



Report Title:	Public Service Amendment Bill – Talking points for Cabinet and introduction material		
Report No:	MoSR 2025-0612		
Date:	17 July 2025		
To:	Hon Judith Collins KC, Minister for the Public Service		
Actions Sought:	Note the attached talking points for discussion of the Public Service Amendment Bill at Cabinet Legislation Committee on 24 July; Provide any feedback on the draft Legislative Statement, First Reading speech, and public communications material for the Bill.	Due Date	24 July 2025
Contact	Callum Butler, Manager – Strategy, Policy and Integrity		
Contact No:	9(2)(a) privacy		
Encl:	<ul style="list-style-type: none">Suggested talking points for Cabinet Legislation Committee and CabinetDraft Legislative StatementDraft First Reading speech, press release and draft question and answer material for the Public Service Amendment Bill	Priority	High
Security Level:	IN CONFIDENCE		

Purpose of this report

1. This report provides:
 - a. suggested talking points for your item at Cabinet Legislation Committee on Thursday 24 July (and Cabinet on 28 July) seeking approval to introduce the Public Service Amendment Bill (the Bill) to the House of Representatives;
 - b. a draft Legislative Statement for your consideration; and
 - c. a draft First Reading speech, press release and question and answer material for public or media queries following introduction of the Bill.

Background

2. On 10 July 2025 we briefed you with the lodging version of a paper seeking the agreement of Cabinet Legislation Committee to introduce the Public Service Amendment Bill [MoSR 2025-0582 refers]. Your office has now lodged this paper for consideration by the Committee on Thursday 24 July (Parliamentary Counsel will lodge the latest version of the Bill).
3. As previously briefed, should the Committee approve the paper, it would be subject to confirmation by Cabinet on Monday 28 July and the Bill introduced the same day (this would need to occur before 5pm). This would allow for the First Reading of the Bill and referral to the Governance and Administration Select Committee on Thursday

31 July. These timeframes are essential if the Committee is to be given a four-month window for reporting (by 1 December), which would leave you the last two sitting weeks of the year to progress the Bill through its remaining stages in 2025.

Suggested talking points

4. Suggested talking points for your discussion at Cabinet Legislation Committee and Cabinet are attached as **Appendix One**.
5. These points summarise:
 - the key themes of reform approved by Cabinet in March;
 - the key amendments in the Bill, including the additional policy decision being sought from the Committee around business continuity management (lifting and shifting these provisions from the Civil Defence Emergency Management Act and modernising the language);
 - issues likely to attract public comment; and
 - your proposed timeframes for the Bill.

Legislative Statement

6. Legislative statements are intended to put detailed information on the parliamentary record about what legislation is intended to achieve. We understand the Leader of the House now expects such statements to be presented with each Government Bill.
7. The draft statement attached combines the General Policy Statement from the Explanatory Note (setting out the key objectives of the Bill), a clause specific summary of key amendments, and a summary of the background to the Bill, including links to proactively released Cabinet papers and the Regulatory Impact Statement.
8. It will need to be circulated to the Leader of the House, the Clerk of the House, and the relevant spokespeople for each party before 11am on the day you move the First Reading of the Bill.

First reading speech and public communications material

9. The draft First Reading speech emphasises:
 - your desire to focus the public service on serving the government of the day and delivering services and outcomes for taxpayers, and to lift overall performance;
 - the strengthening of the principle and requirements for merit-based appointments;
 - that principles of political neutrality and free and frank advice are unchanged; and
 - other key, specific amendments.
10. We understand your office will provide the procedural text required to support your first reading motion and special instructions to the select committee in terms of reporting timeframe.

11. The draft press release is aligned with your speech, and question and answer material focuses on issues likely to attract further detailed questions, such as the removal of diversity, equity, and inclusion provisions and the new, national security direction power for the Commissioner.

Speech to Hapai Public

12. You are also scheduled to speak to Hāpai Public (formerly the Institute of Public Administration New Zealand) on the evening of Monday 28 July (the date of introduction for the Bill). We are including references in this speech to the main objectives and amendments in the Bill (without substantive detail), and will provide you with this plus question and answer material on Thursday, 17 July.

Next steps

Timeline for the Bill

13. As previously briefed, the draft timeline for the Bill's passage is as follows:

28 July	Cabinet confirmation and introduction of Bill
31 July	First reading
1 December	Proposed date of report back from select committee <i>[Scrutiny Week 1-5 December]</i>
9 to 18 December (last 6 sitting days of 2025)	Second reading, Committee of the Whole and Third reading <i>[Timing dependent upon Committee stage & House agenda]</i>
Within 7 days of 3 rd reading	Royal assent and commencement

Recommended Action

We recommend you:

- a) **note** the contents of this report and the suggested talking points for Cabinet Legislation Committee attached as **Appendix One**;
- b) **provide any feedback** on the draft Legislative Statement, First Reading speech, and public communications material for the Bill

Agree/disagree

Hon Judith Collins KC
Minister for the Public Service