellbeing from work, if support to find a job was limited and available jobs were not sustainable. They also indicated that suitable employment would require suitable employers.
- 22 Many people said that they felt strongly that the way suitable employment is operationalised will require fundamental change, particularly with the current use of targets and key performance indicators that drives a focus on short-term outcomes and behaviours that result in unsustainable employment. People wanted to see MSD taking more time to understand clients' needs and pathways to sustainable employment that include post-employment support.

Participants are supportive of including Tiriti-related provisions in the Act, but wanted to express a range of guidance for the approach

- 23 There was general support to develop Tiriti-related provisions in the Act, but most participants raised concerns about the level of ambition of the current proposals, and how these provisions would be implemented and given effect on the ground.
- 24 While participants were supportive of adding a general Tiriti clause to the Act and said it offered huge potential for change, many participants wanted this change to be more ambitious to support transformational change. Participants wanted to see Te Tiriti woven throughout the Act, to provide the foundation for the change that is needed.
- 25 Participants generally felt that the examples we provided on how general Te Tiriti clauses have been used by other government agencies did not reflect the partnership relationship that should exist between the Crown and Māori. Any Tiriti-related proposals need to have strong, direct and unambiguous language and clearly tie MSD to action.
- 26 There was general agreement that a specific clause requiring the Chief Executive of MSD to engage with Māori to develop a set of Tiriti-related objectives, and to report on these regularly, would provide a visible Tiriti-related accountability mechanism that could lead to change throughout the agency. This was considered to demonstrate a strong commitment to improving outcomes for Māori. However, Tiriti partners and service providers also felt that the proposed objectives we provided in the *Foundation for change* document were not meaningful, could not be enforced, and did not reflect a partnership relationship for the welfare system.
- 27 Some of the participants told us that honouring Te Tiriti will require co-design, co-decisions and co-delivery of services and supports available to people through the welfare system. This should include consideration of accountability mechanisms for MSD staff, devolving services and decision making to communities, and considering 'by Māori, for Māori' approaches to support whānau who are determining their own futures.

Many of the points raised in our targeted engagement sessions went beyond the scope of the current work

28 Many of the points raised by participants in response to the questions we asked went beyond the scope of both the current work of the foundational workstream and the proposals provided in the *Foundation for change* background document. This provides an opportunity for us to revisit our current proposal through some of the operational and policy changes that MSD is currently undertaking given the deferral of the Welfare Overhaul Bill (the Bill).

Current scope and timing of the Welfare Overhaul Bill

29 On 7 March 2022, you agreed to defer the introduction of the Bill to 2024, and we provided you with a timeline for the Bill being introduced in February 2024 and passed by November 2024 (REF-22-3-146). You also agreed for the scope of the Bill to include:

29.1 using wellbeing to reframe the purposes and principles of the Act;

29.2 strengthening authorisation provision for creating employment assistance and that MSD does have a role in providing employment support and services;

29.3 shifting the emphasis from paid employment to 'suitable employment', and reviewing the current definition of suitable employment in the Act and current operational guidance on suitable employment;

29.4 ensuring people who receive support or services under the Act are treated with dignity and respect, which would be given effect through the development of a social security client charter;

29.5 providing further legislative transparency to MSD's duty to provide active assistance to those eligible for support under the Act;

29.6 providing a Tiriti-related clause to support the Crown to meet its duties under Tiriti, looking at and supporting how Tiriti provisions could be given effect, and work that may flow-on from the Māori Values Framework workstream;

29.7 specific Tiriti accountability measures for the Chief Executive of MSD to support better outcomes for Māori who engage with the welfare system; and

29.8 review of current work obligations and sanctions, ^{§ 9(2)(f)(iv)} [REDACTED]

We propose you introduce the Welfare Overhaul Bill in mid-to-late 2024 so we can reprioritise resource into other parts of the Welfare Overhaul work programme in the short-term

30 However, given the extent of the Welfare Overhaul work programme and the need to reprioritise resource into other parts of the programme ^{§ 9(2)(f)(iv)} [REDACTED], we propose to defer introducing the Bill to mid-to-late 2024 not early 2024. The deferral of the Bill will mean that MSD will be able to reprioritise resource into the review of: Childcare Assistance; Working for Families tax credits; ^{§ 9(2)(f)(iv) OIA} [REDACTED]; indexation of abatement thresholds; re-establishment grants; and Hardship Assistance. Therefore, we propose that any legislative work on the Bill should be placed on hold for the next six to 12 months while we work through the policy implications.

- 31 This would give us more time to complete the policy work in relation to defining what wellbeing and suitable employment means in the context of the Act, and the development of a social security client charter and Tiriti-related provisions in the Act.
- 32 We also recommend that the scope you agreed to outlined in paragraph 29 no longer include the reviews of work obligations and sanctions, ^{s 9(2)(f)(iv)} [redacted] (paragraph 29.8). The review of these obligations and sanctions will take some time to work through and should be included in a separate follow-up bill. We will provide you with further advice on the review of these obligations and sanctions of the Act in due course.

We propose that in the interim we focus on how the feedback from our targeted engagement sessions could inform the TPT Programme

- 33 We propose incorporating the ideas and feedback from our targeted engagement on the *Foundation for change* document (including our work with Ngā Mātanga Māori on the development of the Māori Values Framework) into the TPT Programme.

Treating people with dignity and respect

- 34 Treating people with dignity and respect is embedded in MSD’s three strategic shifts, specifically in Mana manaaki – a positive experience every time. Mana manaaki is about building the mana of others and uplifting them in a way that honours their dignity.
- 35 The three strategic shifts naturally guide the TPT Programme and are embedded in the service design that is occurring as part of the detailed design work happening currently at MSD. This also aligns with the Māori Values Framework and the objectives of the TPT Programme.

Supporting people to receive their full and correct entitlements

^{s 9(2)(f)(iv)} [redacted]
[redacted]

- 36 ^{s 9(2)(f)(iv)} [redacted]
[redacted]
[redacted]
[redacted]
[redacted]

^{s 9(2)(f)(iv)} [redacted]

- 37 ^{s 9(2)(f)(iv)} [redacted]
[redacted]
[redacted]
[redacted]
[redacted]
[redacted]
[redacted]
[redacted]
[redacted]

Increasing take-up of the Accommodation Supplement

- 38 MSD is looking at different options to increase take-up of the Accommodation Supplement by eligible, non-beneficiary households. MSD’s 2017/2018 modelling

data found that there were approximately 100,000 households who were eligible, but had not accessed this assistance.

39

s9(2)(f)(iv) OIA

To help inform this work, MSD is undertaking targeted engagement with key stakeholders and is also refreshing the 2017/2018 modelling to better understand the take-up data in the current housing landscape. A report back on options and advice will be provided to Ministers later this year, s9(2)(f)(iv) OIA

MSD is running a 12-month pilot to measure full and correct entitlement

40 MSD currently has no formal measurement to assess the proportion of clients receiving their full and correct entitlement. To develop a formal measure, MSD is running a 12-month pilot, which started on 11 July, to review full and correct entitlement across a sample of 3,500 clients aged 18 to 64 years old receiving a main benefit and/or supplementary or second tier assistance (non-beneficiaries). The aim of the pilot is to:

40.1 establish a formal measure to understand the percentage of MSD clients receiving their full and correct entitlement;

40.2 confirm the best way to engage with clients initially and when completing assessments;

40.3 understand any key trends as to why a client might not be receiving their full and correct entitlement; and

40.4 gain insights to inform the Future Service Model development and wider capability for staff.

41 MSD will be providing quarterly updates on the pilot. Information from the pilot will help inform our baseline knowledge and the next steps for embedding full and correct entitlement into MSD's systems.

42 The 12-month pilot builds on work that MSD undertook in April 2019 in relation to an outbound calling campaign to reach 11,355 clients who had been identified as having a section 192 reduction imposed.¹ The focus of this campaign was to establish full and correct entitlement for these cohorts. A team of 20 experienced MSD staff were assembled from across the country to complete the engagement and the review with these clients. As of 30 June 2020, 8,595 individual cases had been completed and the work was placed on hold due to staff being redeployed to support the Government's Covid-19 response. The work was then picked up again in July 2021 and as of 5 September 2022, there are 940 individual cases remaining (which will take some time complete).

43

s9(2)(f)(iv) OIA

¹ This policy was repealed on 1 April 2020 and was targeted at sole parents who would receive a benefit reduction if they did not identify the other parent of the child and applies for child support.

43.1 s 9(2)(f)(iv)

43.2

43.3

43.4

- 44 These views are similar to what we heard from people through our targeted sessions on the *Foundation for change* document. You will receive an update on this research later in the year.

Supporting people into suitable employment

- 45 On 23 May 2022, Cabinet agreed that the core objective of MSD’s employment service is to help people at risk of poor labour market outcomes to prepare for, find, and retain suitable employment to improve long-term wellbeing [CAB-22-MIN-0189 refers]. This decision is intended to support MSD’s shift towards providing proactive support to help people into sustainable and meaningful employment appropriate for their circumstances.

46 s 9(2)(f)(iv)

47 s 9(2)(f)(iv)

Options for releasing the targeted engagement findings report

- 48 Four possible options for releasing the report are outlined below with a high-level analysis included in table one. The risks and benefits of each option are provided in detail as Appendix two.
- 49 Options one, three, and four do not include you going to Cabinet to report on the Welfare Overhaul work programme and seeking Cabinet agreement in principle for a Bill to be introduced in mid-to-late 2024.

Option one – Release the engagement report to participants with a Ministerial letter outlining your response and next steps

- 50 This option proposes you share the engagement report with participants, including a letter from you thanking them for their input. The letter could include the following messages:

50.1 a lot of progress has already been made on the Welfare Overhaul work programme, including the latest initiatives announced through Budget 2022, and the significant benefit increases that came into effect on 1 April this year;

50.2 legislative change takes time and you have directed your officials to do further work;

50.3 you will be focusing on what operational changes can be made within the current framework and through other work currently underway. You heard through engagement that prioritising operational changes will have the greatest impact on people's lives;

50.4 ^{s9(2)(f)(iv) OIA} [REDACTED]

50.5 in the meantime, while the Bill has been deferred, foundational change remains a focus of this Government, and a priority for you as Minister of Social Development and Employment.

Option two – Release the report to participants and your office publicly releases the report following an update to Cabinet on the Welfare Overhaul work programme (preferred option)

51 This option is similar to option one, with the addition of going to Cabinet as part of your update on the Welfare Overhaul work programme. It is highly likely that some groups we engaged with will publicise the report through their own channels, if you decide to go with option one, so this option would mitigate that risk.

52 MSD can support your office in preparing a communications strategy to release the report if this is your preferred option. This could include preparing a draft press release outlining similar messaging provided in option one.

53 As part of option two, there is also the opportunity to seek Cabinet agreement in principle to introduce a Bill in mid-to-late 2024, and provide them with a copy of the Māori Values Framework.

54 Options for going to Cabinet will be provided to you in a follow-up report titled: *Update and next steps on the Welfare Overhaul work programme.*

Option three – MSD releases the report to participants and publicly releases the report on its website, with Ministerial approval (preferred option if you decide not to go to Cabinet)

55 This option proposes that MSD shares the engagement findings report directly with participants. ^{s 9(2)(f)(iv)} [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED] The report would be published on MSD's website with minimal publicity.

Option four – The engagement findings report is not released and MSD contacts the participants to outline next steps of the process (least preferred option)

56 This option proposes to not release the targeted engagement findings report and for MSD to contact the participants to thank them for their contributions and outline the broad next steps for the Welfare Overhaul work programme, using similar messaging outlined in option one.

s (9)(2)(g)(i)

57 Officials recommend option two, as all other options do not include you going to Cabinet to report on the Welfare Overhaul work programme and seeking Cabinet agreement in principle for the Bill to be introduced in mid-to-late 2024 to amend the purpose and principles of the Act and include a Treaty provision in the Act. Waiting on Cabinet agreement to introduce the Bill in principle and subject to further advice mitigates the risks outlined in options one and three.

58

s (9)(2)(g)(i)

59

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61 You may also wish to consider the timing of releasing the report with options one and three. These options do not include the opportunity to go to Cabinet. Therefore, if you choose one of these options, we recommend sharing the targeted engagement findings report with your Cabinet colleagues to support your discussions on progress of the Welfare Overhaul work programme. This will help support positive relationships with participants through demonstrating that you are responding to participants feedback and sharing it wider with your colleagues.

Next steps

- 62 We will provide you with further advice on releasing the targeted engagement findings report once you have considered the report and options for release.
- 63 We will also provide you with a follow-up report titled: *Update and next steps on the Welfare Overhaul work programme*, which will include options for going to Cabinet.

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Appendix One: Proposed timeline for introducing a Welfare Overhaul Bill in mid-to-late 2024

2022	January	February	March	April	May	June	July	August	September	October	November	December
			First round of targeted engagement (completed)			Analysis			Report to the Minister		Cabinet update or release report to stakeholders (pending Ministers approval)	
2023	January	February	March	April	May	June	July	August	September	October	November	December
					Begin work on the Welfare Overhaul Bill	Period of restraint/Election						
2024	January	February	March	April	May	June	July	August	September	October	November	December
			s9(2)(f)(iv) OIA			s9(2)(f)(iv) OIA		s9(2)(f)(iv) OIA		s9(2)(f)(iv) OIA		
2025	January	February	March	April	May	June	July	August	September	October	November	December
	s9(2)(f)(iv) OIA			s9(2)(f)(iv) OIA	s9(2)(f)(iv) OIA	s9(2)(f)(iv) OIA						

Appendix Two: Detailed Risks and Benefits on options for releasing the engagement report

Note: Options one, three, and four do not include the Minister going to Cabinet to report on the Welfare Overhaul work programme and seek Cabinet agreement in principle for a Welfare Overhaul Bill (the Bill) to be introduced in mid-to-late 2024.

Options	Risks	Benefits
<p>Option One – Release the engagement report to participants with a Ministerial letter outlining your response and next steps (no Cabinet update)</p>	<p>s (9)(2)(g)(i)</p>	
<p>Option Two – Release the report to participants and your office publicly releases the report following an update to Cabinet on the Welfare Overhaul work programme. <i>(preferred option)</i></p>		

s (9)(2)(g)(i)

Option Three –
MSD releases
the report to
participants and
publicly releases
the report on its
website, with
Ministerial
approval

*(preferred option
if you decide not
to go to Cabinet)*

Option Four –
The engagement
findings report is
not release and
MSD contacts
the participants
to outline next
steps of the
process

*(least preferred
option)*