



21 September 2020

Gary Morrison  
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Tēnā koe Gary

I am writing to invite the New Zealand Security Association to make a submission on this year's minimum wage review.

Under the Minimum Wage Act 1983, the Minister for Workplace Relations and Safety has a statutory obligation to review the minimum wage rates by 31 December each year. The objective of the minimum wage review, as agreed by Cabinet in 2012, is 'to keep increasing the minimum wage over time to protect the real incomes of low-paid workers while minimising job losses'.

The Ministry of Business, Innovation and Employment (MBIE) supports annual reviews by developing a report and providing advice on the adult minimum, starting out, and training wages. This process involves examining current economic conditions and modelling the anticipated impacts of potential minimum wage increases.

Your organisation is not usually consulted as part of a minimum wage review. However, in light of the current economic situation, the Minister has asked that the New Zealand Security Association be invited to make a submission as part of this year's review. Any issues you want to raise will be considered, however, a particular focus for this year's review is how changes to the minimum wage rates might affect workers and employers, particularly in the context of the COVID-19 pandemic. I have attached a questionnaire to help you structure your response, should you need it. However, you are welcome to provide your submission in any format.

As you may know, in 2018 the Government published indicative adult minimum wage rates of \$18.90 for 2020 and \$20.00 to come into effect in 2021. These indicative rates were published so that employers and employees would know the Government's future intentions for the minimum wage. However, indicative rates are subject to decisions made by the Minister following consideration of the minimum wage review report. For this reason, it would be helpful if your submission considered other rates in addition to the indicative rate.

Please send your submission to [lucy.wilson@mbie.govt.nz](mailto:lucy.wilson@mbie.govt.nz) by **19 October 2020**.

Nāku noa, nā

Gerard Clark  
Manager, Employment Standards Policy  
Ministry of Business, Innovation and Employment