



Legal Update – Employee Remuneration Disclosure Bill Agreed at 3rd Reading

What's Changed

On 20 August 2025, the Employment Relations (Employee Remuneration Disclosure) Amendment Bill was agreed at its third reading. Once it has Royal Assent (in the coming weeks) and passes into law, it will introduce a significant shift in how pay transparency is managed in New Zealand workplaces. It prohibits employers from including pay secrecy clauses in new employment agreements and related policies. Employees will be able to freely discuss their remuneration with others if they wish to, without the fear of any adverse conduct from their employer for having done so.

What Employers Need to Do Now

Review and update employment agreement templates to ensure there are no clauses that prohibit or discourage employees from disclosing their pay. If current agreements include such a clause, they will no longer be enforceable – and you can remove them if updating those agreements (following due process) in future. Update workplace policies to remove any restrictions related to remuneration discussions. Ensure managers and team leaders are aware of the legislative change and how to respond if employees raise questions about remuneration. Start considering how to approach broader pay transparency practices in your workplace.

Need Help?

If you're unsure how to align your current documentation or approach with the new legislation, Marie at Tovia Consulting Ltd can help. She'll work with you to identify any clauses or policy areas that need changing and help you prepare the necessary updates.

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