

Vote Labour Market

APPROPRIATION MINISTER(S): Minister for ACC (M1), Minister of Immigration (M38), Minister for Workplace Relations and Safety (M43), Minister for Social Development and Employment (M63)

DEPARTMENT ADMINISTERING THE VOTE: Ministry of Business, Innovation and Employment (A17)

RESPONSIBLE MINISTER FOR MINISTRY OF BUSINESS, INNOVATION AND EMPLOYMENT:
Minister for Economic Growth

Details of Appropriations and Capital Injections

Annual Appropriations and Forecast Permanent Appropriations

Titles and Scopes of Appropriations by Appropriation Type	2025/26		
	Estimates Budget \$000	Supplementary Estimates Budget \$000	Total Budget \$000
Departmental Output Expenses			
ACC - Regulatory Services (M1) (A17) This appropriation is limited to the management of the residual long-term responsibility related to the Crown's ongoing risks resulting from the introduction of the competitive accident insurance market during 1999/2000.	121	-	121
Immigration - Border Support Services (M38) (A17) This appropriation is limited to the provision of border support services to departments and other state sector organisations.	-	15,600	15,600
Immigration - Regulation of Immigration Advisers (M38) (A17) This appropriation is limited to the regulation of persons who provide immigration advice, facilitating the education and professional development of Immigration Advisers, and increasing public awareness of the Immigration Advisers Authority, pursuant to the functions prescribed in section 35 of the Immigration Advisers Licensing Act 2007.	3,841	-	3,841
Social Development and Employment - Employment Sector Analysis and Facilitation (M63) (A17) This appropriation is limited to employment information, facilitation and matching services, and analysis of the functioning of the labour market.	2,869	-	2,869
Workplace Relations and Safety - Employment Relations Services (M43) (A17) This appropriation is limited to information, guidance, investigation, enforcement, dispute resolution services and decision-making regarding employment relationships and standards, including support services provided to employment relations institutions.	44,758	861	45,619
Total Departmental Output Expenses	51,589	16,461	68,050
Non-Departmental Output Expenses			
ACC - Case Management and Supporting Services (M1) (A17) This appropriation is limited to injury prevention, claim processing, assessment, payment services and case management in respect of claims on the ACC Non-Earners' Account.	348,686	-	348,686
ACC - Case Management and Supporting Services - Treatment Injuries for Non-Earners (M1) (A17) This appropriation is limited to cover the cost of injury prevention, claim lodgement and management, investment management and appropriation setting for claims by non-earners on the ACC Treatment Injury Account.	27,990	-	27,990
ACC - Public Health Acute Services (M1) (A17) This appropriation is limited to public health acute services in respect of claims on the ACC Non-Earners' Account.	544,447	-	544,447
ACC - Public Health Acute Services - Treatment Injuries for Non-Earners (M1) (A17) This appropriation is limited to fund public health acute services for claims by non-earners on the ACC Treatment Injury Account.	3,325	-	3,325
ACC - Rehabilitation Entitlements and Services (M1) (A17) This appropriation is limited to purchasing medical services, social rehabilitation, elective health care services and contracted services in respect of claims on the ACC Non-Earners' Account.	1,224,291	-	1,224,291

	2025/26		
	Estimates Budget \$000	Supplementary Estimates Budget \$000	Total Budget \$000
Titles and Scopes of Appropriations by Appropriation Type			
ACC - Rehabilitation Entitlements and Services - Treatment Injuries for Non-Earners (M1) (A17) This appropriation is limited to cover the cost of purchasing medical services, social rehabilitation and elective health care services and contracted services for claims by non-earners on the ACC Treatment Injury Account.	267,996	-	267,996
ACC - Sexual Abuse Assessment and Treatment Services (M1) (A17) This appropriation is limited to Sexual Abuse Assessment and Treatment Services (SAATS) and supporting Medical Sexual Assault Clinicians Aotearoa to sustain the capability required to deliver SAATS.	13,969	-	13,969
Workplace Relations and Safety - Health and Safety at Work Levy - Collection Services (M43) (A17) This appropriation is limited to collection services from the Accident Compensation Corporation (ACC), to collect the Health and Safety at Work Levy on behalf of the Crown.	869	-	869
Workplace Relations and Safety - Workplace Health and Safety (M43) (A17) This appropriation is limited to information, education, leadership, guidance, support, and enforcement relating to the health and safety of workers and workplaces.	133,982	(100,486)	33,496
Total Non-Departmental Output Expenses	2,565,555	(100,486)	2,465,069
Benefits or Related Expenses			
ACC - Compensation Entitlements (M1) (A17) This appropriation is limited to the provision of income maintenance, independence allowance, and other compensation payments for claims on the ACC Non-Earners' Account.	106,282	-	106,282
ACC - Compensation Entitlements - Treatment Injuries for Non-Earners (M1) (A17) This appropriation is limited to the provision of income maintenance, independence allowance, and other compensation payments for claims by non-earners on the ACC Treatment Injury Account.	25,578	-	25,578
Total Benefits or Related Expenses	131,860	-	131,860
Non-Departmental Other Expenses			
Workplace Relations and Safety - Employment Relations Authority Members' Salaries and Allowances PLA (M43) (A17) This appropriation is limited to the salaries and allowances of the members of the Employment Relations Authority, as authorised by section 171 of the Employment Relations Act 2000.	7,539	-	7,539
Workplace Relations and Safety - International Labour Organisation (M43) (A17) This appropriation is limited to New Zealand's annual subscription to the International Labour Organisation.	2,405	-	2,405
Workplace Relations and Safety - Remuneration Authority Members' Fees, Salaries and Allowances (M43) (A17) This appropriation is limited to the fees, salaries and allowances of the members of the Remuneration Authority.	341	150	491
Total Non-Departmental Other Expenses	10,285	150	10,435

	2025/26		
	Estimates Budget \$000	Supplementary Estimates Budget \$000	Total Budget \$000
Titles and Scopes of Appropriations by Appropriation Type			
Multi-Category Expenses and Capital Expenditure			
Immigration Services MCA (M38) (A17)	688,780	31,654	720,434
The single overarching purpose of this appropriation is to provide efficient immigration services that generate positive economic and social outcomes for New Zealand and meet New Zealand's obligations to refugee and protected persons.			
<i>Departmental Output Expenses</i>			
<i>Assessment and Processing Services</i>	501,576	31,200	532,776
This category is limited to the assessment and processing of visa applications.			
<i>Integrity and Security of the New Zealand Immigration System</i>	91,189	96	91,285
This category is limited to services to maintain and enhance the integrity and security of New Zealand's immigration system.			
<i>Services for the Attraction of Migrants</i>	10,318	358	10,676
This category is limited to the development and provision of services and information aimed at attracting migrants to New Zealand.			
<i>Settlement and Integration of Refugees and Other Migrants</i>	85,697	-	85,697
This category is limited to services that enable the settlement and integration of migrants and refugees into New Zealand, including processing claims for refugee and protected persons status.			
Policy Advice and Related Services to Ministers MCA (M43) (A17)	24,896	(810)	24,086
The single overarching purpose of this appropriation is to provide policy advice and other support services to Ministers in discharging their policy decision-making and other portfolio responsibilities.			
<i>Departmental Output Expenses</i>			
<i>Policy Advice and Related Services to Ministers - Accident Compensation</i>	2,049	(60)	1,989
This category is limited to the provision of advice (including second opinion advice and contributions to policy advice led by other agencies) and services to support decision-making by Ministers on government policy matters relating to the accident compensation system.			
<i>Policy Advice and Related Services to Ministers - Immigration</i>	8,319	-	8,319
This category is limited to the provision of advice (including second opinion advice and contributions to policy advice led by other agencies) and services to support decision-making by Ministers on government policy matters relating to immigration policy and international immigration commitments.			
<i>Policy Advice and Related Services to Ministers - Social Development and Employment</i>	3,581	-	3,581
This category is limited to the provision of advice (including second opinion advice and contributions to policy advice led by other agencies) and services to support decision-making by Ministers on government policy matters relating to employment.			
<i>Policy Advice and Related Services to Ministers - Workplace Relations and Safety</i>	10,947	(750)	10,197
This category is limited to the provision of advice (including second opinion advice and contributions to policy advice led by other agencies) and services to support decision-making by Ministers on government policy matters relating to workplace relations and safety (including Hazardous Substances and New Organisms) and international labour commitments.			

	2025/26		
	Estimates Budget \$000	Supplementary Estimates Budget \$000	Total Budget \$000
Titles and Scopes of Appropriations by Appropriation Type			
Workplace Relations and Safety - Workplace Health and Safety MCA (M43) (A17)	-	101,486	101,486
The single overarching purpose of this appropriation is the provision of support and guidance, enforcement of compliance, and authorisation of third parties in the work health and safety and energy safety systems.			
Non-Departmental Output Expenses			
<i>Authorising and Monitoring Work Health and Safety Activities</i>	-	21,383	21,383
This category is limited to the issuing of licenses, authorisations, and exemptions to third parties, and the monitoring of these.			
<i>Energy Safety</i>	-	3,310	3,310
This category is limited to the delivery of WorkSafe's legislated Energy Safety function.			
<i>Enforcing Work Health and Safety Compliance</i>	-	18,097	18,097
This category is limited to the delivery of enforcement activities to ensure compliance with work health and safety legislation.			
<i>Engaging to Support Best Practice in Work Health and Safety</i>	-	51,392	51,392
This category is limited to the provision of guidance, information, and support to duty holders in the work health and safety system.			
<i>Major Hazard Facilities, Petroleum and Geothermal</i>	-	7,304	7,304
This category is limited to guidance, investigation, enforcement, and notifications regarding major hazard facilities.			
Total Multi-Category Expenses and Capital Expenditure	713,676	132,330	846,006
Total Annual Appropriations and Forecast Permanent Appropriations	3,472,965	48,455	3,521,420

Supporting Information

Part 1 - Vote as a Whole

1.2 - Trends in the Vote

Summary of Financial Activity

	2025/26				
	Estimates \$000	Supplementary Estimates			Total \$000
		Departmental Transactions \$000	Non- Departmental Transactions \$000	Total Transactions \$000	
Appropriations					
Output Expenses	2,617,144	16,461	(100,486)	(84,025)	2,533,119
Benefits or Related Expenses	131,860	N/A	-	-	131,860
Borrowing Expenses	-	-	-	-	-
Other Expenses	10,285	-	150	150	10,435
Capital Expenditure	-	-	-	-	-
Intelligence and Security Department Expenses and Capital Expenditure	-	-	N/A	-	-
Multi-Category Expenses and Capital Expenditure (MCA)					
<i>Output Expenses</i>	713,676	30,844	101,486	132,330	846,006
<i>Other Expenses</i>	-	-	-	-	-
<i>Capital Expenditure</i>	-	N/A	-	-	-
Total Appropriations	3,472,965	47,305	1,150	48,455	3,521,420
Crown Revenue and Capital Receipts					
Tax Revenue	-	N/A	-	-	-
Non-Tax Revenue	394,140	N/A	43,025	43,025	437,165
Capital Receipts	-	N/A	-	-	-
Total Crown Revenue and Capital Receipts	394,140	N/A	43,025	43,025	437,165

1.4 - Reconciliation of Changes in Appropriation Structure

Estimates	2025/26 (Estimates) \$000	Supplementary Estimates (Changes during the year)	Amount Moved \$000	New Structure	2025/26 (Restated) \$000
Workplace Relations and Safety - Workplace Health and Safety	133,982	Transfer to Workplace Relations and Safety - Workplace Health and Safety MCA	(100,486)		33,496
Workplace Relations and Safety - Workplace Health and Safety MCA	-	Transfer from Workplace Relations and Safety - Workplace Health and Safety	100,486	Workplace Relations and Safety - Workplace Health and Safety MCA	
				Non-Departmental Output Expense	
				Authorising and Monitoring Work Health and Safety Activities	21,383
				Energy Safety	3,310
				Enforcing Work Health and Safety Compliance	17,097
				Engaging to Support Best Practice in Work Health and Safety	51,392
				Major Hazard Facilities, Petroleum and Geothermal	7,304
Total	133,982		-		133,982

Explanations of the reasons for changing the appropriation structure are noted in the details of each appropriation in Parts 2-4.

Part 2 - Details of Departmental Appropriations

2.1 - Departmental Output Expenses

Immigration - Border Support Services (M38) (A17)

Scope of Appropriation

This appropriation is limited to the provision of border support services to departments and other state sector organisations.

Expenses and Revenue

	2025/26		
	Estimates \$000	Supplementary Estimates \$000	Total \$000
Total Appropriation	-	15,600	15,600
Revenue from the Crown	-	-	-
Revenue from Others	-	15,600	15,600

What is Intended to be Achieved with this Appropriation

This appropriation is intended to achieve the provision of support from the Ministry of Business, Innovation and Employment for shared border services.

How Performance will be Assessed and End of Year Reporting Requirements

An exemption was granted under s15D(1) of the Public Finance Act 1989 as the Minister is satisfied that the appropriation relates exclusively to outputs supplied by a department to 1 or more other departments.

Reasons for Change in Appropriation

This appropriation increased by \$15.600 million to \$15.600 million for 2025/26 due to:

- the establishment of the appropriation during 2025/26 of \$13 million to enable the Ministry of Business, Innovation and Employment to continue providing the technology operations for the New Zealand Traveller Declaration on behalf of the New Zealand Customs Service, and
- a fiscally neutral adjustment of \$2.600 million for increased support and enhancements to the New Zealand Traveller Declaration system.

Workplace Relations and Safety - Employment Relations Services (M43) (A17)

Scope of Appropriation

This appropriation is limited to information, guidance, investigation, enforcement, dispute resolution services and decision-making regarding employment relationships and standards, including support services provided to employment relations institutions.

Reasons for Change in Appropriation

This appropriation increased by \$861,000 to \$45.619 million for 2025/26 due to:

- a fiscally neutral adjustment of \$600,000 from the Policy Advice and Related Ministers - Workplace Relations and Safety category to sustain core delivery capacity across frontline and advisory functions, and to progress on-going improvement work and support for Workplace Relations and Safety policy with operational insights, and
- an expense transfer of \$261,000 from 2024/25 to support the implementation of the Holidays Act reforms following the passage of new legislation. The funding was for development of guidance and resources, tools and information and education for employers and employees, associated with getting the new legislation right in practice and making it easy to comply once in place.

Part 3 - Details of Non-Departmental Appropriations

3.1 - Non-Departmental Output Expenses

ACC - Case Management and Supporting Services (M1) (A17)

Scope of Appropriation

This appropriation is limited to injury prevention, claim processing, assessment, payment services and case management in respect of claims on the ACC Non-Earners' Account.

How Performance will be Assessed and End of Year Reporting Requirements

Assessment of Performance	2025/26		
	Estimates Standard	Supplementary Estimates Standard	Total Standard
Average time to resolution for claims with reviews (see Note 1)	Less than or equal to 125 days	Less than 5 days	Less than 130 days
Proportion of ACC reviews upheld (in Favour of ACC) (see Note 2)	Greater than or equal to 88%	Greater than or equal to (2%)	Greater than or equal to 86%
Speed of cover decisions: non-complicated claims (see Note 3)	Less than 0.9 days	Less than 0.1 days	Less than 1 day

Note 1 - The budget standard was revised for 2025/26 and outyears from 'Less than or equal to 125 days' to 'Less than 130 days'. As per Service Agreement 2025/26.

Note 2 - The budget standard was revised for 2025/26 and outyears from 'Greater than or equal to 88%' to 'Greater than or equal to 86%'. As per Service Agreement 2025/26.

Note 3 - The budget standard was revised for 2025/26 and outyears from 'Less than 0.9 days' to 'Less than 1 day'. As per Service Agreement 2025/26.

ACC - Case Management and Supporting Services - Treatment Injuries for Non-Earners (M1) (A17)

Scope of Appropriation

This appropriation is limited to cover the cost of injury prevention, claim lodgement and management, investment management and appropriation setting for claims by non-earners on the ACC Treatment Injury Account.

How Performance will be Assessed and End of Year Reporting Requirements

Assessment of Performance	2025/26		
	Estimates Standard	Supplementary Estimates Standard	Total Standard
Average time to resolution for claims with reviews (see Note 1)	Less than or equal to 125 days	Less than or equal to 5 days	Less than 130 days
Proportion of ACC reviews upheld (in favour of ACC) (see Note 2)	Greater than or equal to 88%	Greater than or equal to (2%)	Greater than or equal to 86%

Note 1 - The budget standard was revised for 2025/26 and outyears from 'Less than or equal to 125 days' to 'Less than 130 days'. As per Service Agreement 2025/26.

Note 2 - The budget standard was revised for 2025/26 and outyears from 'Greater than or equal to 88%' to 'Greater than or equal to 86%'. As per Service Agreement 2025/26.

ACC - Rehabilitation Entitlements and Services (M1) (A17)

Scope of Appropriation

This appropriation is limited to purchasing medical services, social rehabilitation, elective health care services and contracted services in respect of claims on the ACC Non-Earners' Account.

How Performance will be Assessed and End of Year Reporting Requirements

Assessment of Performance	2025/26		
	Estimates Standard	Supplementary Estimates Standard	Total Standard
Percentage of total expenditure paid directly to clients or for services to clients (see Note 1)	90.6%	(0.2%)	90.4%
Public trust and confidence (see Note 2)	57%	4%	Greater than 61%
Return to independence for those not in the workforce (see Note 3)	88.5%	(5.5%)	83%

Note 1 - The budget standard was revised for 2025/26 and outyears from '90.6%' to '90.4%'. As per Service Agreement 2025/26.

Note 2 - The budget standard was revised for 2025/26 and outyears from '57%' to 'Greater than 61%'. As per Service Agreement 2025/26.

Note 3 - The budget standard was revised for 2025/26 and outyears from '88.5%' to '83%'. As per Service Agreement 2025/26.

ACC - Rehabilitation Entitlements and Services - Treatment Injuries for Non-Earners (M1) (A17)

Scope of Appropriation

This appropriation is limited to cover the cost of purchasing medical services, social rehabilitation and elective health care services and contracted services for claims by non-earners on the ACC Treatment Injury Account.

How Performance will be Assessed and End of Year Reporting Requirements

Assessment of Performance	2025/26		
	Estimates Standard	Supplementary Estimates Standard	Total Standard
Percentage of total expenditure paid directly to clients or for services to client (see Note 1)	90.6%	(0.2%)	90.4%
Public trust and confidence (see Note 2)	57%	Greater than 4%	Greater than 61%
Return to independence for those not in the workforce (see Note 3)	88.5%	(5.5%)	83%

Note 1 - The budget standard was revised for 2025/26 and outyears from '90.6%' to '90.4%'. As per Service Agreement 2025/26.

Note 2 - The budget standard was revised for 2025/26 and outyears from '57%' to 'Greater than 61%'. As per Service Agreement 2025/26.

Note 3 - The budget standard was revised for 2025/26 and outyears from '88.5%' to '83%'. As per Service Agreement 2025/26.

Workplace Relations and Safety - Workplace Health and Safety (M43) (A17)

Scope of Appropriation

This appropriation is limited to information, education, leadership, guidance, support, and enforcement relating to the health and safety of workers and workplaces.

Comparators for Restructured Appropriation

Vote, Type and Title of Appropriation	2025/26		
	Estimates \$000	Supplementary Estimates \$000	Total \$000
Vote Labour Market, Non-Departmental Expenses, Workplace Relations and Safety - Workplace Health and Safety	133,982	(100,486)	33,496
Workplace Relations and Safety - Workplace Health and Safety MCA	-	101,486	101,486
Total	133,982	1,000	134,982

Reasons for Change in Appropriation

This appropriation decreased by \$100.486 million to \$33.496 million for 2025/26 due to the creation of a new multi-category appropriation to support the Government's health and safety reform programme by enhancing WorkSafe's ability to manage its finances, enhancing Ministers' visibility of spending and performance and enhancing Ministers' ability to shift funding as priorities change, and in response to actual costs.

3.4 - Non-Departmental Other Expenses

Workplace Relations and Safety - Remuneration Authority Members' Fees, Salaries and Allowances (M43) (A17)

Scope of Appropriation

This appropriation is limited to the fees, salaries and allowances of the members of the Remuneration Authority.

Reasons for Change in Appropriation

This appropriation increased by \$150,000 to \$491,000 for 2025/26 due to a fiscally neutral adjustment of \$150,000 from the Policy Advice and Related Ministers - Workplace Relations and Safety category to fund the recruitment of new members and the need to ensure that overall remuneration aligns with the updated Cabinet Fees Framework settings.

Part 4 - Details of Multi-Category Expenses and Capital Expenditure

4 - Multi-Category Expenses and Capital Expenditure

Immigration Services (M38) (A17)

Overarching Purpose Statement

The single overarching purpose of this appropriation is to provide efficient immigration services that generate positive economic and social outcomes for New Zealand and meet New Zealand's obligations to refugee and protected persons.

Scope of Appropriation

Departmental Output Expenses

Assessment and Processing Services

This category is limited to the assessment and processing of visa applications.

Integrity and Security of the New Zealand Immigration System

This category is limited to services to maintain and enhance the integrity and security of New Zealand's immigration system.

Services for the Attraction of Migrants

This category is limited to the development and provision of services and information aimed at attracting migrants to New Zealand.

Settlement and Integration of Refugees and Other Migrants

This category is limited to services that enable the settlement and integration of migrants and refugees into New Zealand, including processing claims for refugee and protected persons status.

Expenses, Revenue and Capital Expenditure

	2025/26		
	Estimates \$000	Supplementary Estimates \$000	Total \$000
Total Appropriation	688,780	31,654	720,434
Departmental Output Expenses			
Assessment and Processing Services	501,576	31,200	532,776
Integrity and Security of the New Zealand Immigration System	91,189	96	91,285
Services for the Attraction of Migrants	10,318	358	10,676
Settlement and Integration of Refugees and Other Migrants	85,697	-	85,697

	2025/26		
	Estimates \$000	Supplementary Estimates \$000	Total \$000
Funding for Departmental Output Expenses			
Revenue from the Crown	239,294	50,000	289,294
Assessment and Processing Services	56,294	50,000	106,294
Integrity and Security of the New Zealand Immigration System	89,501	-	89,501
Services for the Attraction of Migrants	9,449	-	9,449
Settlement and Integration of Refugees and Other Migrants	84,050	-	84,050
Revenue from Others	457,937	(18,346)	439,591
Assessment and Processing Services	453,196	(18,800)	434,396
Integrity and Security of the New Zealand Immigration System	2,225	96	2,321
Services for the Attraction of Migrants	869	358	1,227
Settlement and Integration of Refugees and Other Migrants	1,647	-	1,647

Reasons for Change in Appropriation

This appropriation increased by \$31.654 million to \$720.434 million for 2025/26 due to:

- a Cabinet decision of \$31.200 million to cover identity technology costs
- a fiscally neutral adjustment of \$358,000 to fund the Strengthening Pacific Labour Mobility (SPLM) programme that has expanded to include Timor-Leste
- a fiscally neutral adjustment of \$50,000 to fund courses to strengthen the capability of Southeast Asia law enforcement and border enforcement officials to investigate transnational organised crime across Southeast Asia as part of New Zealand's investment in countering people smuggling and trafficking in persons, and
- a fiscally neutral adjustment of \$46,000 to fund the Bali Process Regional Support Office in Bangkok to strengthen regional border security and disrupt irregular migration pathways to protect New Zealand's borders.

Memorandum Account

	2025/26		
	Estimates \$000	Supplementary Estimates \$000	Total \$000
Immigration Visa			
Opening Balance at 1 July	(39,107)	10,567	(28,540)
Revenue	308,721	113,119	421,840
Expenses	(421,840)	(100)	(421,940)
Transfers and Adjustments	-	-	-
Closing Balance at 30 June	(152,226)	123,586	(28,640)

	2025/26		
	Estimates \$000	Supplementary Estimates \$000	Total \$000
Electronic Travel Authority			
Opening Balance at 1 July	7,543	195	7,738
Revenue	24,868	(1,526)	23,342
Expenses	(23,342)	-	(23,342)
Transfers and Adjustments	-	-	-
Closing Balance at 30 June	9,069	(1,331)	7,738

Policy Advice and Related Services to Ministers (M43) (A17)

Overarching Purpose Statement

The single overarching purpose of this appropriation is to provide policy advice and other support services to Ministers in discharging their policy decision-making and other portfolio responsibilities.

Scope of Appropriation

Departmental Output Expenses

Policy Advice and Related Services to Ministers - Accident Compensation

This category is limited to the provision of advice (including second opinion advice and contributions to policy advice led by other agencies) and services to support decision-making by Ministers on government policy matters relating to the accident compensation system.

Policy Advice and Related Services to Ministers - Immigration

This category is limited to the provision of advice (including second opinion advice and contributions to policy advice led by other agencies) and services to support decision-making by Ministers on government policy matters relating to immigration policy and international immigration commitments.

Policy Advice and Related Services to Ministers - Social Development and Employment

This category is limited to the provision of advice (including second opinion advice and contributions to policy advice led by other agencies) and services to support decision-making by Ministers on government policy matters relating to employment.

Policy Advice and Related Services to Ministers - Workplace Relations and Safety

This category is limited to the provision of advice (including second opinion advice and contributions to policy advice led by other agencies) and services to support decision-making by Ministers on government policy matters relating to workplace relations and safety (including Hazardous Substances and New Organisms) and international labour commitments.

Expenses, Revenue and Capital Expenditure

	2025/26		
	Estimates \$000	Supplementary Estimates \$000	Total \$000
Total Appropriation	24,896	(810)	24,086
Departmental Output Expenses			
Policy Advice and Related Services to Ministers - Accident Compensation	2,049	(60)	1,989
Policy Advice and Related Services to Ministers - Immigration	8,319	-	8,319
Policy Advice and Related Services to Ministers - Social Development and Employment	3,581	-	3,581
Policy Advice and Related Services to Ministers - Workplace Relations and Safety	10,947	(750)	10,197
Funding for Departmental Output Expenses			
Revenue from the Crown	24,836	(750)	24,086
Policy Advice and Related Services to Ministers - Accident Compensation	1,989	-	1,989
Policy Advice and Related Services to Ministers - Immigration	8,319	-	8,319
Policy Advice and Related Services to Ministers - Social Development and Employment	3,581	-	3,581
Policy Advice and Related Services to Ministers - Workplace Relations and Safety	10,947	(750)	10,197
Revenue from Others	60	(60)	-
Policy Advice and Related Services to Ministers - Accident Compensation	60	(60)	-

Reasons for Change in Appropriation

This appropriation decreased by \$810,000 to \$24.086 million for 2025/26 due to:

- a fiscally neutral adjustment of \$600,000 to the Employment Relations Services appropriation to sustain core delivery capacity across frontline and advisory functions, to progress ongoing improvement work and support for Workplace Relations and Safety policy with operational insights
- a fiscally neutral adjustment of \$150,000 to the Remuneration Authority Members' Fees, Salaries and Allowances appropriation to fund the recruitment of new members and the need to ensure that overall remuneration aligns with the updated Cabinet Fees Framework settings, and
- a fiscally neutral adjustment of \$60,000 from Policy Advice and Related Ministers - Accident Compensation category to adjust for costs that were absorbed in the 2024/25 baseline from an MBIE managed contract for an external operational and performance review of ACC. The contract was originally split across 2024/25 and 2025/26 financial years but finished in 2024/25 and the costs for this were reimbursed to MBIE by ACC.

Workplace Relations and Safety - Workplace Health and Safety (M43) (A17)

Overarching Purpose Statement

The single overarching purpose of this appropriation is the provision of support and guidance, enforcement of compliance, and authorisation of third parties in the work health and safety and energy safety systems.

Scope of Appropriation

Non-Departmental Output Expenses

Authorising and Monitoring Work Health and Safety Activities

This category is limited to the issuing of licenses, authorisations, and exemptions to third parties, and the monitoring of these.

Energy Safety

This category is limited to the delivery of WorkSafe's legislated Energy Safety function.

Enforcing Work Health and Safety Compliance

This category is limited to the delivery of enforcement activities to ensure compliance with work health and safety legislation.

Engaging to Support Best Practice in Work Health and Safety

This category is limited to the provision of guidance, information, and support to duty holders in the work health and safety system.

Major Hazard Facilities, Petroleum and Geothermal

This category is limited to guidance, investigation, enforcement, and notifications regarding major hazard facilities.

Expenses, Revenue and Capital Expenditure

	2025/26		
	Estimates \$000	Supplementary Estimates \$000	Total \$000
Total Appropriation	-	101,486	101,486
Non-Departmental Output Expenses			
Authorising and Monitoring Work Health and Safety Activities	-	21,383	21,383
Energy Safety	-	3,310	3,310
Enforcing Work Health and Safety Compliance	-	18,097	18,097
Engaging to Support Best Practice in Work Health and Safety	-	51,392	51,392
Major Hazard Facilities, Petroleum and Geothermal	-	7,304	7,304

What is Intended to be Achieved with this Appropriation

This appropriation is intended to achieve healthier, safer and more knowledgeable workplaces and safe use of energy and appliances.

How Performance will be Assessed for this Appropriation

Assessment of Performance	2025/26		
	Estimates Standard	Supplementary Estimates Standard	Total Standard
Percentage of people (workers and employers) who made at least one change to improve workplace safety and/or reduce risks to workers' health, after being notified of a potential issue through interaction with a Health and Safety inspector (see Note 1)	New measure	85%	85%

What is Intended to be Achieved with each Category and How Performance will be Assessed

Assessment of Performance	2025/26		
	Estimates Standard	Supplementary Estimates Standard	Total Standard
Non-Departmental Output Expenses			
Authorising and Monitoring Work Health and Safety Activities			
This category is intended to achieve the quality and consistency of third-party activities in the work health and safety system.			
Percentage of authorisations that WorkSafe decides and notifies within the agreed timeframes (see Note 1)	New measure	Greater than or equal to 80%	Greater than or equal to 80%
Energy Safety			
This category is intended to achieve both workplace and public safety through awareness, best practice and legislative compliance in energy safety.			
Percentage of Energy Safety Investigations that will be closed within 60 working days (see Note 1)	New measure	Greater than or equal to 90%	Greater than or equal to 90%
Enforcing Work Health and Safety Compliance			
This category is intended to achieve compliance with work health and safety legislation.			
Percentage of improvement notices that are closed within the stated compliance period (see Note 1)	New measure	Greater than or equal to 95%	Greater than or equal to 95%
Percentage of enforcement interventions resulting in a positive outcome or other resolution (see Note 1)	New measure	Greater than or equal to 80%	Greater than or equal to 80%
Engaging to Support Best Practice in Work Health and Safety			
This category is intended to achieve engagement with duty holders and best practice in health and safety.			
Percentage of people who agree that WorkSafe staff helped the business to find practical ways to improve health and safety (see Note 1)	New measure	Greater than or equal to 70%	Greater than or equal to 70%

Assessment of Performance	2025/26		
	Estimates Standard	Supplementary Estimates Standard	Total Standard
Major Hazard Facilities, Petroleum and Geothermal			
This category is intended to achieve best practice and legislative compliance in the management of major hazard facilities.			
Percentage of major hazard facilities that improve workplace safety after being notified of a potential issue through interaction with the major hazard facilities inspectors (see Note 1)	New measure	Greater than or equal to 85%	Greater than or equal to 85%

Note 1 - This MCA was created for 2025/26 and outyears to support the Government's health and safety reform programme by enhancing Ministers' visibility of spending and performance, ability to shift funding as priorities change, and WorkSafe's ability to manage its finances.

End of Year Performance Reporting

Performance information for this appropriation will be reported by WorkSafe in its annual report.

Reasons for Change in Appropriation

This appropriation increased by \$101.486 million to \$101.486 million in 2025/26 due to:

- the establishment of this multi-category appropriation during 2025/26 for \$100.486 million to replace WorkSafe New Zealand's current appropriation to be able to support the Government's health and safety reform programme by enhancing WorkSafe's ability to manage its finances, enhancing Ministers' visibility of spending and performance and enhancing Ministers' ability to shift funding as priorities change, and in response to actual costs, and
- a Cabinet decision of appropriation change of \$1 million in relation to the Whakaari/White Island prosecution.