



22 July 2024

Tēnā koe

**Official Information Act request**

Thank you for your email of 21 June 2024, requesting the following Cabinet minutes:

- *SWC-18-MIN-0188- Wage Supplement Approach to Replace Minimum Wage Exemption Permits: Release of Discussion Document*

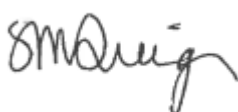
I have considered your request under the Official Information Act 1982 (the Act). Please find the document requested, enclosed with this letter.

I will be publishing this decision letter, with your personal details deleted, on the Ministry's website in due course.

If you wish to discuss this response with us, please feel free to contact [OIA\\_Requests@msd.govt.nz](mailto:OIA_Requests@msd.govt.nz).

If you are not satisfied with my decision on your request, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or 0800 802 602.

Ngā mihi nui

pp. 

Magnus O'Neill  
**General Manager**  
**Ministerial and Executive Services**



# Cabinet Social Wellbeing Committee

## Minute of Decision

*This document contains information for the New Zealand Cabinet. It must be treated in confidence and handled in accordance with any security classification, or other endorsement. The information can only be released, including under the Official Information Act 1982, by persons with the appropriate authority.*

### Wage Supplement Approach to Replace Minimum Wage Exemption Permits: Release of Discussion Document

**Portfolios** Social Development / Disability Issues / Workplace Relations and Safety

On 12 December 2018, the Cabinet Social Wellbeing Committee:

- 1 **noted** that the Disability Action Plan agreed to by the previous government in December 2015 contains a commitment to improve employment outcomes for disabled people by identifying better alternatives so that the minimum wage exemption process can be removed;
- 2 **noted** that work undertaken with key stakeholders from the disability sector in 2016 identified a wage supplement as the approach most likely to address the issues with the minimum wage exemption, while also protecting existing employment opportunities for disabled people;
- 3 **noted** that the proposed design for a wage supplement approach will require new funding to implement and that a Budget bid is being prepared for consideration as part of 2019;
- 4 **directed** the Ministry of Social Development and the Ministry of Business, Innovation and Employment to consult with targeted disability sector stakeholders to identify the level of support for replacing the minimum wage exemption with a wage supplement approach;
- 5 **agreed** that the discussion document, attached to the submission under SWC-18-SUB-0188, be used to support consultation with the disability sector;
- 6 **authorised** the Minister for Social Development and Disability Issues, and Minister for Workplace Relations and Safety, to make minor changes to the discussion document as needed to finalise it;
- 7 **noted** that what is learned from the consultation process will inform the final design of the wage supplement approach, but it is not expected to impact on the cost of the wage supplement that funding is sought for in Budget 2019;
- 8 **invited** the Minister for Social Development, Minister for Disability Issues, and Minister for Workplace Relations and Safety to report back to the Cabinet Social Wellbeing Committee on the design of the wage supplement approach following consultation.

Jenny Vickers  
Committee Secretary

**Hard-copy distribution: (see over)**

**Present:**

Rt Hon Jacinda Ardern  
Rt Hon Winston Peters  
Hon Kelvin Davis  
Hon Phil Twyford  
Hon Chris Hipkins  
Hon Andrew Little  
Hon Carmel Sepuloni (Chair)  
Hon Dr David Clark  
Hon Nanaia Mahuta  
Hon Jenny Salesa  
Hon Tracey Martin  
Hon Peeni Henare  
Hon Aupito William Sio  
Hon Julie Anne Genter  
Michael Wood, MP  
Jan Logie, MP

**Officials present from:**

Office of the Prime Minister  
Department of the Prime Minister and Cabinet  
Office of the Chair of SWC  
Officials Committee for SWC

**Hard-copy distribution:**

Minister for Social Development  
Minister for Workplace Relations and Safety

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