



# Fair Pay Agreements

# (MBIE, n.d.)

The Fair Pay Agreements Act has been passed.

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The Fair Pay Agreements system brings together unions and employer associations to bargain for employment terms for all covered employees in an industry or occupation. The system includes support for bargaining parties to help them navigate the bargaining process and reach an outcome, as well as processes to ensure compliance.

[Information and guidance about Fair Pay Agreements can be found on the Employment New Zealand website](#)

<https://www.employment.govt.nz/fair-pay-agreements>

The Fair Pay Agreement system commenced on 1 December 2022.

## Fair Pay Agreements dashboard

The Fair Pay Agreements dashboard provides an overview of all applications to initiate bargaining received by the Chief Executive of the Ministry of Business Innovation and Employment and their progress through the Fair Pay Agreements system.

## Fair Pay Agreements application progress

You can track the progress of the applications on this page and find key information about each proposed Fair Pay Agreement, including information on the bargaining parties, links to public submissions, notices, relevant decisions, and publications.

The dashboard is updated to reflect Fair Pay Agreements currently enforced.

[View the Fair Pay Agreements dashboard\(/business-and-employment/employment-and-skills/fair-pay-agreements/fpa-dashboard/\)](#)

## Developing the Fair Pay Agreements policy and background information

The Fair Pay Agreements Bill was introduced into Parliament on 29 March 2022 and received Royal Assent on 1 November 2022.

[Fair Pay Agreements Bill](#) ([https://www.parliament.nz/en/pb/bills-and-laws/bills-proposed-laws/document/BILL\\_121328/fair-pay-agreements-bill](https://www.parliament.nz/en/pb/bills-and-laws/bills-proposed-laws/document/BILL_121328/fair-pay-agreements-bill)) – New Zealand Parliament

Read Workplace Relations and Safety Minister Michael Wood's announcements on the Fair Pay Agreement Bill:

[Historic day for everyday workers as Fair Pay Agreements Bill passes third reading](#)

(<https://www.beehive.govt.nz/release/historic-day-everyday-workers-fair-pay-agreements-bill-passes-third-reading>) – Beehive.govt.nz

[A major step towards a fairer system for New Zealand workers](#)

(<https://www.beehive.govt.nz/release/major-step-towards-fairer-system-new-zealand-workers>) – Beehive.govt.nz

In May 2021, the Government announced the design of the Fair Pay Agreement system. The design was informed by the Fair Pay Agreement Working Group and public consultation, as well as involvement from the New Zealand Council of Trade Unions and BusinessNZ.

In addition to the Fair Pay Agreements Bill, a parliamentary paper was lodged on 31 March 2022. This explains that the Government proposes to change the Bill, to make the default bargaining party role voluntary, and add a new process (the backstop) where, if no eligible representative steps forward to be a bargaining party on one side, then the Employment Relations Authority will set the terms of the Fair Pay Agreement.

The Committee received public submissions on this backstop proposal alongside the Bill through the Select Committee process.

[Parliamentary paper on a proposed policy change to the Fair Pay Agreements Bill G.46C](#)

([https://www.parliament.nz/en/pb/papers-presented/current-papers/document/PAP\\_121464/parliamentary-paper-on-a-proposed-policy-change-to-the](https://www.parliament.nz/en/pb/papers-presented/current-papers/document/PAP_121464/parliamentary-paper-on-a-proposed-policy-change-to-the)) – New Zealand Parliament


[Read the Minister's announcement on the Fair Pay Agreement system](#)

(<https://www.beehive.govt.nz/release/fair-pay-agreements-improve-pay-and-conditions-essential-workers>) – Beehive.govt.nz

[Fair Pay Agreement system \[PDF 441KB\]\(/dmsdocument/14294-the-proposed-fair-pay-agreement-system-pdf\)](#)

[Fair Pay Agreements: Approval to draft \[PDF 889KB\]\(/dmsdocument/14297-fair-pay-agreements-approval-to-draft-proactiverelease-pdf\)](#)

<https://www.mbie.govt.nz/business-and-employment/employment-and-skills/fair-pay-agreements/>

 [Fair Pay Agreements: Approval to draft – Minute of Decision](#) ([/dmsdocument/14300-fair-pay-agreements-approval-to-draft-minute-of-decision-proactiverelease-pdf](#)) [PDF 230KB]

## Employment relations sector reports


Employment relations sector reports are a series of research reports designed to outline employment and income data relating to industries and occupations in various sectors of the workforce. They provide both insight and general information regarding employment within a sector. They also meet an anticipated need for data to support activities and decision making as relates to the Fair Pay Agreements Act 2022.


## Fair Pay Agreements Regulations

The first package of Fair Pay Agreements Regulations were published on 1 December 2022 and can be found on the New Zealand Legislation website.

[Read the Fair Pay Agreements Regulations 2022](#) (<https://legislation.govt.nz/regulation/public/2022/0307/latest/LMS785842.html>) – New Zealand Legislation

The cabinet papers that set out the policy decisions in relation to these regulations are:

 [Fair Pay Agreements Bill: Approval for public interest test criteria details and delegated authority for key FPA regulations](#) ([/dmsdocument/25409-fair-pay-agreements-bill-approval-for-public-interest-test-criteria-details-and-delegated-authority-for-key-fpa-regulations-proactiverelease-pdf](#)) [PDF 255KB]


 [Fair Pay Agreements Bill: Policy changes for inclusion in Departmental Report](#) ([/dmsdocument/25397-fair-pay-agreements-bill-policy-changes-for-inclusion-in-departmental-report-proactiverelease-pdf](#)) [PDF 332KB]

The second package of Fair Pay Agreements Regulations were published on 11 May 2023 and can be found on the New Zealand Legislation website.

## [Read the Fair Pay Agreements Regulations 2023](#)

([https://legislation.govt.nz/regulation/public/2023/0068/latest/LMS824896.html?search=qs\\_act%40bill%40regulation%40deemedreg\\_Fair+Pay+Agreements+Regulations\\_resele\\_25\\_a&p=4](https://legislation.govt.nz/regulation/public/2023/0068/latest/LMS824896.html?search=qs_act%40bill%40regulation%40deemedreg_Fair+Pay+Agreements+Regulations_resele_25_a&p=4))  
– New Zealand Legislation

If you want to know how to access information about the Australian and New Zealand Standard Classification of Occupations 2006 (ANZSCO) and Australian and New Zealand Standard Industrial Classification 2006 (ANZSIC) systems you can find more information here:

 [Fair Pay Agreements Regulations: Material incorporated by reference](#) ([/dmsdocument/25772-fair-pay-agreements-regulations-material-incorporated-by-reference](#)) [PDF 51KB]

## Background documents

### Fair Pay Agreement discussion paper

In October 2019, the Government released a discussion paper that sought feedback on a range of options for the design of a Fair Pay Agreements system. The consultation closed 27 November 2019.

### [View all of the background documents for the discussion paper](#)

(<https://www.mbie.govt.nz/document-library/search?keywords=fpabackgrounddocs&df=&dt=&submit=Search&sort=desc>)

### Fair Pay Agreement Working Group

A Fair Pay Agreement Working Group was set up in June 2018 to make recommendations on the design of a sector-level bargaining system. It was chaired by Rt Hon Jim Bolger ONZ.

The Working Group looked at:

- the criteria and process to initiate bargaining on a Fair Pay Agreement
- how bargaining participants will be identified and selected
- what Fair Pay Agreements should cover in terms of scope
- bargaining rules and dispute resolution processes, and ratification and enforcement of Fair Pay Agreements.


The Working Group provided its recommendations to the Minister for Workplace Relations and Safety in December 2018.


### [Read the Minister's announcement on the release of the Working Group's report](#)


(<https://www.beehive.govt.nz/release/fair-pay-agreement-working-group-recommendations-released>)  
– Beehive website

### [Announcement of the establishment of the Working Group](#)

(<https://www.beehive.govt.nz/release/government%E2%80%99s-fair-pay-agreement-work-begin>)  
– Beehive website

 [Fair Pay Agreement Working Group report](#) [PDF 10MB] ([/dmsdocument/4393-working-group-report-pdf](#))

 [Improving the employment relations and standards system: Fair Pay Agreements](#) [PDF 1MB] ([/dmsdocument/3251-improving-the-employment-relations-and-standards-system-fair-pay-agreements-pdf](#))

 [Terms of reference for the Fair Pay Agreement Working Group](#) [PDF 159KB] ([/dmsdocument/4253-terms-of-reference-for-the-fair-pay-agreement-working-group](#))

## Proactive release of policy advice on Fair Pay Agreements

### [View all policy advice documents on Fair Pay Agreements](#)

(<https://www.mbie.govt.nz/document-library/search?keywords=fairpayagreement&df=&dt=&sort=desc>)

## Related Government work

Introducing Fair Pay Agreements supports the economic factors needed to improve child and youth wellbeing in the Government's Child and Youth Wellbeing Strategy action plan.

[Child and Youth Wellbeing Strategy](https://www.chilyouthwellbeing.govt.nz/resources/child-and-youth-wellbeing-strategy) (https://www.chilyouthwellbeing.govt.nz/resources/child-and-youth-wellbeing-strategy) – Child and Youth Wellbeing website

## Contact us

You can contact us about Fair Pay Agreements by emailing us at [fairpayagreements@mbie.govt.nz](mailto:fairpayagreements@mbie.govt.nz) (mailto:fairpayagreements@mbie.govt.nz).

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Last updated: 31 May 2023

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<https://www.mbie.govt.nz/business-and-employment/employment-and-skills/fair-pay-agreements/>

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