



23 January 2026

9(2)(a) privacy

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**Official Information Request**  
**Our Ref: OIA 2025-0112**

I refer to your official information request received on 2 October 2025 for:

- (i) *All advice regarding public sector bargaining since 1 January 2025*
- (ii) *All correspondence, sent and received, between Public Service Commission tier two and above leaders and any Ministers or Ministerial offices, regarding public sector bargaining, since 1 January 2025*

We wrote to you to extend the timeframe of our response to your request until 23 January 2026.

**Information being released**

Please find listed in the table below documents within scope of your request for all advice provided to the Minister for the Public Service regarding public sector bargaining since 1 January 2025 and emails between tier two and above leaders at the Public Service Commission and Ministers or Ministerial Officials regarding public sector bargaining.

Due to the large number of documents included in our response, we have published the documents on the Commission's website [here](#).

Item	Date	Document Description	Decision
1	8 May 2025	MoSR 2025-0417 - Rebalancing Public Sector bargaining settings	Released in part
2	23 June 2025	MoSR 2025-0567 - Draft Opinion Piece on public sector bargaining	Released in part
3	10 July 2025	MoSR 2025-0605 - Capacity Care Demand Management Briefing	Released in part
4	29 July 2025	MoSR 2025-0630 - Health NZ Nurses bargaining and industrial action	Released in part

5	12 August 2025	Joint Report - MoSR 2025-0656 - Teacher and Principal Collective Bargaining - Update	Released in part
6	2 October 2025	MoSR 2025-0696 - Supporting the Government's response to upcoming day of action by unions	Released in part
7	Various dates	Extracts from Weekly Report to the Minister	Released in part
8	Various dates	Extracts from Bargaining weekly report to the Minister	Released in part
9	March	Ministerial Employment Relations Forum	Released in part
10	May	Ministerial Employment Relations Forum	Released in part
11	July	Ministerial Employment Relations Forum	Released in part
12	August	Ministerial Employment Relations Forum	Released in part
<b>Correspondence from the Public Service Commission to Ministerial offices</b>			
13	21 February 2025	FW: [SENSITIVE] Further recs – teacher and principal bargaining paper	Released in part
14	1 April 2025	RE: April MERF meeting	Released in part
15	16 April 2025	RE: [IN-CONFIDENCE] Draft Senior doctors external bargaining strategy	Released in part
16	21 April 2025	Action list – key workforce collective bargaining	Released in part
17	30 April 2025	Teacher bargaining (Attachments: Revocation letter, union letter, PR-education sector bargaining)	Released in part
18	1 May 2025	Key workforce bargaining comms plans	Released in part
19	7 May 2025	Email: Education Bargaining meeting	Released in part
20	11 May 2025	RE: Education Bargaining meeting	Released in part
21	13 May 2025	RE: New Entry – CONFIDENTIAL PAPER	Release in part
22	13 May 2025	RE: New Entry – Confidential Joint Report – Teacher and Principal Bargaining Update	Released in part
23	28 May 2025	New entry in spreadsheet: MoSR 2025-0417 – REPORT – Rebalancing Public Sector bargaining settings V2	Released in part
24	30 May 2025	RE: [SENSITIVE] MoSR 2025-0417 – REPORT – Rebalancing Public Sector bargaining settings V2	Released in part
25	4 June 2025	Section 116 Order in Council	Released in part
26	5 June 2025	Email: Aide mem from Treasury	Released in part
27	16 June 2025	RE: New entry – Issues with HNZ collective bargaining	Released in part

28	23 June 2025	Updated OPED including Health NZ's feedback	Released in part
29	23 June 2025	FW: MoSR 2025-0567 – AIDE MEMOIRE – Draft Opinion piece on public sector bargaining	Released in part
30	24 June 2025	RE: Judith Collins Hosking interview 25/06	Released in part
31	24 June 2025	RE: Changes to Minister's opening remarks	Released in part
32	3 July 2025	RE: Draft NZNO pay offer statement – URGENT with confirmed numbers	Released in part
33	11 August 2025	RE: Update on education bargaining	Released in part
34	13 August 2025	Re: Education bargaining	Released in part
35	14 August 2025	Re: fact check please	Released in part
36	1 September 2025	RE: [SENSITIVE] New entry in spreadsheet: MoSR 2025-0673 – Teacher and Principal Collective Bargaining – Proposed Commissioner Offer	Released in part
37	3 September 2025	RE: Teacher Revised Offer – Commissioners Letters and draft PR	Released in part
38	3 September 2025	New entry in spreadsheet: MoSR 2025-0673 – Teacher and Principal Collective Bargaining – Proposed Commissioner Offer	Released in part
39	3 September 2025	Teacher Collective Bargaining	Released in part
40	3 September 2025	FW: BARGAINING SENSITIVE – Nurses options as at 3 September 2025	Released in part
41	16 September 2025	RE: Lines on teacher bargaining	Released in part

I have decided to release the relevant parts of the documents listed above, subject to information being withheld under one or more of the following sections of the Official Information Act 1982 (OIA), as applicable:

- section 9(2)(a) – to protect the privacy of natural persons, including deceased people
- section 9(2)(g)(i) – to maintain the effective conduct of public affairs through the free and frank expression of opinions by or between or to Ministers of the Crown or members of an organisation or officers and employees of any public service agency or organisation in the course of their duty
- section 9(2)(h) – to maintain legal professional privilege
- section 9(2)(j) – to enable a Minister of the Crown or any public service agency or organisation holding the information to carry on, without prejudice or disadvantage, negotiations (including commercial and industrial negotiations)

In making my decision, I have considered the public interest considerations in section 9(1) of the OIA.

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