



**MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT**
HĪKINA WHAKATUTUKI



**DEPARTMENT OF THE
PRIME MINISTER AND CABINET**
TE TARI O TE PIRIMIA ME TE KOMITI MATUA



MANATŪ HAUORA



BORDER EXECUTIVE BOARD



**NEW ZEALAND
FOREIGN AFFAIRS & TRADE**
MANATŪ AORERE



COVID-19 Response Weekly Report

8 April 2022

Contents

1. Status Summary 2

2. COVID-19 Insights 6

 2.1 Insight of Note Written by the Department of the Prime Minister and Cabinet 6

3. Ministry of Health 9

 3.1 Policy/Programme Updates 9

 3.2 Upcoming Publications..... 14

4. Managed Isolation and Quarantine Weekly Report 15

 4.1 Items to Note/Updates 15

 4.2 Transition and Decommissioning 16

 4.3 Operational Update 17

 4.4 Judicial Reviews, Dispute Resolution, Ombudsman and OPCAT 18

 4.5 Upcoming Communications Issues and Activities 19

 4.6 Invoicing 19

 4.7 Group Arrivals Update 21

5. The Border Executive Board Report..... 22

 5.1 Key Issues Being Considered 22

6. New Zealand Customs Service Weekly Report 24

 6.1 Items to Note/Updates 24

7. COVID-19 Chief Executives Board 26

 7.1 Items to Note/Updates 26

8. COVID-19 Independent Continuous Review, Improvement and Advice Group 26

 8.1 Items to Note/Updates 26

9. Strategic COVID-19 Public Health Advisory Group 26

 9.1 Items to Note/Updates 26

10. Business Leaders Forum 26

 10.1 Items to Note/Updates 26

11. Community Panel..... 26

 11.1 Items to Note/Updates 26

12. Government Modelling Group..... 27

 12.1 Items to Note/Updates 27

13. Upcoming Cabinet Papers..... 30

COVID-19 Insights References 31

1. Status Summary

Key		
Symbol	Colour	Meaning
●	Green	On track, no roadblocks, no significant delays anticipated
●	Amber	Slow progression, some delays, some roadblocks present
●	Red	Not progressing, on hold, significant delays

Border

	Agency	Last Week	This Week	Agency Comment
Border measures	MoH	●	●	<ul style="list-style-type: none"> Cabinet has agreed to bring forward reopening the border to Australians to align with Step 3 from 11.59pm 12 April 2022, and visa-waiver travellers and existing holders of valid visitor visas from 11.59pm 1 May 2022. The Ministry of Health and the Border Executive Board (BEB) are progressing work on ensuring the maritime border settings are in alignment with evolving public health settings (across three tranches). For Tranche 1 of this work, amendments to the Maritime Border Order and the Testing Order have been drafted by the Parliamentary Counsel Office (PCO) to reflect suitable alignments with recent changes to the Air Border Order. A report and Gazette Notice will be provided on 8 April 2022, seeking implementation by 13 April 2022.
Testing and vaccination of border workforce	MBIE	●	●	<p><i>Staff Testing</i></p> <ul style="list-style-type: none"> Ministry of Health have updated their systems so that border workers' self-declared RAT results are now pulled from My Covid Record into the Border Worker Testing Register (BWTR). Compliance reporting is at 64 percent (same percentage as last week) for staff who worked in the week of 28 March – 3 April 2022. Uploading RAT results in My Covid Record is causing challenges for some workers, resulting in the low testing compliance. MOH are working with PCBUs and ICT to identify solution options. MBIE resumed monitoring last week, reminding employers to get their workers to log all RAT results (positive and negative) so MBIE have the best view of workers' compliance. <p><i>Vaccinations and boosters</i></p> <ul style="list-style-type: none"> The BWTR shows, of the workforce on site for the week of 28 March – 3 April 2022, 99.3 percent have had two doses of the vaccine, 0 percent had one dose and 0.7 percent have vaccination status 'unknown'. Of the workers on site the week of 28 March – 3 April 2022, 9 workers (0.7 percent) were showing in the BWTR as overdue for a booster. The workforce testing and vaccination team will investigate those to identify whether they are breaches of the Vaccination Order or a result of something else (e.g. data error etc.) Vaccination assurance follow-ups for those with an 'unknown' status in the BWTR on site between 21-27 March 2022 did not identify any breaches of the Vaccination Order. However, follow ups regarding boosters identified one worker who was on site who should have had a booster.
Reopening new travel pathways - Pacific Islands	MFAT	●	●	<ul style="list-style-type: none"> The Cook Islands, Samoa, Vanuatu, and American Samoa shift from the Quarantine-free Travel (QFT) pathway to the Testing on Arrival pathway, at 11:59pm 8 March. MFAT are preparing draft letters to Samoa, Tonga, and Vanuatu updating the understandings of the QFT Arrangements. The letter to the Cook Islands is ready for officials' signature. Niue has indicated it will delay its border re-opening plans to July/August. Niue's Cabinet has approved a shift away from managed isolation to home isolation for arrivals from May. MBIE is leading on advice to SWC for step 5 of Reconnecting New Zealanders to include options for further opening to the Pacific. The latest draft presents two options: <ol style="list-style-type: none"> From 1 May expand the scope and number of places under the current border exception for essential travel to and from the Pacific to include all Pacific Island Forum countries, loosening the 'essential travel' requirement and increasing the cap from 100 to 1,000 places; or From late May reopen to online visitor visa applications from applicants in Pacific Island Forum countries (excluding Australia), including third country nationals in the region. Either option will have immigration capacity trade-offs, although travel volumes overall are not expected to be large. Option 2 will have more significant relationship, social and economic benefits and appears simpler to administer.
	MOH	●	●	<ul style="list-style-type: none"> From 11.59pm 8 April 2022 Cook Islands, Samoa, American Samoa, and Vanuatu arrivals will be shifted to the testing on arrival pathway due to ongoing community transmission in their countries.

Managed Isolation and Quarantine and Return to the Community

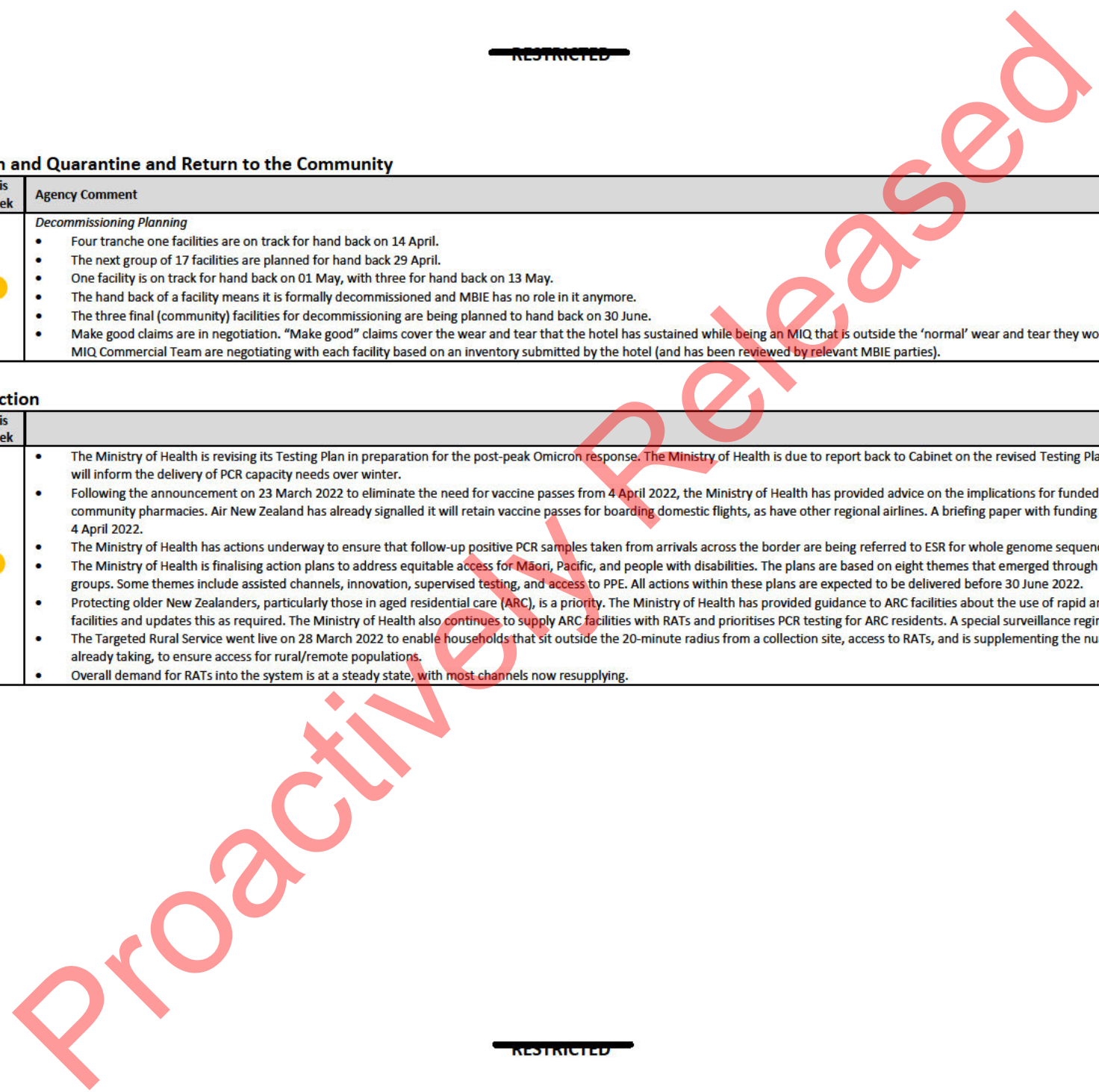
Place and conditions of stay

Agency	Last Week	This Week	Agency Comment
MBIE	●	●	<p><i>Decommissioning Planning</i></p> <ul style="list-style-type: none"> • Four tranche one facilities are on track for hand back on 14 April. • The next group of 17 facilities are planned for hand back 29 April. • One facility is on track for hand back on 01 May, with three for hand back on 13 May. • The hand back of a facility means it is formally decommissioned and MBIE has no role in it anymore. • The three final (community) facilities for decommissioning are being planned to hand back on 30 June. • Make good claims are in negotiation. "Make good" claims cover the wear and tear that the hotel has sustained while being an MIQ that is outside the 'normal' wear and tear they would expect to occur in a facility. The MIQ Commercial Team are negotiating with each facility based on an inventory submitted by the hotel (and has been reviewed by relevant MBIE parties).

Community Protection

Case investigation, surveillance and testing

Agency	Last Week	This Week	Agency Comment
MoH	●	●	<ul style="list-style-type: none"> • The Ministry of Health is revising its Testing Plan in preparation for the post-peak Omicron response. The Ministry of Health is due to report back to Cabinet on the revised Testing Plan in early May 2022. The Testing Plan will inform the delivery of PCR capacity needs over winter. • Following the announcement on 23 March 2022 to eliminate the need for vaccine passes from 4 April 2022, the Ministry of Health has provided advice on the implications for funded supervised rapid antigen testing at community pharmacies. Air New Zealand has already signalled it will retain vaccine passes for boarding domestic flights, as have other regional airlines. A briefing paper with funding options went to Minister Hipkins on 4 April 2022. • The Ministry of Health has actions underway to ensure that follow-up positive PCR samples taken from arrivals across the border are being referred to ESR for whole genome sequencing (WGS). • The Ministry of Health is finalising action plans to address equitable access for Māori, Pacific, and people with disabilities. The plans are based on eight themes that emerged through consultation with these sector groups. Some themes include assisted channels, innovation, supervised testing, and access to PPE. All actions within these plans are expected to be delivered before 30 June 2022. • Protecting older New Zealanders, particularly those in aged residential care (ARC), is a priority. The Ministry of Health has provided guidance to ARC facilities about the use of rapid antigen tests (RATs) at individual facilities and updates this as required. The Ministry of Health also continues to supply ARC facilities with RATs and prioritises PCR testing for ARC residents. A special surveillance regime for staff in ARCs is also in place. • The Targeted Rural Service went live on 28 March 2022 to enable households that sit outside the 20-minute radius from a collection site, access to RATs, and is supplementing the nuanced approaches which DHBs are already taking, to ensure access for rural/remote populations. • Overall demand for RATs into the system is at a steady state, with most channels now resupplying.



Vaccination

Implementation and operation

Agency	Last Week	This Week	
MoH	●	●	<ul style="list-style-type: none"> As at 11.59 pm on 5 April 2022: <ul style="list-style-type: none"> 10,981,029 vaccinations have been delivered. 3,975,237 people are fully vaccinated. 2,592,636 booster doses have been administered. 73 percent of people eligible for a booster have received it. 96 percent of the eligible 12+ population has now received at least one dose, and 95 percent are now fully vaccinated. 259,643 Pfizer Paediatric first doses have been administered, with 54 percent of children aged 5-to-11-years having received their first dose of vaccine. 93,371 Paediatric second doses have been administered which is 19 percent of the paediatric population. Nineteen DHBs have reached 90 percent fully vaccinated. Seven DHBs (Auckland, MidCentral, Wairarapa, Capital & Coast, Hutt Valley, Canterbury, and Southern) have also achieved 90 percent fully vaccinated for Māori. Booster doses for 16- and 17-year-olds will be available from 7 April 2022. Planned vaccination activities continue in kura across the motu. The 2022 Influenza Immunisation Programme commenced on 1 April 2022, with two million doses available for New Zealanders. <p><i>Booster uptake and achieving equity</i></p> <ul style="list-style-type: none"> The review of sprint events has identified key principles for Māori Health Providers, Pacific Providers and DHBs to operate localised sprints. The principles and the wider playbook will be shared with DHBs, Māori Health Providers, and Pacific Providers in early April 2022. DHBs have begun winding down their large community vaccination centres, but surge capacity for vaccinations remains available for instances when demand increases. Demand for vaccinations at fixed sites is predominately through pharmacy and general practice clinics. DHB teams have greater ability to support equitable vaccination rates by repositioning staff to mobile and outreach clinics. The Social Wellbeing Agency (SWA) have provided an analysis for Minister Sepuloni into vaccination uptake rates for disabled people and children. The Mental Health and Addiction Peer Support fund has received a good level of interest, with over 85 application forms provided to non-government organisations (NGOs). Applications closed on 1 April 2022. s9(2)(j) <p><i>Boosters for 12-17-year-olds</i></p> <ul style="list-style-type: none"> Pfizer has applied to Medsafe for use of boosters for 12- to 17-year-olds. Booster doses for people aged 16 and 17 years became eligible for booster doses from 7 April 2022. The programme is currently awaiting Medsafe’s assessment prior to implementing a national roll out of boosters’ programmes for 12-to-15-year-olds. Currently, booster doses are only available to this age group via an “off-label” prescription process. <p><i>5-to-11-year-olds</i></p> <ul style="list-style-type: none"> The Ministry of Health has engaged with Kura Kaupapa to assist with Rapid Antigen Testing and vaccinations across the motu. The strategy to combine tamariki wellbeing and general health with the offer of paediatric doses is being welcomed by parents and caregivers. There continues to be an opportunity for clinics held near kura and supported events, with the aim to vaccinate the kura community, especially tamariki. <p><i>Vaccination Orders</i></p> <ul style="list-style-type: none"> An amendment of the Vaccination Order is currently being developed that provides for a new Temporary Medical Exemption pathway. This pathway is for people that are unable to get their mandated booster because they have contracted COVID-19, as there is a recommended three month wait between infection and receiving a booster. Additionally, it is sought to extend the Temporary Medical Exemption processes (the current processes and the new proposed pathway) to border workers. The Order does not give border workers any exemption pathway as when the Order was first put in place, the Government had a “keep it out” policy and it was considered that border workers were the highest risk group for incoming infection.

Proactively released

Resurgence Planning and Response

COVID-19 Management Planning and Response

Agency	Last Week	This Week	Agency Comment on Status of Focus Area
DPMC	●	●	<ul style="list-style-type: none"> • Cross-agency urgent issue mitigation has been occurring tri- weekly through the AoG Ops Forum. Key updates from these meetings are distributed to sector agencies and Minister’s offices. • The winter “what if” sessions have now concluded and a summary paper on winter preparedness went to CCB on 5 April. • Next steps for the planning team will be to update the Toolbox section of the plan and start an Omicron response lesson capture to support plan updates. The aim is to ensure all accountable and responsible agencies have clarity of their roles for all active and latent tools under the COVID-19 Order and have plans ready to reactivate should the system require them in the future. • Sector guidance on updated traffic light settings across 16 agencies is complete and has been communicated widely across sectors. Agencies have also updated guidance following the removal of My Vaccine Pass and some vaccination mandates. Guidance encourages businesses and organisations not covered by the Government mandates to complete a health and safety risk assessment as part of decision making. Engagement continues for organisations and businesses seeking feedback on their updated vaccination policy. • A workshop is planned with key agencies to confirm the process, agency responsibilities, and public facing access points, for visitors needing help when they get COVID-19 when travelling in New Zealand. The workshop will also agree on escalation criteria, if required. • An exemption process from isolation requirements for critical workers who test positive for COVID-19 or are household contacts has been developed, with approval currently progressing at MoH. If approved, the guidance and approved process will be shared with AoG agencies on Friday.
MoH	●	●	<ul style="list-style-type: none"> • The World Health Organisation is monitoring a new COVID-19 variant, XE, which early data suggests may be 10 percent more transmissible than the BA 2 Omicron subvariant. The XE variant is described as a recombination of Omicron’s BA.1 and BA.2 variants but numbers remain very low with only 763 sequences reported in the UK as of 22 March 2022. XE has been reported in the UK and Israel but BA 2 subvariant remains globally dominant in 47 countries, including the US. MOH will continue to watch for developments in this space.
MoH	●	●	<ul style="list-style-type: none"> • Cabinet announced on 4 April 2022 that New Zealand will remain at the Red setting of the COVID-19 Protection Framework for the next 10 days. • The COVID-19 Assessment Committee will meet on 11 April 2022, to undertake an assessment of the traffic light settings. Simultaneously, the Ministry will assess isolation periods. • Following this, Cabinet will review the traffic light settings and isolation periods on 14 April 2022.
MBIE	●	●	<p><i>MIQ Readiness Programme</i></p> <ul style="list-style-type: none"> • The Readiness programme will provide a plan for building fit for purpose Isolation and Quarantine capability should it be required, including documenting insights from MIQ’s operation of this capability for the past two years. • This work was commissioned by the MIQ leadership team to ensure that New Zealand has an ongoing plan to respond to a need for isolation and quarantine into the future – whilst the National Quarantine Capability is being confirmed and built.

Readiness Planning

Proactively Prepared

2. COVID-19 Insights

2.1 Insight of Note Written by the Department of the Prime Minister and Cabinet

2.1.1 Future Trends in the Workplace – How Workplace are Adapting to the Health and Mental Health Impacts of COVID-19

Introduction

The Insights and Reporting Team in DPMC's COVID-19 Group have analysed how workplaces have adapted to health and mental health related impacts from COVID-19. This includes data from Canada, the United Kingdom, Ireland, and the United States. This report covers mental health, resignations, labour shortages, strategies to retain employees, changes to sick-leave, and accelerating automation in the workforce.

Large scale resignations driven by declining mental health and workforce changes since the start of the pandemic, combined with existing labour shortages have contributed to a 'job seekers' market, incentivising employers to improve pay, work flexibility, and prioritise benefits around wellbeing. The COVID-19 pandemic has simultaneously pushed employers to accelerate automation across several industries, which may address some labour shortages by eliminating some jobs in the short term. Moving into 2022, health-related issues arising in the wake of COVID-19 will likely continue to lead to improvements in working conditions in the countries analysed.

Summary

Across all of the countries analysed, levels of mental health have been deteriorating since the onset of the pandemic, manifesting into feelings of anxiety, stress, and burnout. Both Canada and the United States observed sharp increases in the number of adults screening positive for symptoms of depression or anxiety in 2021, as compared to pre-pandemic periods.^{1 2} This impact is also being largely felt in the workplace. In Canada a survey from late-2021, showed that roughly one in five felt work was hindering their mental health, and that they were unable to cope with work demands.³ The United States also saw heightened levels of burnout and workplace anxiety, with 79 percent of employees from one study experiencing high levels of work related stress in the month prior, with feelings of burnout higher than pre-pandemic periods.⁴ Feelings of burnout and anxiety were the highest for healthcare staff, and other frontline workplaces.⁵ In Ireland and the United Kingdom surveys have found that many feel the pandemic has worsened their mental health, with estimates suggesting nearly half of Irish adults, and one in five adults in the United Kingdom suffered from a mental health difficulty in 2021.^{6 7 8} Rates of anxiety, depression, and burnout in the workplace have also reached record highs in both nations, with nearly half of Irish workers facing mental exhaustion and 70 percent of workers in the United Kingdom feeling burnout.^{9 10 11 12} These feelings were seen particularly in health, education, and customer service sectors, with one in six feeling like their mental health needs were not supported at work.^{13 14}

Record levels of workers are resigning due to unsatisfactory pay, burnout, and limited benefits, particularly those in low skilled work. From 2021 to 2022, record levels of workers across the countries analysed have resigned or have indicated they have seriously considered resigning from their employment for better employment opportunities. Data suggests that many are leveraging the high level of resignations to get better positions or pay, some are entering into different careers, while others have decided to work for themselves.¹⁵ Both the United Kingdom and the United States reported a record number of resignations across 2021 and early 2022, compared to pre-pandemic levels, with most coming from low skill employment, including hospitality, retail, agricultural labour and sanitation.^{16 17 18} While there is less data in Ireland and Canada around those leaving employment, surveys from late 2021 indicate that across both countries more than 60 percent of workers have seriously considered changing their jobs, figures that are significantly higher than previous levels.^{19 20} Consistent themes about why workers wanted to leave employment in all of the countries analysed included low remuneration, seeking better benefits, not enough flexibility, as well as feelings of mental exhaustion and burnout as a result of pandemic related stressors.^{21 22 23 24}

Existing labour shortages, exacerbated by high resignations, are incentivising employers to offer better pay, with the highest gains for low skilled employment. While labour shortages have been ongoing across much of the pandemic, record levels of resignations as well as new jobs emerging with the return to pre-pandemic economic activity have made existing job shortages more acute. All of the countries analysed have experienced record levels of job vacancies in late 2021 and early 2022, indicating rising labour shortages across multiple sectors. In this period, both the United Kingdom and the United States saw record job vacancies of 1.3 and 11.3 million, respectively, with labour shortages across multiple sectors. Vacancy levels were highest among low-skill industries including hospitality, manufacturing, construction, and transport.^{25 26} Canada's job vacancy numbers in December 2021 reached a record 915,000 vacancies, which is 80 percent higher than the same period in 2019.²⁷ Ireland has also reported record levels of job vacancies in 2022 compared to pre-pandemic periods.²⁸ An excess of job vacancies with limited employees to fill those positions are pushing many employers to offer better pay and conditions to attract staff and retain existing workers.^{29 30 31 32} This is particularly noticeable for low-skilled employment where job shortages have driven record wage increases for new and existing workers in fields like retail and hospitality.^{33 34 35 36} Employers competing for talent will likely continue across other sectors as well, with resignations and labour shortages predicted to continue into 2022.^{37 38}

Employers are focussing on prioritising mental wellness through added benefits in the workplace, to attract and retain staff in the post-pandemic period. Data shows that employers across Canada, the United States, and the United Kingdom have emphasised or introduced new benefits aimed to uphold mental wellbeing at work. Employers have indicated that they are doing this to attract and retain staff given existing labour shortages, trends around resignations, and the increasing importance of mental health benefits for employees in evaluating new jobs.^{39 40} Surveys have shown that up to 67 percent of employers in Canada plan to invest in mental well-being for staff outside of existing benefits.⁴¹ In the United Kingdom, 69 percent of employers increased their benefit spend, with up to 80 percent introducing new workplace benefits to assist with wellbeing and morale.⁴² In the United States one survey shows that nearly 92 percent of employers expanded mental health benefits as a result of the pandemic as a way to adapt to growing demand for services.⁴³ These initiatives include offering mental health leave days, access to therapy, free or subsidised fitness programs, wellbeing training for management, flexible hours, childcare vouchers, and more.^{44 45 46 47 48} While in Ireland there is less data around employers implementing more mental health benefits, a 2021 survey suggests that up to 70 percent of workers in Ireland are hesitant to disclose a mental health issue out of fear it could prevent professional advancement.⁴⁹ Irish employers are being urged to destigmatise talking about mental health, particularly given emerging data suggesting job seekers are prioritising workplaces with adequate mental health support.⁵⁰

Where possible, more employers will likely move towards a hybrid model of work that involves both working remotely as well as in the office, as an effort to promote a better 'work-life' balance for employees. Across much of the pandemic, many employers responded to restrictions and lockdowns by requiring employees to work remotely to curb the spread of COVID-19 while simultaneously maintaining business continuity. Across all of the countries analysed the majority of employers are planning to continue facilitating remote working in some capacity. In the United Kingdom, surveys have shown that up to 84 percent of managers say their workplaces have adopted hybrid working arrangements across 2022.⁵¹ The percentage of employers planning to continue hybrid work across the other countries analysed remains high, with 74 percent in the United States, 70 percent in Ireland and 54 percent in Canada.^{52 53 54} Recent research shows that maintaining some degree of remote working has added benefits to employee wellbeing, has potential to increase productivity, and encourages innovation.⁵⁵ Flexible working arrangements may also help employers adapt to high levels of long-COVID prevalence among staff. A large majority of employees across the countries analysed also appear to largely prefer hybrid working arrangements over either fully working in the office or fully working remotely.^{56 57 58 59 60} Flexibility in work is often cited as a key feature that employees are looking for in new employment, with many leaving their current jobs due to a lack of a hybrid working arrangement.^{61 62 63} Reporting shows hybrid work promotes a better work-life balance, saving time commuting, and allowing flexibility for personal tasks, while simultaneously avoiding excessive isolation by spending some days in the office.⁶⁴

Canada, Ireland, and some regions in the United States have begun implementing government mandated sick leave entitlements for workers, largely influenced by mandatory isolation requirements over much of the COVID-19 pandemic. Over the course of the pandemic, workers across all of the countries analysed required some form of mandatory self-isolation as a result of COVID-19 infection or being a close contact of a positive case. While all countries set up temporary schemes to provide subsidised wages for those entering isolation due to COVID-19 infection, this highlighted key gaps around government mandated sick leave entitlements that can protect income in the event of illness. This issue was particularly salient for front-line workers, who were both at higher risk of COVID-19 exposure, and unable to work from home. Many countries have responded to this gap by introducing federal or state mandated sick leave entitlements. In December 2021, the Canadian government introduced legislation mandating 10 days of sick leave for all federally regulated private sector employees, which extends to roughly one million workers.⁶⁵ British Columbia also became the first province to introduce blanket sick leave entitlements for all workers, as of 1 January 2022.⁶⁶ At the start of 2022, the Irish government introduced the Statutory Sick Pay (SSP) scheme, which offers incremental sick leave entitlements over a phased four-year period, beginning in 2022.⁶⁷ While the United States has not mandated a minimum standard for sick leave entitlements, several states including Maine, New York, Colorado, and New Mexico have introduced, or will be introducing, paid sick leave requirements between January 2021 and July 2022.^{68 69 70 71 72} The United Kingdom, which already had minimal sick leave entitlements under their SSP scheme prior to the pandemic, has not introduced any plans to update or improve the plan in the wake of the pandemic.⁷³

Increasing labour shortages may accelerate levels of automation and digitalisation of the workforce in the post-pandemic period to reduce the need for workers. During the course of the pandemic, many employers were pushed to digitalise much of their operations as employees began to work remotely during lockdowns, while front-line businesses cautiously operated with contactless services to promote social distancing.⁷⁴ Evidence suggests that digitalisation and automation across nearly all sectors continues to increase following the end of COVID-19 restrictions. Acute labour shortages in many low skilled industries may accelerate automation to cover job vacancies in fields like agriculture, manufacturing, retail, healthcare, and transportation. In Canada, many businesses transitioned operations to a more digital model, expanding online shopping, installing automated technologies to minimise physical interaction with staff, as well as increasing automation in manufacturing capability.⁷⁵ Studies suggests that nearly one in five Canadians may be at risk of job loss due to automation in the next several years.⁷⁶ In the United States, automation has hit multiple sectors including retail, with many big box stores relying on automated systems to audit inventory and pack items for online orders.⁷⁷ Some predictions suggest that by 2025, 85 million American jobs will be supplanted by automated technology, particularly in manufacturing and agriculture.^{78 79} In the United Kingdom, reporting suggests that the COVID-19 pandemic has accelerated workplace technology changes in many occupations that were furloughed, with more than half of those jobs at risk of loss due to automation.⁸⁰ In Ireland, some studies suggest that two in five jobs will be impacted by automation in some way, particularly agriculture, retail, transportation and storage, and construction.⁸¹

Thank you to the following teams that assisted with this report: the Public Service Commission, and the Ministry for Business, Innovation and Employment.

3. Ministry of Health

3.1 Policy/Programme Updates

3.1.1 Health system preparedness programme: update

This item provides an update about the Health System Preparedness Programme (HSPP).

COVID-19 Care in the Community

Alternative Accommodation and Managed Isolation and Quarantine

The Ministry met with the Department of Corrections and Ministry of Business, Innovation and Employment (MBIE) to discuss alternative accommodation arrangements for prisoners, that are COVID-19 positive, being released. It is agreed that self-isolation and quarantine coordinators must be notified well in advance of a prisoner release so they can arrange appropriate alternative accommodation which allows released prisoners to safely isolate. A process document is being developed between the Ministry and the Department of Corrections that will be shared with stakeholders, MBIE and quarantine coordinators.

On 30 March 2022, a hui was held with MBIE and relevant hoteliers, to discuss the future functions of Managed Isolation and Quarantine (MIQ), and options for redeployment of the MIQ workforce to support the COVID-19 Care in the Community workforce. MBIE is currently assessing potential options.

Continuous Quality Improvement Framework

A Continuous Quality Improvement Framework is being developed by the Ministry for the COVID-19 Care in the Community Programme. The framework measures delivery of the programme to ensure that it is delivering quality outcomes in an equitable way. The Ministry of Health will keep you updated as work on the framework develops.

Long COVID

Long COVID is one of the names given to the symptoms experienced by people after a COVID-19 infection. The Ministry is working to determine the approach for managing Long COVID in the primary care setting and the wider New Zealand Health and Disability System, including scope for funding arrangements. The Ministry of Health will keep you updated on this approach as work progresses.

Therapeutics Rollout

An end-to-end process map and detailed plan has been developed for the rollout of Paxlovid™ (nirmatrelvir with ritonavir) and molnupiravir, the first oral antiviral medicines that will be available for community use to eligible patients across Aotearoa New Zealand. Guidance for prescribers, dispensers, and patients is being developed, as well as the data and digital systems that will support the monitoring and distribution of supplies. The therapeutics rollout started this week.

Communications

The following COVID-19 guidance was launched on the Ministry website in the last week:

- information on how to manage symptoms and what people need to do if they take medication;
- information and tools available to support mental health and wellbeing and where to get help if needed;
- A video resource linked on the *COVID-19: Pregnant people and those who have recently given birth* guidance page. This provides information on what patients need to know if they are isolating and pregnant, and maternity care for people during pregnancy and following the birth of their child.

Next Steps

The Ministry continues to engage with associated government agencies on these initiatives. The ministry will keep you updated on the Programme through the Daily Situation Reports.

3.1.2 COVID-19 Care in the Community

Care in the Community Funding Allocation

This item provides further information on the allocation of s9(2)(b)(ii) in DHB funding, including how it is contributing to psychosocial activities. The ministry last advised you on this in the Weekly report dated 1 April 2022.

DHBs submitted 41 proposals totalling to s9(2)(b)(ii) which the Ministry of Health has accepted. The Ministry of Health is contributing s9(2)(b)(ii), and DHBs are contributing the remaining s9(2)(b)(ii) (including s9(2)(b)(ii) of capital expenditure). The programme is being co-ordinated by the Regional Hubs and overseen by the regional lead Chief Executives.

Table 1: Proposed DHB operational spending by region (excluding the s9(2)(b)(ii) of capital)

Region	Number of Proposals	Approved Spending
Northern	s9(2)(b)(ii)	
Te Manawa Taki		
Central		
Southern		
TAS		
National		
Total		

Identified psychosocial activities

Across the proposals, approximately \$15 million is identified as contributing to psychosocial activities designed to improve and support equity and wellbeing outcomes. Examples of these activities approved include recruitment of multidisciplinary community outreach teams to support Pacific cases and families; work to resolve Māori health inequities; improve Māori health outcomes and support Māori clinical and cultural safety; and, building proactive responses (health and wellbeing) to vulnerable communities (for example disability, elderly). These are in addition to existing and planned COVID-19 psychosocial activities that DHBs are undertaking using alternative funding sources.

Psychosocial support delivered by MSD

MSD has accountability for COVID-19 Care in the Community welfare support and has funding for the community connectors through to June 2023. These community connector roles include psychosocial support to address immediate barriers such as household bills that would otherwise prevent whānau and individuals from being able to focus on long-term recovery and resilience support.

Health and MSD regional leads are working closely with the Regional Public Services Commissioners to better align and co-ordinate their activities to minimise the risk of duplicated effort and to ensure funding is used effectively.

3.1.3 Aged Residential Care sector COVID-19 Response: update

This item provides you with information about progress on the COVID-19 response in the aged residential care (ARC) sector. This follows previous advice from 24 March 2022.

As COVID-19 cases move across the country, and overall case numbers continue to decline, ARC facilities in central and southern regions are now seeing higher volumes, while the Auckland region sees case numbers easing off.

As at 31 March 2022, the total reported case numbers in ARC facilities for this most recent outbreak was 1,840.

Work continues to find a solution to both individual and bulk reporting of ARC cases. In the interim, ARC facilities continue to use the 0800 number, send information to Public Health Units, and rely on GP systems to report positive cases in their facilities. This has resulted in lower numbers being reported than other data sources (such as information held by some DHBs) would indicate. The Ministry of Health is close to a solution that the ministry believes will work for ARC facilities, and others, in the future.

An extract of vaccination rates for ARC facilities from the week beginning 28 March 2022 indicates that 96 percent of all ARC facility residents have either received two doses, or two doses plus the booster. Only three percent of residents have had no vaccination doses at all (one percent have had one dose).

District health boards (DHBs) continue to report twice weekly to the Ministry of Health on the status of ARC facilities, including the number of facilities utilising DHB staff (16), and number of facilities closed to visitors (52), as at 1 April 2022. The ministry understand from stakeholder meetings that most facilities only close for a short period of time or close off a wing while an outbreak is being assessed and contained.

Next steps

The Ministry of Health will provide your office with further updates on the ARC sector response in a fortnight through the Weekly Report.

3.1.4 National Immunisation Programme

COVID-19 Vaccinations

As at 11.59 pm on 5 April 2022, 10,981,029 vaccinations have been delivered, including 4,025,689 first doses, 3,975,237 second doses, 34,452 third primary doses, and 2,592,636 booster doses. In addition:

- 259,643 paediatric first doses have been administered to five-to-11-year-old children; 54 percent of this population have received their first dose. 93,371 paediatric second doses have been administered, 19 percent of this population;
- 73 percent of people eligible for a booster dose have received it. This is equal to last week;
- 86 percent of the eligible population five years and older have received at least one dose. 82 percent of this population are fully vaccinated;
- 571 vaccination sites were active on 5 April 2022.

Driving uptake

Seven DHBs have reached 90 percent fully vaccinated for Māori, with several more DHBs very close to achieving this milestone. All DHBs have achieved at least 90 percent first doses and nineteen DHBs have achieved at least 90 percent fully vaccinated for their 12-plus populations. Northland DHB is 3,293 doses from reaching the 90 percent fully vaccinated milestone as at 11.59pm 5 April 2022.

The number of sites open for boosters and tamariki vaccinations remains stable. DHBs and providers continue to offer opportunities for vaccination outside of normal working hours. DHBs are redistributing workforce from fixed to mobile clinics to reach Māori and Pacific populations.

Programme-driven Māori Health Provider (MHP) and DHB partnership-based sprint activities to support boosters and vaccination of tamariki have completed their final week. The review of sprint events has identified four key principles for Māori Health Providers, Pacific Providers and DHBs to operate localised sprints:

- run sprint clinics on weekends or in the evening outside usual work and school hours allowing whānau to support whānau (to be vaccinated) at a time that is convenient to them;
- ensure clinics are held in familiar, convenient, and safe locations to the community, including but not limited to schools/kura, marae, community event spaces and local shopping areas;
- develop the messaging and collateral in partnership with the community and have community leaders drive the messaging to whanau through their networks, including social media, posters/pamphlets, word of mouth and whanau;
- communities respond best to clinics operated by familiar faces.

These lessons and the wider playbook have now been shared with DHBs, Māori Health Providers and Pacific Providers. The Ministry of Health continues to support DHBs and providers to implement and maintain locally developed sprint initiatives.

Boosters

As at 5 April 2022, 2,592,636 people have received a booster dose. This represents 73 percent of the 3,562,542 people who are currently eligible for a booster, which is equal to last week.

Work with DHBs continues with a strong focus on promoting booster uptake across the eligible population. Since 17 January 2022, an estimated 3.06 million eligible individuals have been sent a booster reminder message, up from three million the previous week. National phone campaigns continue to support population uptake on boosters.

Boosters for 12-to-17-year-olds

Pfizer booster doses are currently approved by Medsafe for those aged 18 years and older. Pfizer has applied to Medsafe for the use of boosters for 12-to-17-year-olds. From 7 April 2022 booster doses will be available to people aged 16 and 17-years-old.

The Programme is awaiting Medsafe's assessment prior to implementing a national rollout of a booster programme for 12-to-15-year-olds. Booster doses for this age group are currently only available via the "off-label" prescription process through primary care, in accordance with clinical guidelines.

5-to-11-year-olds

54 percent of children aged five-to-11 years-old have either booked or received their first dose as at 11.59pm on 5 April 2022.

To date, 35 percent of eligible tamariki Māori aged five-to-11-years have been partially vaccinated, equal to last week. Forty seven percent of Pacific children aged five-to-11-years have been vaccinated, equal to last week.

All DHBs are working closely with Māori Health Providers, Iwi collectives and Pacific Island community connectors to develop further strategies for improving participation of schools and whānau to increase the uptake of vaccines among five-to-11-year-olds.

Planned vaccination activities continue in kura across the motu. The strategy to combine tamariki well-being and general health with the offer of paediatric doses is being welcomed by parents and caregivers. There continues to be an opportunity for clinics held near kura and supported events, with the aim to vaccinate the kura community, especially tamariki within the school.

Equity

Vaccination rates have slowed down for all ethnic groups. Booster uptake for Māori is 58 percent, and booster uptake for Pacific people is 59 percent, compared to 73 percent for the total eligible population.

Pacific People

The Cause Collective continues to run their Pacific youth campaign to help inform and empower Pacific young people to get vaccinated.

The Ministry of Health met with Moana Research on 29 March 2022 and agreed to establish a data sharing agreement, with one report for Pacific leaders and a more detailed report for Pacific health providers.

The data will be aggregated with ethnicity and age groups by DHB for the leaders, and meshblock information for health provider outreach programmes.

Disability and mental health

Vaccination rates for disabled people supported by Disability Support Services (DSS) and ACC continue to track well, with vaccination rates similar to the vaccination rates of the general population.

The Whakarongorau Disability team continues to be well utilised. In the past week the team has supported a number of service users with vaccination information, bookings for Novavax, and supporting autistic people with low sensory bookings.

The Social Wellbeing Agency (SWA) has provided an analysis for Minister Sepuloni into vaccination uptake rates for disabled people and children, including identifying sub populations of disabled people who may not have taken up vaccinations. The indicators built by SWA have identified 1.2 million disabled people over the age of 12, with approximately 30,000 being children, with these populations aligning to estimates from the 2013 Disability Survey.

The SWA plans to work with the ministry to work towards improving disability data and to continue to monitor vaccination uptake. At this stage, the ministry have no plans to engage with Kainga Ora or the Ministry of Social Development's disabled clients but will be responsive to this should it be required.

The Peer Support fund has received a good level of interest, with over 85 applications forms provided to non-government organisations (NGOs). Applications closed on 1 April 2022 and will be considered by the panel in coming days.

2022 Influenza vaccine rollout

The Influenza Immunisation Programme commenced on 1 April 2022 and will run until 30 June 2022. The 2022 Programme is off to a strong start, and weekly updates on numbers are expected to commence from the week starting 11 April 2022.

Over two million doses of influenza vaccine will be available for New Zealanders in 2022 to meet an expected increase in demand, as well as the expanded eligibility criteria to include Māori and Pacific people aged over 55 years.

3.1.5 Technical Advisory Group: update

COVID-19 TAG

The COVID-19 Technical Advisory Group (COVID-19 TAG) did not meet this week, with the next meeting scheduled for 22 April 2022.

CV TAG

The COVID-19 Vaccine Technical Advisory Group (CV TAG) met on 29 March 2022 and discussed the following items:

- findings of the Ka Matau, Ka Ora study – Immunogenicity of the BNT162b2 COVID-19 vaccine in New Zealand adults;
- future of the National Immunisation Programme;
- further booster doses for elderly/at risk/healthcare;
- Novavax as a Heterologous Booster.

The next CV TAG meeting is scheduled for 12 April 2022.

Therapeutics TAG

The COVID-19 Therapeutics Technical Advisory Group (Therapeutics TAG) did not meet this week, with the next meeting scheduled for 8 April 2022.

CT TAG

The COVID-19 Testing Technical Advisory Group (CT TAG) did not meet this week, with the next meeting not yet scheduled.

3.1.6 Upcoming communications issues and activities

As at 8 April 2022

Date	Activity	Lead agency	Comms material	Ministerial Involvement
8/4/22	Reconnecting New Zealand: communications regarding the removal of some countries from quarantine free travel.	MoH DPMC Customs	Stakeholder engagement, website updates, NZTD content	Optional
Ongoing	Omicron community outbreak: daily communications and support for the health sector and public, incl. cases in a number of regions across the country. Updated health advice, rollout of RATs as main diagnostic tool.	MoH DPMC	Talking points, key messages, communications, website, stakeholder communications	Optional
Ongoing	Access to RATs issues: who to test / where to test / record results on My Covid Record messaging.	MoH DPMC MBIE	Key messages, website, stakeholder communications	No

3.2 Upcoming Publications

Title	Date	Context	ELT contact
Publication: The National Telehealth Service Annual Plan 2021/2022	30 April 2022	<p>This 2021/22 annual plan is the sixth for the National Telehealth Service and is the first time the National Telehealth Service annual plan has been translated into Te Reo Māori.</p> <p>The 2021/22 plan centres around four key focus areas that collectively see the National Telehealth Service deliver integrated solutions across the physical, mental and social health sectors, while continuing to provide more equitable and sustainable health outcomes for every person in New Zealand.</p> <p>These focus areas will enable the National Telehealth Service to deliver care, support and advice to people in New Zealand to improve their wellbeing and health outcomes through phone and digital channels. Extending the reach to New Zealand's most inequitable areas of health - priority populations, children, mental health, primary care – while also continuing to adapt and enhance their services and experiences</p>	Clare Perry, Deputy Director-General, Health System Improvement and Innovation, s9(2)(a)

4. Managed Isolation and Quarantine Weekly Report

4.1 Items to Note/Updates

4.1.1 Chief Ombudsman's provisional view on advice and recommendation on the MIQ allocation system in regard to offshore seafarers.

The Chief Ombudsman has been investigating a complaint from two New Zealand seafarers who work offshore on foreign-flagged ships that they were unable to access the offline maritime allocation in MIQ available to maritime arrivals and crew changeovers at New Zealand ports. This meant they had to use MIAS, the online allocation system operated by MBIE, which was difficult due to the nature of seafaring work.

The complaint related to the advice MBIE provided to the Minister on 19 March 2021, about the challenges that offshore seafarers were having in accessing spaces in MIQ. MBIE considered that the settings for offshore seafarers were fit for purpose, noting that they could access an emergency allocation space in certain circumstances. MBIE's advice touched on international law obligations, offshore seafarers' concerns about using MIAS, and why these were not seen to warrant a separate allocation for them. MBIE stated that Ministers could create a specific offline allocation of rooms for offshore seafarers in addition to the existing maritime allocation but recommended against that option. The Minister agreed with the recommendation. On 6 August 2021, after the Chief Ombudsman commenced his investigation, MBIE updated the Minister on the maritime allocation and reiterated its earlier advice that the current settings for offshore seafarers were fit for purpose.

On 5 April 2022, the Chief Ombudsman advised MBIE of his provisional opinion that MBIE had acted unreasonably in providing the advice that it did to the Minister for COVID-19 Response, and that MBIE's recommendation against the creation of a specific offline allocation for offshore seafarers was unreasonable. A response to the Chief Ombudsman is due on 29 April 2022.

A copy of this opinion has also been provided to you as the Minister for COVID-19 Response, with the opportunity to comment. Maritime New Zealand and the Ministry of Transport have also been asked to comment as the provisional opinion refers to MBIE's consultation with them on the advice at issue.

MBIE is currently seeking advice from Crown Law and will update you on the proposed response to the Chief Ombudsman.

4.1.2 Ombudsman's Budget Bid

The Ombudsman has recently submitted his requests for Budget 2022 to the select committee for Vote Ombudsman. As part of that bid, he is requesting a further two years of funding for monitoring and inspecting MIQ facilities (\$904,000 per year) as well as funding for home isolation monitoring (\$2,139,000 for 2022/23 and \$2,143,000 for 2023/24).

As you are aware, MIQ will be reducing from 32 facilities to a maximum of four facilities by the end of this financial year, with the remaining three or four to be contracted until December (at the latest). In terms of the Ombudsman's remit, MBIE do not believe that MIQ facilities will continue to meet the definition of "places of detention" which is defined as places where people cannot leave at will. With the Government's recent changes in border settings and upcoming changes to clause 29 for community cases, everyone who enters MIQ will do so voluntarily. While they are required to abide by MIQ rules while they are there, they are free to leave if they so wish. As such, unless the settings change and MBIE return to people being compelled to enter MIQ, MBIE are unsure what the OPCAT inspector's role would be in relation to MIQ facilities in 2022/23 and 2023/24.

4.2 Transition and Decommissioning

4.2.1 Decommissioning Planning

The table below provides an overview of facility decommissioning.

Facility (by region)	Tranche	Current occupancy	Current phase	Staff on site within last 7 days	Hand-back date	Facility RAG status
Auckland						
Crowne Plaza	One	Empty	Decommissioning		29/4/22	
Four Points	One	Empty	Decommissioning		14/4/22	
Grand Mercure	One	Empty	Decommissioning		29/4/22	
Grand Millenium	One	Empty	Decommissioning		14/4/22	
Novotel/Ibis Ellerslie	One	Empty	Decommissioning		29/4/22	
Sebel	One	Empty	Decommissioning		29/4/22	
SO/	One	Empty	Decommissioning		29/4/22	
Stamford	One	Empty	Decommissioning		29/4/22	
Pullman	One	Empty	Decommissioning		29/4/22	
Sudima Airport	One	Empty	Decommissioning		29/4/22	
Rydges	One	Empty	Decommissioning		14/4/22	
Naumi (Afghan/refugees)	Two	Unoccupied	Active	125	13/5/22	
M Social s9(2)(b)(ii)	Two	Occupied (89 pax)	Active	112	29/4/22	
Novotel Airport (mariners)	Two	Empty	Decommissioning	0	13/5/22	
Ramada (deportees)	Two	Empty	Decommissioning		1/5/22	
Jet Park	Core facility	Occupied (12 pax)	N/A core facility	208	N/A	N/A
Holiday Inn	Core facility	Occupied (30 pax)	N/A core facility	204	N/A	N/A
Waipuna Auckland	Core facility	Occupied (92 pax)	N/A core facility	157	N/A	N/A
Hamilton						
Distinction	One	Empty	Decommissioning		29/4/22	
Ibis Tainui	One	Empty	Decommissioning		29/4/22	
Amohia (Jet Park)	Three	Occupied (8 pax)	Active	116	30/6/22	
Rotorua						
Sudima	Three	Empty (available for community cases)	Active	166	30/6/22	
Rydges	One	Empty	Decommissioning		29/4/22	
Ibis	One	Empty	Decommissioning		29/4/22	
Wellington						
Grand Mercure	Three	Unoccupied	Active	75	30/6/22	
Christchurch						
Chateau on the Park	One	Empty	Decommissioning		14/4/22	
Crowne Plaza	One	Empty	Decommissioning		29/4/22	
Distinction	One	Empty	Decommissioning		29/4/22	
Sudima Airport	One	Empty	Decommissioning		29/4/22	
Novotel Airport	One	Empty	Decommissioning		29/4/22	
The Elms	Two	Empty	Decommissioning		13/5/22	
Commodore	Core facility	Occupied (12 pax)	N/A core facility	153	N/A	N/A
Totals:		243 pax		1,316 staff (down 303 from last week)		

4.2.2 Workforce

Last week MBIE sent through an Aide Memoire [2122-3302] on workforce numbers, including HQ. At the officials meeting on Monday 11 April, you will be provided with an update on progress and planning in this space.

MBIE are currently in the process of replacing our manual workforce reporting system with an automated reporting tool. From next week, comprehensive workforce data will be provided to you via the weekly report.

4.3 Operational Update

4.3.1 Omicron Outbreak – Ongoing Support

MIQ continues to run six quarantine facilities and two isolation facilities across New Zealand to respond to the Omicron outbreak. These facilities are there to support community cases (including close contacts) who are unable to safely isolate at home and border returnees who test positive.

4.3.2 Current Occupancy

As at 7 April 2022 there were 243 people remaining in Managed Isolation and Quarantine.

Of the 32 facilities, 26 are currently empty.

Total PAX in MIQ:	Community cases:	Mariners/Air Crew:	Evacuees/Refugees:
243	35	116	92

4.3.3 Community Cases in MIQ

The below graph displays the number of quarantine rooms used for community cases across the MIQ network, broken down by city. Data is currently collected for this reporting on weekdays only.

Quarantine usage over the last week has plateaued.



4.3.4 Vaccination of Frontline Staff (including booster information)

For workers on site for the week 28 March – 3 April 2022, the BWTR shows that 99.3 percent had two doses of the vaccine, zero percent had one dose, and the remaining 0.7 percent (nine workers) had vaccine status 'unknown'.

Of the nine workers with an 'unknown' vaccination status, three still require an NHI match. The Workforce Testing Team is investigating the remaining six workers, to confirm vaccination status.

Vaccination assurance follow-ups for those with an 'unknown' status in the BWTR on site between 21-27 March 2022 did not identify any breaches of the Vaccination Order. Of the five workers between 21-27 March

2022 who were NHI-matched but showing vaccination status ‘unknown’, all workers have been confirmed as being compliant with the Vaccination Order.

For workers on site for the week 28 March – 3 April 2022 with regards to booster shots:

Workers on site 28 Mar – 3 Apr 2022	Has received a booster	Overdue for booster	Eligible in coming months	Under 18	Unknown*	Total
	1,227 (93.2%)	9 (0.7%)	71 (5.4%)	6 (0.5%)	3 (0.2%)	1,316

The Workforce Testing and Vaccination team will investigate the nine workers showing as overdue for a booster to check if they were breaches of the Vaccination Order or if there was another reason for that (e.g. data error).

Of the three workers who were on site between 21-27 March who appeared to be overdue for a booster (in breach of the Vaccination Order), follow ups identified one worker who was on site who should have had a booster. In these cases, MBIE notify management at the facility so they can make sure security staff understand the booster entry requirements. The other workers were one incorrect sign-in and one data error.

*The ‘unknowns’ will likely have their vaccine status updated in due course as they are NHI matched, or any vaccine data issues are sorted.

4.3.5 Staff Testing

Ministry of Health have updated their systems so that border workers’ RAT results are now pulled from My Covid Record into the Border Worker Testing Register (BWTR). MBIE resumed monitoring last week, reminding employers to ensure their workers log all RAT results (positive and negative) so MBIE have the correct view of workers’ compliance.

Reporting from the BWTR shows that 1,316 people undertook work in our facilities last week. The table below shows how many of those workers were either compliant with the Testing Order, overdue for a test or still needed to be NHI-matched.

	Workers on site 28 Mar – 3 Apr 2022	Percentage of total NHI-matched workers on site
Compliant NHI-matched workers	845	64%
Overdue NHI-matched workers	468	36%
Need NHI-match	3	
Workers on site	1,316	

4.4 Judicial Reviews, Dispute Resolution, Ombudsman and OPCAT

4.4.1 Ombudsman Complaints

MBIE are currently managing 84 cases, with 68 of these being preliminary enquiries.

Of the 16 active requests:

- one is on MIAS;
- five are on emergency allocations;
- three are on exemptions from managed isolation;
- two are on undue financial hardship;
- one is on access to fresh air in a facility;
- three are on MIQ facilities and;
- s9(2)(ba)(i)

s9(2)(ba)(i)

MBIE closed 12 cases in the week ending 1 April 2022. MBIE are seeking Crown Law advice on some opinions to support our responses.

4.4.2 OPCAT

MBIE have supplied our response to the final report for The Distinction Christchurch.

4.5 Upcoming Communications Issues and Activities

4.5.1 As at 6 April 2022:

Date	Activity	Lead agency	Comms material	Ministerial Involvement Y/N
9 April	MIQ's second birthday	MIQ	Internal comms only	N
8/9 April	Maritime border order changes	MoH/BEB/MIQ		N
11 April	Response to frontline staff on first MBIE consultation	MIQ	Internal verbal and written comms	N
Mid April TBC	LAMP Trial with Air NZ	MIQ		Y – Minister Verrall
April/May TBC	Judicial Review of Grounded Kiwis case	MIQ	May get just a few hours' notice. Have 28 days to consider and appeal.	N
April/May TBC	s9(2)(ba)(i)	MIQ	Reactive lines	Y

4.6 Invoicing

4.6.1 Fees Collection and Backlog

The table below shows the number of invoices issued up to 3 April 2022.

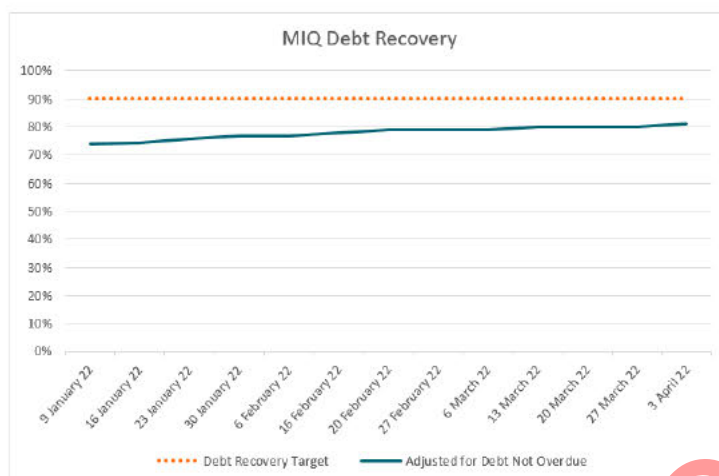
Grouping	Invoices issued (net of credit notes)	Paid	Issued not due	Issued over due	Invoices issued (\$)	Paid (\$)	Issued not due (\$)	Issued overdue (\$)	90+ days over due	90+ days overdue (\$)
Groups /Temp Visa	9,491	6,163	1,445	1,883	\$74,054,033	\$60,888,437	\$4,170,097	\$8,995,500	1,287	\$7,056,077
Maritime	747	594	81	72	\$3,473,730	\$3,086,658	\$149,417	\$237,656	26	\$107,272
Aircrew	284	244	20	20	\$3,952,986	\$2,449,208	\$651,052	\$852,726	10	\$116,494
Other	39,526	24,793	5,731	9,002	\$121,629,212	\$83,943,117	\$11,665,919	\$26,020,176	5,804	\$18,848,579
Total	50,048	31,794	7,277	10,977	\$203,109,962	\$150,367,420	\$16,636,484	\$36,106,057	7,127	\$26,128,422
Percentage	100%	63.5%	14.5%	22%	100%	74%	8%	18%	14% of invoices issued	13% of \$ value of invoices

Invoicing is up to the point where returnees left MIQ on 9 January 2022. MBIE are currently nine weeks behind our normal processing timeframes after moving from 14 day stays to seven and 10 day stays in MIQ, which resulted in more people going through MIQ. The increased workload is expected to continue until MBIE reach the end of February invoices, where self-isolation reduces the number of returnees requiring an invoice.

With the final batch of backlog invoices complete up to 24 March 2021, MBIE are reviewing the invoices that were not able to be sent and the unmatched data. Unmatched data remains an issue and will be further investigated once invoicing is up to date. Currently, there are 6,474 unmatched records in the database for the period 25 March 2021 to 28 February 2022 that need to have their liability determined before invoicing. The number of people yet to be invoiced is not known until these unmatched records are processed through the liability rules.

4.6.2 Debt Recovery

The debt recovery percentage, factoring in all repayments to date is tracking at 81 percent.



Of the now 2,287 invoices worth \$7.820m sent to a debt collection agency:

- \$2.225m has been paid (or is being paid through instalment);
- \$1.217m is currently awaiting information from customers or has been credited due to an error;
- A further \$2.999m (this includes the no address/gone overseas category and passive collection) requires more detailed tracing;
- \$571k currently have waiver applications under assessment;
- The remaining \$809k of debt continues to be a work in progress.

4.6.3 Fee Waivers

All Waiver Applications Received	Received and not progressed	Total Completed	Approved Waiver Applications			Declined Waiver Applications		
			Financial Hardship	Special Circumstances	BOTH	Financial Hardship	Special Circumstances	BOTH
16,723	2,583	11,135	91	7,601	58	1,394	1,709	282

4.6.4 Reducing the Fee Waiver backlog

At the end of 2021 MBIE reported on the backlog of fee waiver applications:

- The number of new applications received from 27 March to 3 April 2022 is 215;
- The net reduction from of applications from 13 December 2021 to 3 April 2022 is 2,082;
- The net decrease (weekly) of applications from 27 March to 3 April 2022 is 391.

Please note: It is not possible to determine a dollar value for the waivers granted, as when a waiver is granted a requestor does not necessarily get to the liability assessment and invoice stage. Consequently, a dollar value of fees is not determined.

Status	Backlog at 13 Dec 2021	New Applications Received since 13 Dec 2021	Backlog at 20 March 2022
Processing or to be processed	3,979	3,467	2,588
Waiting for Customer	1,108		417
Total	5,087	3,252	3,005

4.7 Group Arrivals Update

Summary of approved group arrivals as of 5 April 2022 (to end June 2022)

Group	Date of Arrival	Allocation Approved	Final number of rooms allocated	Comments
Refugee Quota	4 – 10 Apr	13	6 (13 pax)	The Refugee Centre is forecasting arrivals of 45 pax (30 rooms) per fortnight until end of June 2022. They are confident they will meet their target of 800 refugees for the fiscal year 21/22.
	11 – 17 Apr	10	4 (10 pax)	
	18 – 24 Apr	30	14 (8 pax)	
	Apr tbc	54	24 (54 pax)	
	May tbc	90	45 (90 pax)	
	June tbc	90	45 (90 pax)	
Afghanistan Arrivals	4 -10 Apr tbc	35	16 (35 pax)	MFAT estimates 118 left to move out of Afghanistan by 30 April. From 1 May an estimated 58 pax will remain in Afghanistan S9(2)(f)(iv)
	11-17 Apr tbc	15	7 (15 pax) tbc	
	18-24 Apr tbc	41	19 (41 pax) tbc	
	25-30 Apr tbc	27	12 (27 pax) tbc	

Proactively Released

5. The Border Executive Board Report



5.1 Key Issues Being Considered

5.1.1 Border Executive Board Meeting

The BEB met on 6 April 2022 and discussed the following topics:

Maritime border programme – tranche two advice

The Board considered the briefing due to you by 11 April 2022 that proposes reopening the maritime border for foreign cruise, recreational and specialist vessels from 1 July or October 2022. The Health advice indicates no new risks of reopening, acknowledging the winter period and the potential for a new COVID-19 variant.

The Board supported a staged approach to enable infrastructure and services provided by ports and agencies to be re-established and reflect the COVID-19 environment. This recognises the significant effort that has gone into reopening the air pathway. Specific operational requirements will be worked through, such as health protocols for testing passengers and crew.

New Zealand Traveller Declaration

The Board received an update on implementation of the New Zealand Traveller Declaration that has been live since 25 March 2022 and mandated for use since 31 March 2022. No issues were identified. The update from Customs provides you with further details and some statistics.

Public Border Health Strategy

The Board received an update on the public border health strategy work being led by the Ministry of Health. An interim lead has been assigned to keep momentum. The focus is on the short-term activity of: maintaining a health presence at airports; ensuring border surveillance testing is working; and increasing Ministry of Health participation at ITOC.

The BEB's next meeting is scheduled for 20 April 2022.

5.1.2 Maritime Border Programme

Work on the Maritime Border Programme is progressing.

Tranche 1

Tranche 1 amendments, to remove isolation requirements at the maritime border, have been delayed and will come into effect on 13 April 2022. While this is slightly out-of-step with the changes to air that take effect on 12 April 2022, no issues have been identified. In summary, the amendments are:

- removal of isolation requirements for everyone currently permitted to arrive and enter New Zealand via the maritime border
- removal of isolation requirements for maritime crew arriving in New Zealand via air for the purpose of crew changes
- the introduction of an enabling provision for the Director-General of Health to specify testing requirements by notice for arrivals entering New Zealand via the maritime border.

Tranche 2

Advice will be with you by 11 April 2022 relating to reopening the maritime pathway for foreign cruise, recreational and specialist vessels. Public health advice will be included that supports reopening the maritime border.

There will be options to reopen 1 July 2022 to cruise, recreational and specialist vessels and for a staged reopening from 1 July or October 2022. The paper will also seek your agreement to announce the re-opening later this month in order to give industry participants sufficient planning time. The industry is expecting an announcement in April 2022.

The paper will indicate the next phase of Tranche 2, including a May 2022 report back on detailed legislative and operational settings required to support reopening the maritime passenger pathway.

You will be provided with talking points for the Cabinet meeting on 11 April 2022.

Proactively Released

6. New Zealand Customs Service Weekly Report



6.1 Items to Note/Updates

6.1.1 Reconnecting New Zealanders

Customs officials are continuing work alongside other agencies to plan and implement the later steps of the Reconnecting New Zealanders strategy. The Minister of Immigration, Hon Kris Faafoi, will be taking the paper Reconnecting New Zealanders – options for Step 5 to the Cabinet Social Wellbeing Committee on 13 April 2022. The paper will be considered by Cabinet on 19 April 2022.

Step 5 of Reconnecting New Zealanders involves reopening the border to the following visa categories:

- work visas other than the Accredited Employer Work Visa;
- visitor visas;
- student visas.

Currently, the paper recommends reopening the border to people with work visas on 4 July 2022, followed by those with visitor visas and student visas by 6 August 2022. Customs is supportive of the plan for the Step 5 reopening, and our staff at the border will be ready to screen these travellers when they start to arrive in July 2022.

6.1.2 New Zealand Traveller Declaration System

The New Zealand Traveller Declaration systems and processes are operating as designed and no major issues have been identified to date.

The New Zealand Traveller Declaration system is being managed in an ‘early life support’ phase. As with any new system there are risks and issues that need to be managed daily as the system and processes are implemented into normal operational activity.

We are anticipating increasing levels of travellers over the coming weeks with vaccinated Australian citizens and permanent residents being allowed to enter New Zealand and self-test on arrival from 11.59pm, 12 April 2022, as well as the Easter period between 15 and 18 April 2022. We will continue to actively monitor the performance of the New Zealand Traveller Declaration during this period as part of the ‘early life support’ phase throughout April 2022.

Several events related to the publicity campaign commenced on 2 April 2022, including informational digital, print, and radio advertisements. These inform people about the requirement to complete a New Zealand Traveller Declaration if travelling by air into New Zealand. These advertisements primarily target the domestic market who are intending to travel, or are in contact with whānau and friends overseas.

Social media activity is picking up following the launch of the publicity communications campaign, though level are still generally of comments and direct messages.

Statistics as at 10.00am 6 April 2022:

- 51,395 New Zealand Traveller Declarations started;
- 24,823 New Zealand Traveller Declarations submitted;
- 22,235 Traveller Passes issued;
- 2,520 New Zealand Traveller Declarations rejected. Note, most of these rejections relate to travellers submitting their New Zealand Traveller Declaration before uploading their pre-departure test, or their pre-departure test not meeting the 24 to 48-hour validity rule or being a recognised test in terms of the health rules;
- 67,192 visitors to the New Zealand Traveller Declaration website. The top three countries visiting are Australia, New Zealand and the United States;

- 3,280 calls received through the Contact Centre (with an average wait time of 10 seconds).

6.1.3 Compliance Checking at the Border

As part of Reconnecting New Zealanders, the COVID-19 Public Health Response Air Border 2021 came into force on 28 February 2022. Customs staff undertake compliance checks for all travellers at the border. There are now different requirements placed on travellers based on their citizenship and the countries they have travelled to within 14 days of beginning their journey to New Zealand.

Customs continues to check all passengers on arrival for evidence of pre-departure testing or exemption, and vaccination verification or exemption. Travellers who do not provide the required evidence may incur an infringement offence fee between \$500 and \$4,000 depending on the nature of the offence. New Zealand citizens who do not provide the required evidence of vaccination status will be referred to Ministry of Health officials for further intervention.

For the period 29 March 2022 to 4 April 2022 (both dates inclusive), a total of 19,865 passengers travelled to New Zealand. Of this number, 28 were considered to not meet the requirements for air travel to New Zealand:

- eight travellers were issued warning letters, and 19 travellers have been issued with an infringement offence fee for not meeting pre-departure testing requirements;
- one traveller has been issued with an infringement offence fee for not meeting vaccination verification requirements;
- no travellers have been referred to Ministry of Health for further intervention.

7. COVID-19 Chief Executives Board

7.1 Items to Note/Updates

The COVID-19 Chief Executives Board (CCB) held its most recent meeting on Tuesday 5 April 2022. Discussions encompassed updates from chairs of independent advisory groups, the latest developments in the health, social and economic aspects of the response, how to adapt our approach to manage COVID-19 throughout the transition toward the 'new normal', arrangements for future preparedness and winter planning, readiness for international tourism, and the progress of Reconnecting New Zealanders.

8. COVID-19 Independent Continuous Review, Improvement and Advice Group

8.1 Items to Note/Updates

The COVID-19 Independent Continuous Review, Improvement and Advice Group (CICRIAG) met on Thursday 7 April 2022. Margie Apa and Rob Campbell, respectively the Chief Executive and Chair of Health New Zealand, attended the meeting to discuss the transition to the new structure of health agencies in the context of the ongoing response to COVID-19 and future pandemics.

9. Strategic COVID-19 Public Health Advisory Group

9.1 Items to Note/Updates

The Strategic COVID-19 Public Health Advisory Group cancelled its meeting scheduled for Wednesday 6 April 2022.

The Group is due to receive updated commissioning shortly, which will foreground how to prepare for and effectively manage the emergence of new COVID-19 variants. The Group's next meeting will be held on Wednesday 20 April 2022.

10. Business Leaders Forum

10.1 Items to Note/Updates

The Business Leaders Forum does not currently have a date for its next meeting

11. Community Panel

11.1 Items to Note/Updates

The next meeting of the Community Panel is taking place on Wednesday 13 April 2022. Topics scheduled for discussion include the post-Omicron plan and the NZ Traveller Declaration. The Panel will also be invited to provide input into the rapid review being conducted by CICRIAG to identify lessons from the response to the Omicron wave.

12. Government Modelling Group

12.1 Items to Note/Updates

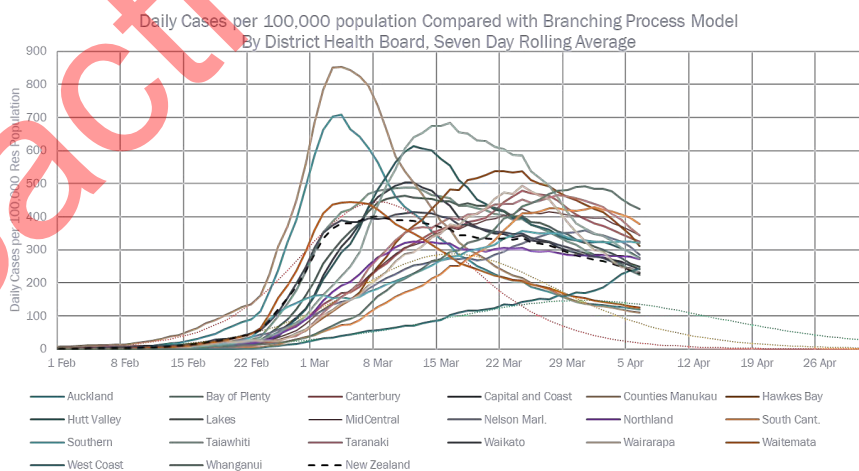
The table below shows where each DHB sits compared to the Branching Process Model scenarios, in terms of Daily Case Tracking, and Hospitalisation Tracking. While the Auckland DHBs are generally accepted as having peaked in terms of daily cases, they are still tracking well above the high scenario for hospitalisations. Conversely, Capital and Coast, Bay of Plenty, Hutt Valley, Lakes, Tairāwhiti, Hawkes Bay, Canterbury, Wairarapa, and Whanganui are still increasing in terms of daily cases, and tracking well above the high scenario, but are still below medium in terms of hospitalisations.

Branching Process Model – Case Tracking

	Above High	At High	At Medium	Below Medium
Above High			Auckland Waitemata Counties-Manukau	
At High				
At Medium	New Zealand Waikato	Taranaki	Northland	
Below Medium	Capital and Coast Bay of Plenty Hutt Valley Lakes Tairāwhiti Hawkes Bay Canterbury Wairarapa Whanganui	MidCentral South Canterbury	Southern Nelson-Marl. West Coast	

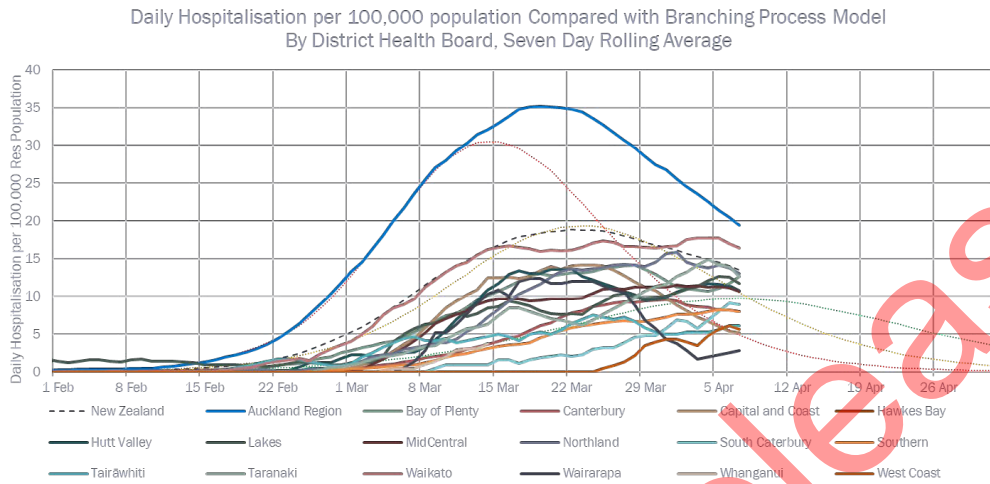
Source: COVID19 Modelling Aotearoa Branching Process Model (BPM), Ministry of Health

Daily cases have peaked (or are near the peak) in almost all DHBs now – DHBs in the Auckland region have a seven-day rolling average daily case rate close to 100 cases per 100,000 resident population, which is the baseline level Australian states reached before heading into a second wave. West Coast is the only DHB which is still increasing in terms of daily case count, while Northland and Southern are experiencing a prolonged plateau at their potential wave peak.

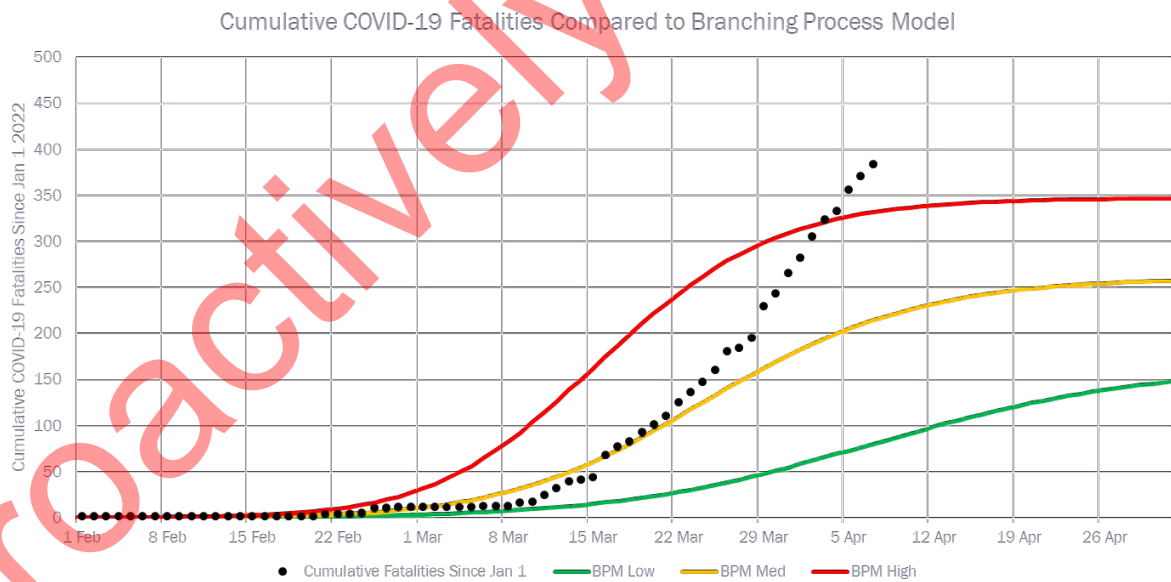


Source: COVID19 Modelling Aotearoa Branching Process Model (BPM), Ministry of Health

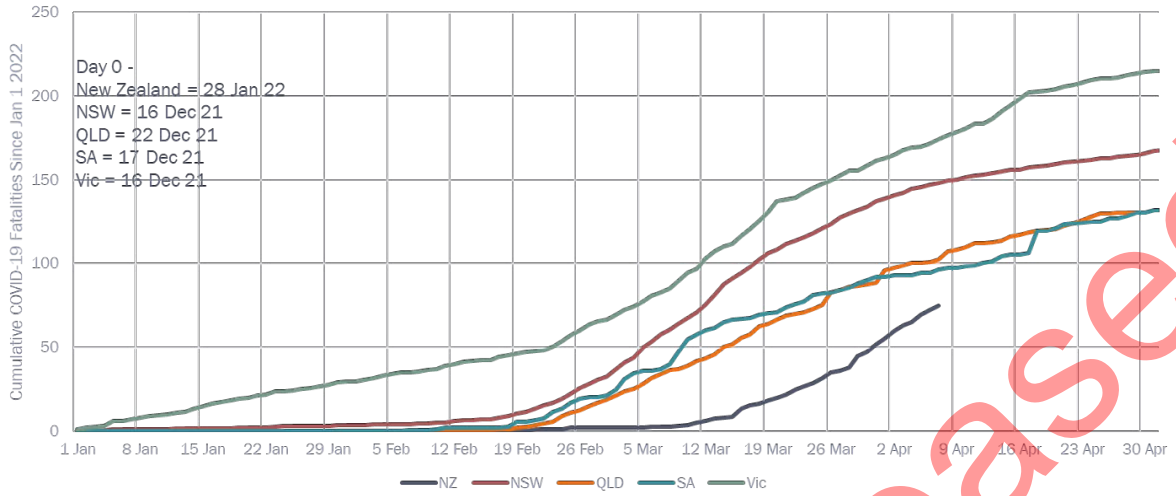
Daily hospitalisations appear to have peaked nationally, including in the Auckland Region (which is load-sharing across the three DHBs), with daily hospitalisations now declining. While the Auckland Region has dominated hospitalisations throughout the Omicron wave, this week the region accounts for less than 50 percent of total hospitalisations – hospitalisations have remained relatively high in Waikato, Northland, and Bay of Plenty, and are continuing to climb in Taranaki.



Cumulative fatalities now exceed the highest scenario produced by COVID Modelling Aotearoa (CMA) and show no indications of slowing. This is consistent with the experience of Australian states, which continued to see sustained fatality rates, even after case and hospitalisation rates declined. CMA are working on refreshing the fatality scenarios based on actual data.



Fatalities per 1 million Population
New Zealand compared to Australian States, Seven Day Rolling Average



Source: COVID19 Modelling Aotearoa Branching Process Model (BPM), Ministry of Health

Modellers are working to model counts of people who are isolating as household contacts. They are also refreshing the fatality modelling (mentioned above), looking at re-infection rates, and are producing an updated scenario around hypothetical future variants.

Proactively Released

13. Upcoming Cabinet Papers

s9(2)(f)(iv)



Proactively Released

COVID-19 Insights References

- ¹ Statistics Canada. Survey on COVID-19 and Mental Health, February to May 2021. <https://www150.statcan.gc.ca/n1/daily-quotidien/210927/dq210927a-eng.htm>. Accessed 28 March 2022.
- ² Boston University. Depression rates in the US tripled when pandemic first hit, now they're even worse. <https://www.bu.edu/articles/2021/depression-rates-tripled-when-pandemic-first-hit/>. Accessed 28 March 2022.
- ³ Global News. Study shows Canadian workers continue to struggle with mental health. <https://globalnews.ca/news/8417229/workplace-mental-health-survey/>. Accessed 28 March 2022.
- ⁴ American Psychological Association. 2022 Trends Report: Burnout and stress are everywhere. <https://www.apa.org/monitor/2022/01/special-burnout-stress>. Accessed 28 March 2022.
- ⁵ American Psychological Association. 2022 Trends Report: Burnout and stress are everywhere. <https://www.apa.org/monitor/2022/01/special-burnout-stress>. Accessed 28 March 2022.
- ⁶ Institute of Public Health. Impact of COVID-19 on the mental health of people living on the island of Ireland. <https://publichealth.ie/blog-impact-of-covid-19-on-the-mental-health-of-people-living-on-the-island-of-ireland/>. Accessed 28 March 2022.
- ⁷ Bank of Ireland. Half of Irish workers claiming burnout. <https://www.thinkbusiness.ie/articles/irish-workers-burnout-hrlocker/>. Accessed 28 March 2022.
- ⁸ The Guardian. One in five UK adults have had depressive symptoms during the pandemic. <https://www.theguardian.com/society/2021/may/05/one-in-five-adults-in-uk-had-depression-during-covid-pandemic>. Accessed 28 March 2022.
- ⁹ People Management UK. How employers can battle burnout in the workplace. <https://www.peoplemanagement.co.uk/voices/comment/how-employers-battle-burnout-in-workplace#ref>. Accessed 28 March 2022.
- ¹⁰ Metro. Burnout cases 'on the rise' again as more people return to the office. <https://metro.co.uk/2021/10/20/burnout-cases-on-the-rise-again-as-more-people-return-to-the-office-15453227/>. Accessed 28 March 2022.
- ¹¹ Institute of Public Health. Impact of COVID-19 on the mental health of people living on the island of Ireland. <https://publichealth.ie/blog-impact-of-covid-19-on-the-mental-health-of-people-living-on-the-island-of-ireland/>. Accessed 28 March 2022.
- ¹² Bank of Ireland. Half of Irish workers claiming burnout. <https://www.thinkbusiness.ie/articles/irish-workers-burnout-hrlocker/>. Accessed 28 March 2022.
- ¹³ People Management UK. How employers can battle burnout in the workplace. <https://www.peoplemanagement.co.uk/voices/comment/how-employers-battle-burnout-in-workplace#ref>. Accessed 28 March 2022.
- ¹⁴ Health, Safety and Environment UK. Work related stress, anxiety or depression statistics in Great Britain 2021. <https://www.hse.gov.uk/statistics/causdis/stress.pdf>. Accessed 28 March 2022.
- ¹⁵ BBC. How the great resignation is turning into the great reshuffle. <https://www.bbc.com/worklife/article/20211214-great-resignation-into-great-reshuffle>. Accessed 31 March 2022.
- ¹⁶ The New Statesman. What we're getting wrong about the "Great Resignation". <https://www.newstatesman.com/business/work/2021/11/what-were-getting-wrong-about-the-great-resignation>. Accessed 24 March 2022.
- ¹⁷ U.S. Bureau of Labour Statistics. Economic News Release: Job Openings and Labour Turnover Survey Summary. <https://www.bls.gov/news.release/jolts.nr0.htm>. Accessed 2022.
- ¹⁸ U.S. Bureau of Labour Statistics. Job Openings and Labour Turnover Survey Database. <https://download.bls.gov/pub/time.series/jt/jt.data.5.Quits>. Accessed 24 March 2022.
- ¹⁹ The Irish Examiner. Ireland's young workers are very intent on changing jobs this year. <https://www.irishexaminer.com/business/companies/arid-40789653.html>. Accessed 24 March 2022.
- ²⁰ BNN Bloomberg. Survey finds 65 percent of Canadians seriously considering job switch. <https://www.bnnbloomberg.ca/survey-finds-65-of-canadians-seriously-considering-job-switch-1.1689779>. Accessed 25 March 2022.
- ²¹ Pew Research Centre. Majority of workers who quit a job in 2021 cite low pay, no opportunities for advancement, feeling disrespected. <https://www.pewresearch.org/fact-tank/2022/03/09/majority-of-workers-who-quit-a-job-in-2021-cite-low-pay-no-opportunities-for-advancement-feeling-disrespected/>. Accessed 24 March 2022.
- ²² The New Statesman. What we're getting wrong about the "Great Resignation". <https://www.newstatesman.com/business/work/2021/11/what-were-getting-wrong-about-the-great-resignation>. Accessed 24 March 2022.
- ²³ BNN Bloomberg. Survey finds 65 percent of Canadians seriously considering job switch. <https://www.bnnbloomberg.ca/survey-finds-65-of-canadians-seriously-considering-job-switch-1.1689779>. Accessed 25 March 2022.
- ²⁴ The Irish Examiner. Ireland's young workers are very intent on changing jobs this year. <https://www.irishexaminer.com/business/companies/arid-40789653.html>. Accessed 24 March 2022.
- ²⁵ The New Statesman. What we're getting wrong about the "Great Resignation". <https://www.newstatesman.com/business/work/2021/11/what-were-getting-wrong-about-the-great-resignation>. Accessed 24 March 2022.
- ²⁶ U.S. Bureau of Labour Statistics. Databases, Tables & Calculators by Subject: Job Openings and Turnover Survey. <https://data.bls.gov/timeseries/JTS000000000000000JOL>. Accessed 24 March 2022.
- ²⁷ Statistics Canada. Job vacancies fourth quarter 2021. <https://www150.statcan.gc.ca/n1/daily-quotidien/220322/dq220322a-eng.htm>. Accessed 24 March 2022.
- ²⁸ Ireland Central Statistics Office. Job Vacancy Statistics. <https://www.cso.ie/en/statistics/earnings/jobvacancystatistics/>. Accessed 24 March 2022.
- ²⁹ Tech republic. How the UK and EU are addressing the great resignation: Increased pay. <https://www.techrepublic.com/article/how-the-uk-and-eu-are-addressing-the-great-resignation-increased-pay/>. Accessed 27 March 2022.
- ³⁰ Forbes. In the war for talent, competition has never been so fierce. <https://www.forbes.com/sites/forbesbusinesscouncil/2021/07/20/in-the-war-for-talent-competition-has-never-been-so-fierce/?sh=599f61ce118b>. Accessed 27 March 2022.
- ³¹ Forbes. How the great resignation can help you get a great raise. <https://www.forbes.com/advisor/personal-finance/great-resignation-salary-raise/>. Accessed 27 March 2022.
- ³² Fortune. The worker shortage is pushing companies to offer more perks and benefits. Here are the most common ones. <https://fortune.com/2022/02/22/worker-shortage-companies-offering-perks-benefits-most-common/>. Accessed 27 March 2022.
- ³³ Newsweek. Target to pay some new hires \$24 an hour amid competition for employees. <https://www.newsweek.com/target-pay-some-new-hires-24-hour-amid-competition-employees-1683202>. Accessed 27 March 2022.
- ³⁴ Time. The great resignation fuelled higher pay- even for those who didn't switch jobs. <https://time.com/6143212/us-wage-growth-record-high/>. Accessed 27 March 2022.
- ³⁵ Fortune. Worker pay rises strongly as businesses compete to attract talent. <https://fortune.com/2021/07/30/wages-salaries-increase-businesses-attract-talent-jobs/>. Accessed 27 March 2022.
- ³⁶ CNBC. 'Great resignation' has but many workers 'in the drivers seat for first time in 30 years' experts say. <https://www.cnbc.com/2021/11/19/great-resignation-has-put-many-workers-in-the-drivers-seat.html>. Accessed 27 March 2022.
- ³⁷ CNBC. Economists say rapid quitting and hiring will continue in 2022 despite omicron wave. <https://www.cnbc.com/2022/01/04/rapid-quitting-and-hiring-will-continue-in-2022-despite-omicron-wave-economists-say.html>. Accessed 27 March 2022.
- ³⁸ CNBC. The great resignation continues as 44 percent of workers look for a new job. <https://www.cnbc.com/2022/03/22/great-resignation-continues-as-44percent-of-workers-look-for-a-new-job.html>. Accessed 27 March 2022.
- ³⁹ Forbes. The future of work: Offering employee well-being benefits can stem the great resignation. <https://www.forbes.com/sites/jeannemeister/2021/12/16/the-future-of-work-offering-employee-well-being-benefits-can-stem-the-great-resignation/?sh=7d740f5f5a1f>. Accessed 28 March 2022.
- ⁴⁰ Calm Business. 3 Major Takeaways from our mental health survey. <https://business.calm.com/resources/blog/workplace-mental-health-survey#:~:text=The%20need%20for%20employers%20to,when%20evaluating%20a%20new%20job.> 28 March 2022.

- ⁴¹ Benefits Canada. Employers enhancing mental-health benefits over next three years, finds survey. <https://www.benefitscanada.com/benefits/health-benefits/employers-enhancing-mental-health-benefits-over-next-three-years-finds-survey/>. Accessed 28 March 2022.
- ⁴² Mercer UK. Employers increased investment in benefits during pandemic but many employees did not feel supported. <https://www.uk.mercer.com/newsroom/employers-increased-investment-in-benefits-during-pandemic-but-many-employees-did-not-feel-supported.html>. Accessed 28 March 2022.
- ⁴³ The Society for Human Resource Management. Employers enhance wellbeing benefits for a post-pandemic workforce. <https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/employers-enhance-well-being-benefits-for-a-post-pandemic-workforce.aspx>. Accessed 28 March 2022.
- ⁴⁴ Benefits Canada. Employers continue to highlight mental-health supports, prioritize staff well-being. https://www.benefitscanada.com/archives/_benefits-canada-archiv/employers-continue-to-highlight-mental-health-supports-prioritize-staff-well-being/. Accessed 28 March 2022.
- ⁴⁵ Benefits Canada. Employers enhancing mental-health benefits over next three years, finds survey. <https://www.benefitscanada.com/benefits/health-benefits/employers-enhancing-mental-health-benefits-over-next-three-years-finds-survey/>. Accessed 28 March 2022.
- ⁴⁶ Employee Benefits. 49 percent of employers have new benefits since pandemic. <https://employeebenefits.co.uk/49-employers-new-benefits-since-pandemic/>. Accessed 28 March 2022.
- ⁴⁷ Mercer UK. UK Employee benefits and technology trends report. <https://www.uk.mercer.com/our-thinking/health/uk-employee-benefits-and-technology-trends-report.html>. Accessed 28 March 2022.
- ⁴⁸ The Society for Human Resource Management. Employers enhance wellbeing benefits for a post-pandemic workforce. <https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/employers-enhance-well-being-benefits-for-a-post-pandemic-workforce.aspx>. Accessed 28 March 2022.
- ⁴⁹ The Irish Times. Survey finds 70 percent of workers fear disclosing mental health issue to employer. <https://www.irishtimes.com/news/ireland/irish-news/survey-finds-70-of-workers-fear-disclosing-mental-health-issue-to-employer->. Accessed 28 March 2022.
- ⁵⁰ Irish Examiner. 45 percent of young people planning to change jobs as employers are urged to prioritise mental health supports. <https://www.irishexaminer.com/news/arid-40725273.html>. Accessed 28 March 2022.
- ⁵¹ Daily Mail. Hybrid working is here to stay More than 80 percent of firms say they are now only working in the office for part of the week after pandemic hit. <https://www.dailymail.co.uk/news/article-10527549/Hybrid-working-stay-managers-survey-reveals.html>. Accessed 23 March 2022.
- ⁵² Zippia Research. 30 essential hybrid work statistics (2022): The future of work. <https://www.zippia.com/advice/hybrid-work-statistics/>. Accessed 24 March 2022.
- ⁵³ Irish Farmers Journal. Employers keen on hybrid working environment for 2022. <https://www.farmersjournal.ie/employers-keen-on-hybrid-working-environment-for-2022-666641>. Accessed 24 March 2022.
- ⁵⁴ Benefits Canada. 54 Percent of Canadian employers adopting hybrid work, meeting employee expectations: survey. <https://www.benefitscanada.com/human-resources/hr-communication/54-of-canadian-employers-adopting-hybrid-work-meeting-employee-expectations-survey/>. Accessed 23 March 2022.
- ⁵⁵ Auckland University of Technology. Happy workers are hybrid workers. <https://news.aut.ac.nz/news/happy-workers-are-hybrid-workers>. Accessed 21 March 2022.
- ⁵⁶ CNBC. 50% of companies want workers back in office 5 days a week- why experts say this strategy should fail. <https://www.cnn.com/2022/03/18/50percent-of-companies-want-workers-back-in-office-5-days-a-week.html>. Accessed 23 March 2022.
- ⁵⁷ Intuition. Hybrid working stats every professional should know in 2022. <https://www.intuition.com/hybrid-working-stats-every-professional-should-know-in-2022/>. Accessed 23 March 2022.
- ⁵⁸ Business Leader UK. Majority of UK employees prefer hybrid work according to new report. <https://www.businessleader.co.uk/majority-of-uk-employees-prefer-hybrid-work-according-to-new-report>. Accessed 23 March 2022.
- ⁵⁹ Benefits Canada. 54 Percent of Canadian employers adopting hybrid work, meeting employee expectations: survey. <https://www.benefitscanada.com/human-resources/hr-communication/54-of-canadian-employers-adopting-hybrid-work-meeting-employee-expectations-survey/>. Accessed 23 March 2022.
- ⁶⁰ Irish Examiner. Almost 90 percent of employees would like to stay working remotely after COVID restrictions end. <https://www.irishexaminer.com/news/arid-40787694.html>. Accessed 23 March 2022.
- ⁶¹ Business Leader UK. Majority of UK employees prefer hybrid work according to new report. <https://www.businessleader.co.uk/majority-of-uk-employees-prefer-hybrid-work-according-to-new-report>. Accessed 23 March 2022.
- ⁶² Benefits Canada. 54 Percent of Canadian employers adopting hybrid work, meeting employee expectations: survey. <https://www.benefitscanada.com/human-resources/hr-communication/54-of-canadian-employers-adopting-hybrid-work-meeting-employee-expectations-survey/>. Accessed 23 March 2022.
- ⁶³ Irish Examiner. Almost 90 percent of employees would like to stay working remotely after COVID restrictions end. <https://www.irishexaminer.com/news/arid-40787694.html>. Accessed 23 March 2022.
- ⁶⁴ Git Lab. The Remote Work Report by Git Lab: The Future of Work Is Remote. <https://page.gitlab.com/rs/194-VVC-221/images/the-remote-work-report-by-gitlab.pdf>. Accessed 23 March 2022.
- ⁶⁵ Government of Canada. Legislation to provide ten days of paid sick leave and enhance protections for health care workers receives Royal Assent. <https://www.canada.ca/en/employment-social-development/news/2021/12/legislation-to-provide-ten-days-of-paid-sick-leave-and-enhance-protections-for-health-care-workers-receives-royal-assent.html>. Accessed 28 March 2022.
- ⁶⁶ Government of British Columbia. Five paid sick days coming Jan 1. <https://news.gov.bc.ca/releases/2021PREM0073-002235>. Accessed 28 March 2022.
- ⁶⁷ The Government of Ireland. Tanaiste announces details of Statutory Sick Pay Scheme. <https://www.gov.ie/en/press-release/fee76-tanaiste-announces-details-of-statutory-sick-pay-scheme/#>. Accessed 28 March 2022.
- ⁶⁸ Forbes. The right to call in sick isn't guaranteed across the U.S., but it may be in your state. <https://fortune.com/2022/03/23/which-states-allow-paid-sick-leave-law/>. Accessed 24 March 2022.
- ⁶⁹ Maine Department of Labour. Earned paid leave. https://www.maine.gov/labor/labor_laws/earnedpaidleave/. Accessed 28 March 2022.
- ⁷⁰ New York State Government. New York paid sick leave. <https://www.ny.gov/programs/new-york-paid-sick-leave>. Accessed 28 March 2022.
- ⁷¹ Colorado General Assembly. Sick leave for employees. <https://leg.colorado.gov/bills/sb20-205>. Accessed 28 March 2022.
- ⁷² Mercer. New Mexico enacts paid sick leave law. <https://www.mercer.com/our-thinking/law-and-policy-group/new-mexico-enacts-paid-sick-leave-law.html>. Accessed 28 March 2022.
- ⁷³ Government of the United Kingdom. Statutory Sick Pay. <https://www.gov.uk/statutory-sick-pay>. Accessed 28 March 2022.
- ⁷⁴ The BMJ. COVID-19 driven advances in automation and artificial intelligence risk exacerbating economic inequality. <https://www.bmj.com/content/372/bmj.n367>. Accessed 29 March 2022.
- ⁷⁵ Statistics Canada. Automation and Job Transformation in Canada: Who's at risk? <https://www150.statcan.gc.ca/n1/pub/11f0019m/11f0019m2020011-eng.htm>. Accessed 29 March 2022.
- ⁷⁶ C.D. Howe Institute. The Next Wave: Automation and Canada's Labour Market. https://fsc-ccf.ca/wp-content/uploads/2020/12/CD_Howe_EN_Report.pdf. Accessed 29 March 2022.
- ⁷⁷ Chartered Professional Accountants Canada. Automation will replace millions of jobs- and that's not necessarily a bad thing. <https://www.cpacanada.ca/en/news/pivot-magazine/2020-10-27-covid-economy-recovery/2020-10-27-linda-nazareth>. Accessed 29 March 2022.

⁷⁸ Forbes. U.S. Lost over 60 million jobs-now robots, tech and artificial intelligence will take millions more. <https://www.forbes.com/sites/jackkelly/2020/10/27/us-lost-over-60-million-jobs-now-robots-tech-and-artificial-intelligence-will-take-millions-more/?sh=18086f441a52>. Accessed 29 March 2022.

⁷⁹ OECD. What happened to jobs at high risk of automation. <https://www.oecd.org/future-of-work/reports-and-data/what-happened-to-jobs-at-high-risk-of-automation-2021.pdf>. Accessed 29 March 2022.

⁸⁰ The Guardian. More than half of UKs furloughed jobs at risk of automation – report. <https://www.theguardian.com/business/2020/dec/15/more-than-half-of-uk-furloughed-jobs-at-risk-of-automation->. Accessed 29 March 2022.

⁸¹ Department of Taoiseach. Technical Paper: Automation of Occupations – A Comparative analysis of the impact of automation on occupation in Ireland. <https://igees.gov.ie/wp-content/uploads/2018/07/Automation-and-Occupations-Technical-Paper.pdf>. Accessed 29 March 2022

Proactively Released