



Education (Services Workforce Development Council) Order 2021

Patsy Reddy, Governor-General

Order in Council

At Wellington this 10th day of May 2021

Present:

Her Excellency the Governor-General in Council

This order is made under section 363 of the Education and Training Act 2020—

- (a) on the advice and with the consent of the Executive Council; and
- (b) on the recommendation of the Minister of Education made in accordance with section 363(3) and (4) of that Act.

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Order

- 1 Title**
This order is the Education (Services Workforce Development Council) Order 2021.
- 2 Commencement**
This order comes into force on 11 June 2021.
- 3 Interpretation**
In this order, unless the context otherwise requires,—
Act means the Education and Training Act 2020

Council means the Services Industries Workforce Development Council established by clause 5

learner means a learner in 1 or more of the specified industries

member means a member of the Council

specified industries means the industries listed in Schedule 2

tertiary education strategy means the tertiary education strategy issued under section 7 of the Act

vocational education provider means a vocational education or training provider for 1 or more of the specified industries.

4 **Transitional, savings, and related provisions**

The transitional, savings, and related provisions set out in Schedule 1 have effect according to their terms.

Council

5 **Services Workforce Development Council established**

This clause establishes the Services Workforce Development Council.

6 **Coverage of Council**

The Council covers the specified industries.

7 **Performance of Council's functions and duties**

- (1) When performing its functions under section 366 of the Act, the Council must act in a manner that—
 - (a) ensures, as far as practicable, that the people in the services sector workforce have every opportunity to reach their full potential and capabilities within their chosen occupation, and to extend those opportunities to people who have been underserved by the education system; and
 - (b) contributes towards the creation of a services sector workforce that meets industry needs and is fit for work in a sustainable, globally engaged, and adaptive Aotearoa New Zealand; and
 - (c) contributes to an education system that honours Te Tiriti o Waitangi and supports Māori–Crown relations; and
 - (d) seeks to contribute to an education system that helps to ensure fair and equitable outcomes for all; and
 - (e) contributes to a well-functioning labour market system in which the specified industries can access the skills required to meet their current and future needs.
- (2) When performing its functions under section 366 of the Act, the Council must give effect to the relevant parts of the tertiary education strategy.

- (3) When performing its duty under section 369(2)(b) of the Act to have regard to the needs of Māori and other population groups identified in the tertiary education strategy, the Council must consult the persons or bodies it considers on reasonable grounds represent the interests of Māori and those population groups.
- (4) The Council may appoint committees to advise it on any matters relating to the performance or exercise of its functions, duties, or powers.

8 Statement of strategic direction

- (1) The Council must, at least once every 3 years, issue a statement setting out its strategic direction for the next 5 years.
- (2) The statement must include (without limitation)—
 - (a) how the Council intends to perform its functions; and
 - (b) how the Council intends to give effect to relevant parts of the tertiary education strategy; and
 - (c) the performance measures that the Council will use to assess its performance against the goals and objectives set out in the statement.
- (3) Before issuing a statement, the Council must—
 - (a) engage with the specified industries to develop the statement; and
 - (b) consult with the following on the proposed statement:
 - (i) the Minister; and
 - (ii) vocational education providers, and
 - (iii) persons or bodies the Council considers on reasonable grounds represent the interests of Māori.
- (4) The Council must publish a copy of the statement on an Internet site maintained by or on behalf of the Council.

9 Annual report

- (1) As soon as practicable after the end of each financial year, the Council must provide the specified industries and the Minister with an annual report on the operations and activities of the Council in the performance of its functions during that financial year.
- (2) The annual report must include (without limitation)—
 - (a) the audited financial statements of the Council; and
 - (b) an outline of the progress the Council has made towards achieving the goals and objectives set out in its statement of strategic direction.

*Members of Council***10 Membership**

The Council comprises 9 members made up as follows:

- (a) at least 1 member nominated by employers in the specified industries to represent them:
- (b) at least 1 member nominated by employees in the specified industries to represent them:
- (c) at least 1 member nominated by Māori employers in the specified industries to represent them:
- (d) additional members as required to bring the total membership of the Council up to 9 members.

11 Appointment process

(1) The members of the Council are appointed as follows:

- (a) the Council must—
 - (i) seek nominations (including where appropriate from industry bodies, employers, employees, and iwi partners the Council represents) for appointment to the Council in relation to the members appointed under clause 10(a) to (c); and
 - (ii) invite expressions of interest (including where appropriate from industry bodies, employers, employees, and iwi partners the Council represents) for appointment as a member under clause 10(d):
- (b) the Council must appoint 5 members of the Council from the list of nominations or expressions of interest received by the Council, being those persons who are best suited for appointment as a member having regard to the matters set out in clause 12:
- (c) the responsible Minister must—
 - (i) appoint 4 persons as members of the Council from the list of nominations or expressions of interest received by the Council; and
 - (ii) designate 1 of those members to be the Chairperson:
- (d) in the case of the members appointed by the Minister,—
 - (i) the Council must notify the TEC of the nominations and expressions of interest received by the Council:
 - (ii) the TEC must recommend to the Minister from the list of nominations or expressions of interest received by the Council those persons who it considers are suitable for appointment, having regard to the matters set out in clause 12:

- (iii) the Minister must consider the recommendations made by the TEC and appoint as members of the Council those persons who are best suited for appointment as a member, having regard to the matters set out in clause 12:
 - (e) when appointing members to the Council, the Minister and the Council must collaborate to ensure that the membership of the Council overall satisfies the requirements of clauses 10 and 12.
- (2) When seeking nominations for an employee representative, the Minister and the Council—
 - (a) must take all reasonable steps to notify employees in the specified industries about the process for nominating members; and
 - (b) must ensure that the persons nominated for appointment have the support of a sufficient number of employees in the specified industries; and
 - (c) must not specify who is eligible to be nominated for appointment as a member except as provided for in this order.

12 Matters to be considered when appointing members

- (1) When appointing members, the Council and the Minister must ensure that—
 - (a) at least 2 members are persons who are Māori, one of whom is the person nominated by Māori employers to represent them in the specified industries; and
 - (b) at least 1 member is a person from the Pacific community, and
 - (c) the Council as a whole, as far as reasonably practicable, reflects the makeup of the current and anticipated workforce of the specified industries and has sufficient—
 - (i) skills and abilities to effectively manage the relationship with iwi, and to meet the needs of all learners, including those who are under-served by the vocational education and training system; and
 - (ii) experience in or understanding of the industry sectors covered by the Council; and
 - (iii) experience as an employer in one of the industry sectors covered by the Council; and
 - (iv) commitment to upholding the principles of Te Tiriti o Waitangi; and
 - (v) experience in governance and public administration; and
 - (vi) knowledge of the vocational education and training system; and
 - (vii) knowledge of te ao Māori and mātauranga Māori.
- (2) When appointing members to provide collective representation of employees under clause 10(b), the Council must appoint persons who—

- (a) have the support of a union representing employees in 1 or more of the specified industries; or
- (b) in the case of specified industries in which the employees are not represented by a union or unions, have the support of a sufficient number of employees involved in those specified industries.

13 Disqualification from office

The following persons are disqualified from being members:

- (a) a person who is an undischarged bankrupt;
- (b) a person who is prohibited from being a director or promoter of, or being concerned or taking part in the management of, an incorporated or unincorporated body under any enactment;
- (c) a person who is subject to a property order under the Protection of Personal and Property Rights Act 1988;
- (d) a person in respect of whom a personal order has been made under that Act that reflects adversely on the person's—
 - (i) competence to manage their own affairs in relation to their property; or
 - (ii) capacity to make or to communicate decisions relating to any particular aspect or aspects of their personal care and welfare;
- (e) a person who has been convicted of an offence punishable by imprisonment for a term of 2 years or more, or who has been sentenced to imprisonment for any other offence, unless the person has obtained a pardon, served the sentence, or otherwise suffered the penalty imposed on the person;
- (f) a member of Parliament;
- (g) a person who is disqualified from holding an office under an Act.

14 Term of appointment

- (1) When making appointments, the Council must specify a term of appointment, having regard to the need to maintain continuity in membership of the Council in a calendar year.
- (2) A member may be appointed for a maximum period of 3 years.
- (3) A member may be reappointed if the total of any consecutive or non-consecutive terms does not exceed 6 years.

15 Chairperson

Appointment

- (1) The Minister must appoint one of the members to be the chairperson by notice in writing stating the date on which the appointment takes effect.

Term of office

- (2) The chairperson holds that office until—
 - (a) they resign from that office; or
 - (b) they are removed from it by the Council; or
 - (c) they cease to hold office as a member; or
 - (d) the term of office specified on appointment expires.
- (3) A person may be reappointed as chairperson for a further term.

Resignation

- (4) The chairperson may, without resigning as a member, resign from that office by giving written notice to the Council.
- (5) The notice of resignation must state the date on which the resignation takes effect.

Removal

- (6) The Minister may, after consulting the person concerned, remove the chairperson from office by written notice to the person (with a copy to the Council).
- (7) The notice of removal must state the date on which the removal takes effect.

16 Deputy chairperson*Appointment*

- (1) The Council may appoint one of its members as deputy chairperson in writing stating the term of appointment and the date on which the appointment takes effect.
- (2) If a co-chairperson is absent, the deputy chairperson may exercise the powers of the chairperson.

Term of office

- (3) The deputy chairperson holds that office until—
 - (a) the deputy chairperson resigns from that office; or
 - (b) the term of office specified on appointment expires; or
 - (c) the deputy chairperson is removed from office by the Council; or
 - (d) the deputy chairperson ceases to hold office as a member of the Council.
- (4) A person may be reappointed as deputy chairperson for a further term.

Resignation

- (5) A deputy chairperson may, without resigning as a member of the Council, resign from office by giving written notice to the Council.
- (6) The notice of resignation must state the date on which the resignation takes effect.

Removal

- (7) The Council may, after consultation with the person concerned, remove a deputy chairperson of the Council from that office by written notice to the person.
- (8) The notice of removal must state the date on which the removal takes effect.

17 Revocation of appointments

- (1) The Minister may revoke the appointment of a member that the Minister has appointed.
- (2) The Minister must provide the Council with the Minister's reason or reasons for the revocation in writing.
- (3) The Council may revoke the appointment of a member for just cause.
- (4) The revocation of the appointment must be made by written notice to the member, stating—
 - (a) the date on which the revocation takes effect, which must be no earlier than the date on which the notice is received; and
 - (b) the reasons for the revocation.
- (5) The Council may revoke the appointment of a member with as little formality and technicality, and as much expedition, as is permitted by—
 - (a) the principles of natural justice; and
 - (b) a proper consideration of the matter.
- (6) A member is not entitled to any compensation or other payment or benefit relating to the member ceasing, for any reason, to hold office as a member.
- (7) In subclause (3), **just cause** includes misconduct, inability to perform the functions of office, neglect of duty, and breach of any of the collective duties of the Council or the individual duties of members (depending on the seriousness of the breach).

18 Continuation in office

- (1) Each member continues in office (unless the member ceases to hold office) until a successor is appointed.
- (2) A member may resign from office by written notice to the Council signed by the member.
- (3) The resignation takes effect when the Council receives the notice or at any later time specified in the notice.
- (4) A member of the Council ceases to hold office if the member—
 - (a) resigns; or
 - (b) has had their appointment as a member revoked under clause 17; or
 - (c) becomes disqualified from being a member; or

- (d) ceases to hold office in accordance with any enactment.

19 Vacancies

Ordinary vacancies

- (1) The Council must fill an ordinary vacancy as soon as practicable using the process by which the departing member was appointed, unless that process is no longer available or applicable to the position.

Extraordinary vacancies

- (2) An extraordinary vacancy occurs when a member dies or ceases to hold office under clause 18(4).
- (3) If an extraordinary vacancy occurs within 6 months of the expiry of the vacating member's term, the Council may—
- (a) appoint a replacement; or
- (b) leave the vacancy open.
- (4) If an extraordinary vacancy occurs more than 6 months before the expiry of the vacating member's term, the Council must appoint a replacement member using the process by which the departing member was appointed, unless that process is no longer available or applicable to the position.
- (5) A person appointed or elected to fill an extraordinary vacancy holds office only for the remainder of the vacating member's term.

General

- (6) The powers of the Council are not affected by any vacancy in its membership.

Responsibilities of members

20 Collective duties

- (1) The Council must act in a manner consistent with its functions, duties, and powers.
- (2) The Council must perform or exercise its functions, duties, and powers efficiently and effectively.
- (3) The Council must operate in a financially responsible manner and, for that purpose, ensure that it prudently manages its assets and liabilities.

21 Individual duties

- (1) A member may not contravene, or cause the contravention of, or agree to the Council contravening, the Act.
- (2) A member must, when acting as a member, act with honesty and integrity.
- (3) A member must, when acting as a member, act in good faith and not pursue the member's own interests at the expense of the Council's interests.

- (4) A member must, when acting as a member, exercise the care, diligence, and skill that a reasonable person would exercise in the same circumstances, taking into account (without limitation)—
 - (a) the nature of the Council; and
 - (b) the nature of the action; and
 - (c) the position of the member and the nature of the responsibilities undertaken by the member.
- (5) A member must—
 - (a) act in the interests of the Council as a whole; and
 - (b) act in a manner that promotes the performance of the functions and the duties of the Council.
- (6) A member must comply with a code of conduct for members issued by the Council.
- (7) A member who has information in the member's capacity as a member that would not otherwise be available to the member may not disclose the information to any person, or make use of, or act on, the information, except—
 - (a) in the performance of the Council's functions; or
 - (b) as required or permitted by law; or
 - (c) when the member is first authorised to do so by the Council and the disclosure, use, or act in question does not, or is unlikely to, prejudice the Council.

22 Accountability

- (1) A member's duties are owed to the Council.
- (2) If a member does not comply with their individual duties, the member's appointment may be revoked.
- (3) The Council may bring an action against a member for breach of any individual duty.
- (4) A member is not liable for a breach of an individual duty, except as provided in subclause (2) and (3).
- (5) Nothing in this clause limits or affects the member's accountability for any thing else for which the member may be liable under any Act or rule of law arising from the act or omission that constitutes the breach.

23 Personal liability

A member is not personally liable for any act done or omitted to be done by the Council or any loss to the Council arising out of any act or omission of the member if the act or omission was (as far as the member's involvement is concerned)—

- (a) in good faith; and

- (b) in performance or intended performance of the functions of the Council.

24 Conflicts of interest

- (1) A person is **interested** in a matter if the person—
 - (a) may derive a financial benefit from the matter; or
 - (b) is the spouse, civil union partner, de facto partner, child, or parent of a person who may derive a financial benefit from the matter; or
 - (c) may have a financial interest in a person to whom the matter relates; or
 - (d) is a partner, director, or officer, or a member of a board or council or committee, of a person who may have a financial interest in a person to whom the matter relates; or
 - (e) otherwise directly or indirectly has an interest in the matter.
- (2) A member who is interested in a matter relating to the Council must disclose to the Council details of the interest as soon as practicable after the member becomes aware that they are interested.
- (3) The details that must be disclosed are—
 - (a) the nature of the interest and the monetary value of the interest (if the monetary value can be quantified); or
 - (b) the nature and extent of the interest (if the monetary value cannot be quantified).
- (4) A member who has an interest in a matter—
 - (a) may not vote or take part in any discussion or decision of the Council or any of its committees relating to the matter, or otherwise participate in any activity of the Council that relates to the matter; and
 - (b) may not sign any document relating to the entry into a transaction or the initiation of the matter.
- (5) In this clause, **matter** means the Council's performance of its functions or exercise of its powers, or an arrangement or agreement, or a contract made or entered into, or proposed to be made or entered into, by the Council.

Industry engagement and collaboration

25 Industry engagement

The Council must make arrangements (for example, by establishing industry stakeholder groups) for ensuring that the specified industries have an adequate opportunity to provide input to the Council in support of the performance of its functions, including (without limitation)—

- (a) providing information and views—

- (i) that assist the Council in formulating its advice to the TEC on investment in vocational education and training and workforce planning for the specified industries; and
 - (ii) on the current and future skills and knowledge requirements in the specified industries; and
 - (iii) on reviews of industry qualifications; and
 - (iv) on career pathways into and within the specified industries; and
 - (v) that assist the Council to undertake strategic workforce leadership research, advice, and support to all specified industries; and
- (b) enabling the specified industries to raise issues and concerns about the governance, management, and operation of the Council.

26 Collaboration with other workforce development councils

The Council must—

- (a) identify the specified industries where close collaboration with another workforce development council is required to ensure that the industry training needs of those industries are met; and
- (b) establish appropriate engagement models with those other workforce development councils and specified industries to ensure that the industry training needs of those industries are met; and
- (c) co-ordinate its activities with other workforce development councils in the performance of its functions.

Miscellaneous

27 Appointment of general manager and other employees

- (1) The Council—
 - (a) must appoint a person who is not a member of the Council to be its general manager; and
 - (b) may appoint any other employees it thinks necessary for the efficient performance of its functions.
- (2) The general manager—
 - (a) is responsible for the efficient and effective management of the Council; and
 - (b) must give effect to the policies and directions of the Council in relation to the performance of its functions.
- (3) The general manager may be referred to by any other title that the Council determines.

28 Delegation

- (1) The Council may, by resolution in writing, delegate any of its functions or powers (except the power to appoint a general manager) to—
 - (a) a member or members of the Council;
 - (b) the general manager;
 - (c) a committee appointed by the Council;
 - (d) a subsidiary of the Council;
 - (e) any other person approved by the Council.
- (2) The power to delegate may not be further delegated.
- (3) The person to whom any functions or powers are delegated may perform those functions or exercise those powers in the same manner and with the same effect as if the delegate were the Council.
- (4) A person who purports to act under a delegation is, in the absence of proof to the contrary, presumed to be acting in accordance with the terms of delegation.
- (5) A delegation under this clause—
 - (a) may be subject to any conditions that the Council thinks fit;
 - (b) is revocable at any time, by notice in writing or by any other method specified in the delegation.
 - (c) does not prevent the Council from performing the functions or exercising the powers;
 - (d) does not affect the Council's responsibility for the actions of the person acting under delegation.

29 Meetings

- (1) The chairperson may convene meetings to be held at the time and place that the chairperson determines, and must give at least 7 days' notice in writing of those meetings to members.
- (2) A meeting may be held by means of electronic communication.
- (3) The quorum for a meeting is 5 of the members then holding office.
- (4) The Council should strive to achieve consensus in its decision-making; however, any matter arising at a meeting may be decided by a majority vote of those members present with the chairperson having a casting vote or, if the chairperson is absent, with the deputy chairperson having a casting vote.
- (5) A resolution in writing signed by a majority of members is as valid as if it had been passed at a meeting of those members.
- (6) An irregularity in a notice of a meeting is waived if all members entitled to receive the notice—
 - (a) attend the meeting without objection to the irregularity; or

- (b) do not attend the meeting, but agree before the meeting is held to waive the irregularity.
- (7) Subject to this clause, the Council may determine its own procedures for regulating meetings and conducting its affairs.

Schedule 1

Transitional, savings, and related provisions

cl 4

Part 1

Provisions relating to this order as made

1 Interpretation

In this schedule, **commencement date** means 11 June 2021.

2 Membership of first Council

- (1) The first Council comprises—
 - (a) 4 members appointed by the Minister; and
 - (b) 5 members appointed subsequently by the persons appointed under paragraph (a).
- (2) The members of the first Council must be appointed so as to give effect to clause 10, as follows:
 - (a) the TEC must—
 - (i) invite nominations (including where appropriate from industry bodies, employers, employees, and iwi partners the Council represents) for appointment to the Council in relation to the members appointed under clause 11(1)(a) to (c); and
 - (ii) invite expressions of interest (including where appropriate from industry bodies, employers, employees, and iwi partners the Council represents) for appointment as a member under clause 11(1)(d); and
 - (iii) recommend to the Minister from the list of nominations or expressions of interest received by the TEC those persons who it considers are suitable for appointment, having regard to the matters set out in clause 12; and
 - (b) the Minister must—
 - (i) consider the recommendations made by the TEC and appoint as members of the Council under subclause (1)(a) those persons who are best suited for appointment as a member, having regard to the matters set out in clause 12:

- (ii) appoint an initial chairperson.
- (3) The members appointed by the Minister under subclause (1)(a) must—
 - (a) identify those persons who are suitable for appointment as a member, having regard to the matters set out in clause 12, from the list of nominations or expressions of interest received by the TEC; and
 - (b) appoint as members under subclause (1)(b) those persons who are best suited for appointment as a member, having regard to the matters set out in clause 12.
- (4) The members appointed under subclause (1)(b) must be appointed as soon as practicable, but no later than 3 months from the date when the Council is established.
- (5) No action of the Council is invalid merely because any member has not been appointed to the Council on the commencement date.

3 Term of appointment of members of first Council

- (1) The term of appointment for a person appointed chairperson under clause 2(2)(b)(ii) of this schedule is 2 years.
- (2) The remaining 8 members appointed under clause 2(1) of this schedule may be appointed for a term of 1 year, 2 years, or 3 years as required to ensure that there is sufficient stability and continuity in the membership of the Council.

4 Validation of pre-commencement actions and processes regarding appointments to Council

An appointment of a member to the Council is valid if the action or process for appointment undertaken before the commencement date substantially complies with the membership appointment provisions of this order.

5 Membership of Council reduced until all appointments made

The number of members and the quorum required for a meeting under clause 29(3) are proportionately reduced until the date on which each member referred to in clause 11(1) is appointed to the Council.

Schedule 2

Specified industries

cl 3

The coverage of the Council—

- (a) comprises the workforce development activities in relation to employers, vocational education providers, employees, and people seeking to be employed in work related to the following industries:
- (i) advisory services:
 - (ii) aviation:
 - (iii) cleaning services:
 - (iv) business services:
 - (v) contact centres:
 - (vi) financial services:
 - (vii) hospitality:
 - (viii) local government:
 - (ix) real estate retail:
 - (x) security services:
 - (xi) state sector:
 - (xii) tourism and travel; and
- (b) includes the level 4 industries specified in the *Australia and New Zealand Standard Industrial Classification 2006 (ANZSIC)*, published by Statistics New Zealand, that are set out in following table:

ANZSIC code	Industries
C239400	Aircraft manufacturing and repair services
F360100	General line grocery wholesaling
F360500	Fruit and vegetable wholesaling
F360600	Liquor and tobacco product wholesaling
F360900	Other grocery wholesaling
F371100	Textile product wholesaling
F371200	Clothing and footwear wholesaling
F372000	Pharmaceutical and toiletry goods wholesaling
F373200	Jewellery and watch wholesaling
F373300	Kitchen and diningware wholesaling
F373400	Toy and sporting goods wholesaling
F373500	Book and magazine wholesaling
F373600	Paper product wholesaling
F373900	Other goods wholesaling n.e.c.
F380000	Commission-based wholesaling

ANZSIC code	Industries
G400000	Fuel retailing
G411000	Supermarket and grocery stores
G412300	Liquor Retailing
G412900	Other specialised food retailing
G421100	Furniture retailing
G421300	Houseware retailing
G421400	Manchester and other textile goods retailing
G422200	Computer and computer peripheral retailing
G422900	Other electrical and electronic goods retailing
G423200	Garden supplies retailing
G424100	Sport and camping equipment retailing
G424200	Entertainment media retailing
G424300	Toy and game retailing
G424400	Newspaper and book retailing
G425100	Clothing retailing
G425200	Footwear retailing
G425300	Watch and jewellery retailing
G425900	Other personal accessory retailing
G426000	Department stores
G427100	Pharmaceutical, cosmetic, and toiletry goods retailing
G427200	Stationery goods retailing
G427300	Antique and used goods retailing
G427900	Other store-based retailing n.e.c.
G431000	Non-store retailing
G432000	Retail commission-based buying or selling
H440000	Accommodation
H451100	Cafes and restaurants
H451200	Takeaway food services
H451300	Catering services
H452000	Pubs, taverns, and bars
H453000	Clubs (hospitality)
I522000	Airport operations and other air transport support services
K621000	Central banking
K622100	Banking
K622200	Building society operation
K622300	Credit union operation
K622900	Other depository financial intermediation
K623000	Non-depository financing
K624000	Financial asset investing
K631000	Life insurance
K632100	Health insurance
K632200	General insurance
K633000	Superannuation funds
K641100	Financial asset broking services

ANZSIC code	Industries
K641900	Other auxiliary finance and investment services
K642000	Auxiliary insurance services
L661100	Passenger car rental and hiring
L661900	Other motor vehicle and transport equipment rental and hiring
L662000	Farm animal and bloodstock leasing
L663200	Video and other electronic media rental and hiring
L663900	Other goods and equipment rental and hiring n.e.c.
L664000	Non-financial intangible assets (except copyrights) leasing
L671100	Residential property operators
L671200	Non-residential property operators
L672000	Real estate services
M691000	Scientific research services
M693100	Legal services
M693200	Accounting services
M694000	Advertising services
M695000	Market research and statistical services
M696100	Corporate head office management services
M696200	Management advice and related consulting services
M699100	Professional photographic services
M699900	Other professional, scientific and technical services n.e.c.
N721100	Employment placement and recruitment services
N721200	Labour supply services
N722000	Travel agency and tour arrangement services
N729100	Office administrative services
N729200	Document preparation services
N729300	Credit reporting and debt collection services
N729400	Call centre operation
N729900	Other administrative services n.e.c.
N731100	Building and other industrial cleaning services
N731300	Gardening services (excluding arborists)
N732000	Packaging services
O751000	Central government administration
O752000	State government administration
O753000	Local government administration
O754000	Justice
O755100	Domestic government representation
O755200	Foreign government representation
O760000	Defence
O771200	Investigation and security services
S953300	Parking services
S953400	Brothel keeping and prostitution services
S953900	Other personal services n.e.c.
S955100	Business and professional association services
S955200	Labour association services

ANZSIC code	Industries
S955900	Other interest group services n.e.c.

Michael Webster,
Clerk of the Executive Council.

Explanatory note

This note is not part of the order, but is intended to indicate its general effect.

This order, which comes into force on 11 June 2021, establishes the Services Workforce Development Council under the Education and Training Act 2020 and sets out provisions relating to the operation of the Council, including—

- the specified industries covered by the Council:
- the membership of the Council and the responsibilities of members:
- the Council’s engagement with the specified industries and its duty to collaborate with other workforce development councils.

Issued under the authority of the Legislation Act 2012.
Date of notification in *Gazette*: 13 May 2021.
This order is administered by the Ministry of Education.