



# Te Kawa Mataaho

Public Service Commission

2 July 2021

Mr Kieran McLean  
[fyi-request-15368-1cb49caa@requests.fyi.org.nz](mailto:fyi-request-15368-1cb49caa@requests.fyi.org.nz)

Dear Mr Kieran McLean

## Official Information Request Our Ref: OIA2021-0043

I refer to your official information request received on 5 May 2021 for:

*“copies of any correspondence sent to public sector agencies regarding the public sector pay freeze announcement of 5 May 2021. I am solely requesting any information sent prior to the announcement”.*

On 1 June 2021 we wrote to notify you of an extension of the time to make our decision, to **2 July 2021**. The extension was necessary because your request captures a large quantity of information and consultation with a number of parties was needed to make a decision on your request, therefore a proper response could not reasonably meet the original time limit.

### Information being released

On 5 May 2021 the Minister for the Public Service issued a [Government Workforce Policy Statement](#) (Workforce Policy) setting out the Government's expectations of how it wants the Public Service and most other public sector agencies to effectively manage employment relations.

The Workforce Policy sets out the Government's expectation that the Public Service is an exemplar employer, one which uses modern, progressive employment practices, and is a great place to work. It also wants a productive unified workforce which is grounded in the spirit of service.

To achieve these goals, the Workforce Policy has four key workforce priorities:

- Employ people fairly, equitably and in a way that allows them to live good lives and participate in the economy.
- Work collaboratively with unions and other groups to achieve shared goals.
- Create an inclusive environment for all workers with the aim of achieving a diverse workforce.
- Achieve the goals within the fiscal context of the Government.

The final priority is particularly important in the COVID-19 environment and the public sector needs to be mindful of the fiscal context the Government is operating in.

With these fiscal conditions continuing, the Government has been clear that pay restraint needs to continue to be exercised across the Public Service for the foreseeable future.

To help agencies to give effect to the Government's expectation of pay restraint, the Public Service Commissioner issued [Public Service Pay Guidance](#) to Public Service agencies on how he expects they

will approach these matters. He has asked other public sector organisations to take the same approach.

Please find enclosed the documents listed in the table below, which is the correspondence the Public Service Commissioner sent to Public Service Chief Executives, relating to the Government Workforce Policy Statement announcements made by the Minister for the Public Service on the 5 May 2021.

All of the attachments that were sent with these documents are publicly available on the Te Kawa Mataaho Public Service Commission's website. Therefore, we have listed in the table the documents that were included as attachments and provided you with the website link to where they are located.

Item	Date	Document Description	Decision
1	30 April 2021	Email from the Public Service Commissioner to the Public Service Leadership Team Subject: Government workforce policy statement and pay guidance announcement	Released in part
2	30 April 2021	Attachment: Government workforce policy statement on the Government expectations for employment relations in the public sector	Publicly available <a href="#">here</a> .
3	30 April 2021	Attachment: Public Service Pay Guidance 2021	Publicly available <a href="#">here</a> .
4	30 April 2021	Attachment: Communications for Departmental Secretaries	Released in full
5	4 May 2021	Email from the Public Service Commissioner to the Public Service Leadership Team Subject: [IN-CONFIDENCE] RE: Government workforce policy statement and pay guidance announcement	Released in part
6	4 May 2021	Public Service Pay Guidance 2021	Publicly available <a href="#">here</a> .

We have decided to release the documents listed above, subject to information being withheld under section 9(2)(a) of the Official Information Act 1982, to protect the privacy of natural persons, including deceased people.

If you wish to discuss this decision with us, please feel free to contact [Ministerial.Services@publicservice.govt.nz](mailto:Ministerial.Services@publicservice.govt.nz).

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Please note that we intend to publish this letter (with your personal details removed) and enclosed documents on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely



Nicky Dirks  
**Manager – Ministerial and Executive Services**  
**Te Kawa Mataaho Public Service Commission**