



23 January 2026

9(2)(a) privacy

9(2)(a) privacy

**Official Information Request**  
**Our Ref: OIA 2025-0132**

I refer to your official information request received by the Public Service Commission (the Commission) on 21 October 2025 for:

- 1. All correspondence from and to the Minister for Public Services and their office from the Public Service Commission regarding public sector strikes and public sector collective bargaining since 24 January 2025*
- 2. All advice produced by the public service commission around public sector strikes and public sector collective bargaining since 27 November 2023*

As you were advised on 17 November 2025, we extended your request to 23 January 2026 as your request necessitated a search through a large quantity of information and meeting the original time limit would unreasonably interfere with our operations, and consultations needed to make a decision on your request were such that a proper response could not reasonably be made within the original time limit.

**Information publicly available**

The following information, which includes previous OIA responses we have sent to you, is covered by part one of your request and is publicly available at the links provided for in the table below.

Item	Document Description	Website Address
1	Attachment to an email in scope: NZEI letter	<a href="https://www.publicservice.govt.nz/assets/DirectoryFile/OIA-2025-0125-Communications-with-Unions-participating-in-the-23-October-2025-strike.pdf">https://www.publicservice.govt.nz/assets/DirectoryFile/OIA-2025-0125-Communications-with-Unions-participating-in-the-23-October-2025-strike.pdf</a>

2	Attachments to an email in scope: Letters to unions	<a href="https://www.publicservice.govt.nz/assets/Commissioners-letter-to-NZEI-outlining-revised-offer-to-primary-teachers.pdf">https://www.publicservice.govt.nz/assets/Commissioners-letter-to-NZEI-outlining-revised-offer-to-primary-teachers.pdf</a> <a href="https://www.publicservice.govt.nz/assets/DirectoryFile/OIA-2025-0125-Communications-with-Unions-participating-in-the-23-October-2025-strike.pdf">https://www.publicservice.govt.nz/assets/DirectoryFile/OIA-2025-0125-Communications-with-Unions-participating-in-the-23-October-2025-strike.pdf</a>
3	Attachment to an email in scope: Minister Collins' open letter	<a href="https://www.beehive.govt.nz/release/open-letter-people-new-zealand">https://www.beehive.govt.nz/release/open-letter-people-new-zealand</a>
4	OIA response referenced in an email in scope	<a href="OIA-2025-0125-Information-request-regarding-communications-with-Unions-participating-in-the-23-October-2025-strike.pdf">OIA-2025-0125-Information-request-regarding-communications-with-Unions-participating-in-the-23-October-2025-strike.pdf</a>
5	Email and text communications with the Minister's office regarding the Commission's social media posts in response to the Day of Action on 23 October 2025	<a href="OIA-2025-0130-Social-Media-Advertisements-campaigning-against-strike-action.pdf">OIA-2025-0130-Social-Media-Advertisements-campaigning-against-strike-action.pdf</a>
6	Correspondence between the Commission the Minister's office on public sector strike actions from 1 January 2025 to 2 October 2025	<a href="OIA-2025-0111-Information-request-regarding-public-sector-strike-actions.pdf">OIA-2025-0111-Information-request-regarding-public-sector-strike-actions.pdf</a>
7	Correspondence between the Commission and the Minister's office on public sector bargaining from 1 January 2025 to 2 October 2025	<a href="OIA-2025-0112-OIA-RESPONSE-Public-Sector-Bargaining-WEBSITE-v2.pdf">OIA-2025-0112-OIA-RESPONSE-Public-Sector-Bargaining-WEBSITE-v2.pdf</a>

Accordingly, I have refused your request for the documents listed in the above table under section 18(d) of the OIA on the grounds the information requested is or will soon be publicly available.

Some relevant information has been removed from documents listed in the above table and should continue to be withheld under the Official Information Act 1982 (OIA), on the grounds described in the documents.

### **Information being released**

The following documents have been identified as in scope of your request:

Item	Date	Document Description	Decision
8	Various	Correspondence between the Minister for Public Services and their office from the Commission regarding public sector strikes and public sector collective bargaining since 3 October 2025.	Released in part

The relevant parts of the documents listed above will be released to you, subject to information being withheld under one or more of the following sections of the 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)(f)(iv) – to maintain the confidentiality of advice tendered by Ministers of the Crown and officials.

In addition, some information has been deleted where it is not within the scope of your request.

We are currently preparing these documents for release to you by **Wednesday, 4 February 2026**.

### **Information being withheld**

There are additional documents covered by your request that I have decided to withhold in full under one or more of the following sections of the OIA, as applicable:

- section 9(2)(f)(iv) – to maintain the current constitutional conventions protecting the confidentiality of advice tendered by Ministers and officials
- 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.

We have not included documents that we have deemed administrative in nature such as:

- correspondence organising meeting attendees
- correspondence arranging phone calls / meetings
- logistics of organising a report for delivery to the Minister's office
- pages with only a signature block.

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

### **Information refused – Part two**

I am refusing part two of your request under section 18(f) of the OIA on the grounds that the information requested cannot be made available without substantial collation or research.

This part of your request is broad and spans an extended period. The Commission has already released advice to you on this topic in response to two previous OIA requests (OIA 2025-0111 and OIA 2025-0112). It would be helpful if you could let us know more specifically what further advice you're looking for. With a clearer scope, the Commission will be able to consider your request.

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 on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Nicky Dirks', is positioned above the typed name.

Nicky Dirks

**Manager - Ministerial and Executive Services**  
**Te Kawa Mataaho Public Service Commission**

out of scope

**From:** Jane Paterson <Jane.Paterson@publicservice.govt.nz>  
**Sent:** Friday, 3 October 2025 4:02 pm  
**To:** Alex Chadwick <alex.chadwick@publicservice.govt.nz>; Sarah Borrell <Sarah.Borrell@publicservice.govt.nz>; Charlie Busby <charlie.busby@publicservice.govt.nz>; Misty Mossman <misty.mossman@parliament.govt.nz>  
**Cc:** Pete Fitzjohn <Pete.Fitzjohn@publicservice.govt.nz>  
**Subject:** NZEI Letter

Hi Misty,

For your information, please find attached the NZEI letter that was sent this afternoon.

Can you please provide final version to the office of the Minister of Education.

Jane

**Jane Paterson**  
**Principal Advisor, Workforce and Capability | Rāngai Mahi me te Āheinga**  
Workforce Group  
**waea pūkoro:** 9(2)(a) | **īmēra:** [jane.paterson@publicservice.govt.nz](mailto:jane.paterson@publicservice.govt.nz)  
**Te Kawa Mataaho Public Service Commission**

[www.publicservice.govt.nz](http://www.publicservice.govt.nz) | [www.govt.nz](http://www.govt.nz)



**From:** [Sarah Borrell](#)  
**To:** [Misty Mossman](#); [Alex Chadwick](#); [Charlie Busby](#)  
**Cc:** [MAES](#)  
**Subject:** RE: Bargaining expectations  
**Date:** Friday, 3 October 2025 3:09:32 pm  
**Attachments:** [image001.png](#)  
[image003.png](#)  
[image004.png](#)

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Good afternoon Misty

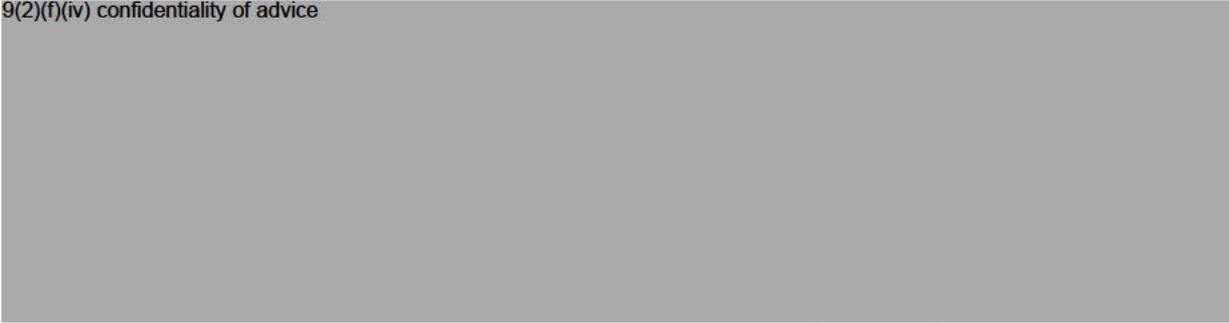
I have responded to the question below. Thank you for your patience on it. We had earlier agreed that a response by email was adequate, but please let me know now you see it if you would prefer a report or similar.

### Introduction

You have sought advice on how to ensure that public sector entities are considering best-practice strategy in approaching their collective bargaining. Including taking a holistic and simultaneous approach when offering terms. You have further asked whether existing guidance could be re-enforced or if there is an upcoming opportunity to push this via a new lever.

The devolved employment relations model in New Zealand's public sector provides agencies with significant autonomy in their approach to collective bargaining. This autonomy, while supporting flexibility and responsiveness, provides for limited levers for direct intervention in agency bargaining strategies. This is particularly so for those agencies not bargaining under delegation from the Public Service Commissioner or where the agency does not directly engage with the Budget process for ongoing workforce costs.

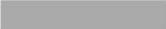
9(2)(f)(iv) confidentiality of advice



### Setting Expectations Through the Government Workforce Policy Statement ('Statement')

The Statement, issued under the Public Service Act, is the principal existing tool available to the Government for articulating its expectations regarding employment relations practice. The Statement is a flexible instrument, capable of providing advice and guidance on a wide range of workforce matters. The legislation highlights that the Statement's contents can include the promotion of more effective employment relations.

While the Statement cannot override statutory rights to negotiate or directly set terms and conditions of employment, it can set out clear expectations for how agencies approach collective bargaining. 9(2)(f)(iv) confidentiality of advice



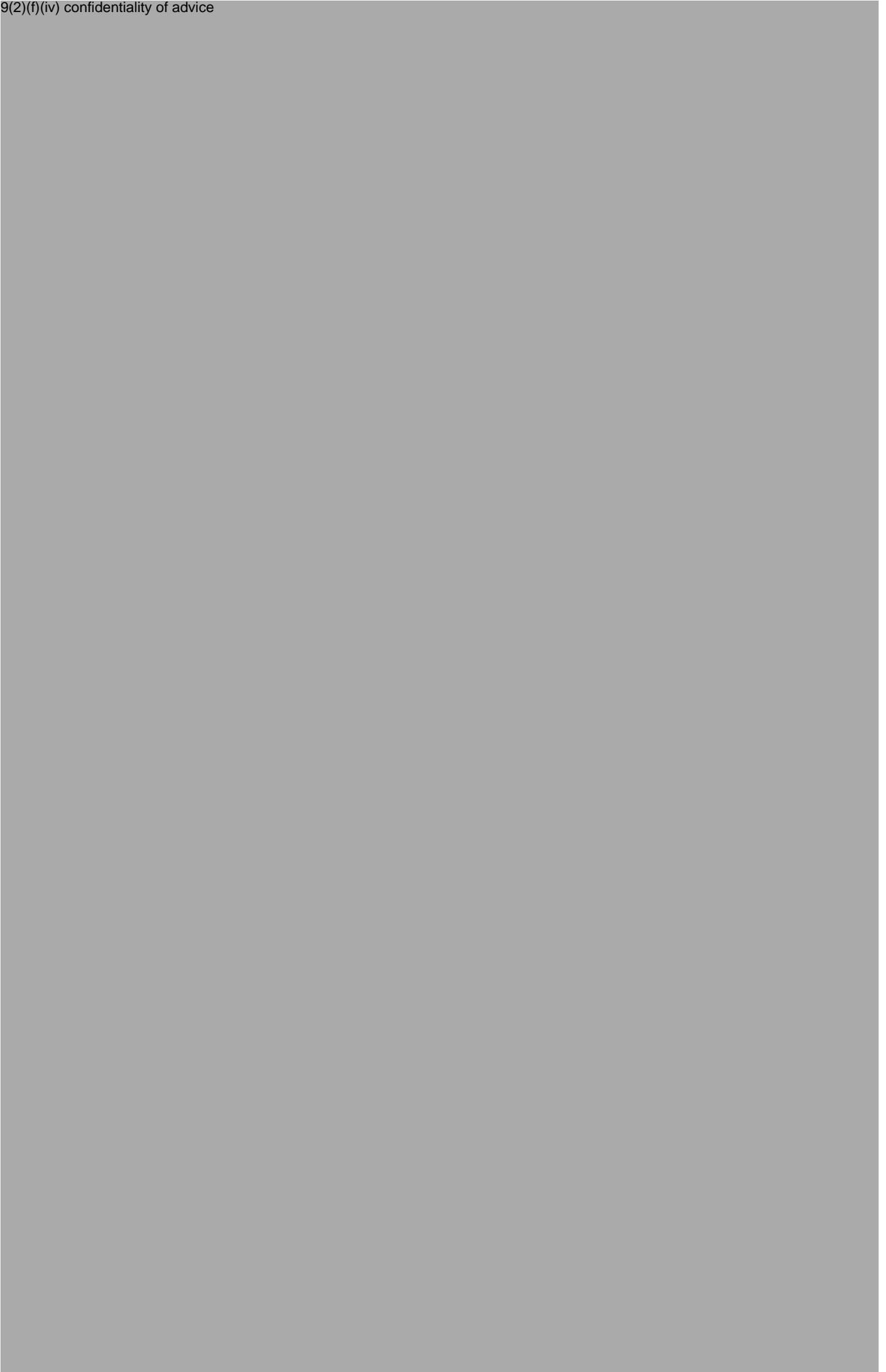
9(2)(f)(iv) confidentiality of advice



### **Defining the Scope of Application**

The Public Service Act defines the agencies to which the Statement applies, and the obligations those agencies have in relation to it (either to “give effect to” or “have regard to” the Statement). The current scope, as recommended to the Minister in 2024, includes:

- Public Service agencies
- Crown agents, autonomous Crown entities, and independent Crown entities
- School Boards of Trustees
- Crown entity companies
- Tertiary education institutions
- The New Zealand Police, the New Zealand Defence Force, and the Parliamentary Counsel Office



9(2)(f)(iv) confidentiality of advice

Regards  
Sarah

**Sarah Borrell**  
Kaitohutohu Matua | Chief Adviser  
Te Ohu Mahi | Workforce  
waea pukoro: 9(2)(a) | imera: [sarah.borrell@publicservice.govt.nz](mailto:sarah.borrell@publicservice.govt.nz)  
Te Kawa Mataaho Public Service Commission  
[www.publicservice.govt.nz](http://www.publicservice.govt.nz) | [www.govt.nz](http://www.govt.nz)



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**From:** Misty Mossman <Misty.Mossman@parliament.govt.nz>  
**Sent:** Wednesday, 6 August 2025 4:33 pm  
**To:** Alex Chadwick <alex.chadwick@publicservice.govt.nz>; Charlie Busby <charlie.busby@publicservice.govt.nz>; Sarah Borrell <sarah.borrell@publicservice.govt.nz>  
**Cc:** MAES <maes@publicservice.govt.nz>  
**Subject:** Bargaining expectations

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Good afternoon

As discussed just before the last MERF meeting, Minister Willis is interested in ensuring that public sector entities are considering best-practice strategy in approaching their collective bargaining – including taking a holistic and simultaneous approach when offering terms.

Do you have views on whether existing guidance could be re-enforced or if there is an upcoming opportunity to push this via a new lever.

Happy to discuss or clarify.

Thanks

Misty



**Misty Mossman**

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura  
Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service |  
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: 9(2)(a)

Email: [Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz) Website: [www.Beehive.govt.nz](http://www.Beehive.govt.nz)  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

**From:** [Charlie Busby](#)  
**To:** [Misty Mossman](#)  
**Subject:** FW: Commissioner's letters to school boards  
**Date:** Tuesday, 7 October 2025 5:15:00 pm  
**Attachments:** [Commissioner letter to Primary Board Chairs - 11 Sept 25.pdf](#)  
[Final STCA update to school boards 14Aug25.pdf](#)

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Hi Misty  
Here they are – one for secondary and one for primary

**Charlie Busby** ([he/him](#))  
**waea pūkoro:** [9\(2\)\(a\) privacy](#) | **īmēra:** [charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)

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**From:** Dan Parkman <[Dan.Parkman@publicservice.govt.nz](mailto:Dan.Parkman@publicservice.govt.nz)>  
**Sent:** Tuesday, 7 October 2025 4:15 pm  
**To:** Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>  
**Subject:** Commissioner's letters to school boards

Hi Charlie – here you go. I'm waiting on the links from MOE (I may have misspoke, and MOE may not have published them)  
Thanks, Dan



11 September 2025

To the Presiding Member of the Board

Tēnā koe,

**Negotiations Update: Primary Teachers Collective Agreement**

Further to my letter of 15 August regarding the Primary Teachers Collective Agreement negotiations, I am again writing to you as the employer of school staff to keep you informed of developments. This update follows the rejection of a revised offer I presented to the New Zealand Education Institute (NZEI Te Riu Roa) on 4 September.

My intention with the revised offer was to provide cut-through and reach a swift and mutual agreement with teachers. I believe it is in everyone's interest to avoid a prolonged back and forth negotiation over an extended period, which has been the usual pattern of collective bargaining in past years.

Through the bargaining process, we have listened to teachers about what was most important to them and presented a revised offer that would ensure all teachers would receive a pay increase that addresses cost-of-living pressures. The offer particularly benefits experienced teachers who are paid at the top of the scale while teachers who are growing in their career and moving up the pay scale would continue to get annual increases that are higher than the rate of inflation.

To achieve this, we stretched our fiscal mandate to its limits – meaning we have no room left to move further on pay. We estimate the offer would cost the Government an additional \$449 million over four years.

**Key elements of the revised offer:**

- A 4.7% total pay increase for all trained teachers at the top of their pay band within 12 months
- 66% of all trained primary teachers would be paid a base salary of at least \$100k per annum within 12 months of this offer being ratified
- The offer is on top of a further 3.9% to 7.7% in pay increases already built-in for teachers who are not yet at the top of their pay scale
- Increasing the value of Salary Units for Primary Teachers
- Including additional callback days for administrative, operational and professional learning and development (PLD) purposes.

In dollar terms, the offer equates to pay increases between \$3,803 and \$9,408 in the first year of the proposed agreement, with regular annual progression included. Over two years, for teachers who are not at their top step, it means increases of between \$7,757 and \$16,926 depending on where they are on the base pay scale.

The average salary for primary school teachers increased from around \$85,000 three years ago to over \$94,000 now, with approximately 57% of full-time primary teachers now earning between \$90,000 and \$110,000, with 16% earning over \$110,000.

I would reiterate that not all gains for teachers come through collective bargaining. This year's Learning Support Budget delivered significant investment across the education sector, including nearly three quarters of a billion dollars into learning support across staffing, with over 2 million additional teacher aide hours per year being rolled out by 2028, expanded services, and new learning support satellite classrooms.

This equates to a total investment by the Government of \$2.5 billion over four years which is in addition to the \$53.3 million made available to pay the individual teacher registration and levies of up to \$550.

Having been presented with this revised offer by their union advocates, I am disappointed primary school teachers have rejected this revised offer and concerned they are now considering strike action. As you know this will affect student learning and cause disruption to families and communities. Teachers themselves will be disadvantaged and lose pay for a full day strike.

### **Onsite / Callback days**

I also want to address an aspect of the offer that has been misunderstood in the media and various online forums.

Currently teachers can be asked to come to work onsite at school for 10 days each year when the school is not open for instruction, such as for teacher only days during the term, parent teacher interviews, or at other times during term breaks. These have been characterised as 'callback days' by union advocates but are more accurately described as 'onsite days' within the collective employment agreements with teachers.

Within our revised offer, we're asking for more onsite days throughout the year. By asking teachers to attend onsite days teachers can undertake professional development and learning opportunities, term planning and other duties with less interruption to student instruction.

Teachers are paid a salary for 52 weeks per year, including when schools are closed for instruction and children are not present. The onsite days are days that teachers are already being paid for, and they need to work at school if their school requires them to. Further detail on teachers' pay and working hours is available on the Ministry of Education's [website](#).

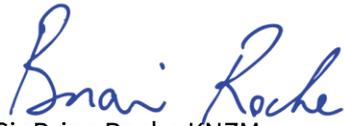
### **Next steps**

Ministry of Education officials are meeting with union advocates on a good faith basis to discuss the details of the offer as part of the collective bargaining process. My message is that negotiation, not escalation, is the way forward. I have encouraged the NZEI to engage constructively so we can reach a solution that works for everyone and avoid the possibility of disruptive strike action.

I have made my position clear that I am willing to work with the union to reshape the offer within the funding envelope, and I hope the NZEI take this opportunity to reach an agreement that is good for teachers, good for students and good for New Zealand.

I genuinely want these negotiations to be concluded on a good faith basis and in a timely and efficient manner.

Nāku noa, nā



Sir Brian Roche KNZM

Te Tumu Whakarae mō Te Kawa Mataaho

Public Service Commissioner, Head of Service



# **Te Kawa Mataaho**

Public Service Commission

15 August 2025

To the presiding member of the Board

Tēnā koe

## **Negotiations Update: Secondary Teachers Collective Agreement**

I am writing to you as the employer of school staff who will be impacted by industrial action announced by the New Zealand Post Primary Teachers' Association / Te Wehengarua (PPTA) this week, to update you on the bargaining with PPTA for the Secondary Teachers' Collective Agreement (STCA). As you may be aware, I have taken a more active role in collective bargaining across the public sector and have retained the delegation for teachers and principals bargaining.

You may know that PPTA members have rejected the offer made to them on 16 July and have voted to strike on 20 August, with further action threatened from 15 September (rostering students home and not teaching certain year levels on specific days).

As I have said publicly, this is extremely disappointing, and in my view unduly disruptive to student learning as well as to parents and caregivers when their children are unable to attend school.

Pay deductions will apply for teachers who are union members for both full and partial strikes. Please communicate to your staff that pay deductions will not be made for teachers who are not union members. Further information is available from the New Zealand School Boards Association [here](#).

All parties recognise that teachers are a significant and vital workforce whose work is the key to our young people achieving and developing as individuals. However, fiscal pressures need to be managed across the public sector. These settlements will have a significant impact on the Government's fiscal environment and create a precedent for other public sector bargaining.

Now PPTA have chosen to strike, I think it is important, and recognising your roles as board members, to report back to you on the progress of bargaining and ensure that you have some key details on the bargaining to date.

Negotiations for renewal of the STCA commenced on 17 June, with six days spent in discussions to date.

Both parties have presented and discussed claims, and some shared interests have been established within these.

My bargaining team has done its best to engage PPTA on its priorities, which has been challenging given the union's reluctance to date to prioritise or withdraw claims. As you will recognise, prioritisation is an important factor in enabling negotiations to move forward as it enables parties to establish what is most important.

On 16 July my team made an offer to settle the STCA, recognising that the workforce settings do not allow for backdating any increases to remuneration – the sooner the STCA is settled, the sooner teachers can benefit from increased rates of pay.

This offer was rejected by the PPTA executive, who subsequently engaged their membership regarding industrial action, without putting the offer directly to their members for consideration, and have now notified us of their intention to take industrial action.

### **Key features of the offer**

- Three percent increase to base salary scale for trained teachers over the term of the agreement (three years), equivalent to \$613–\$1,030 per teacher in the first year on top of automatic tenure-based pay progression and any allowances.

The proposed three percent increase to each step are complemented by built-in salary progression that delivers increases well above forecast inflation. For example, a trained teacher progressing from Step 4 to Step 7 over three years would see their salary rise from \$70,779 to \$88,733—a 25 percent increase.

- Three percent salary increase to the base scale for untrained teachers over the term of the agreement (three years), equivalent to \$532–\$889 per untrained teacher in the first year on top of automatic tenure-based pay progression and any allowances.  
An untrained teacher moving from Step U1 to U4 would receive a 20 percent increase over the three-year period.

These step movements on both the trained and untrained teacher scales, combined with service credit provisions and qualification-based transitions, ensure meaningful and sustained salary growth for a teacher who is developing in their career.

- Recognition of the role of Principal's Nominee to support student achievement by creating a new allowance, in place until 27 January 2028, worth \$2,500 per annum. This role will be important as changes to NCEA are progressed.
- Changes that will support a stronger teaching profession through better use of study support grants and sabbaticals, and more time for school organised PLD in term breaks.
  - Opening the role of Learning Support Coordinator to part time staff, creating opportunity for greater flexibility and job share.
  - Greater recognition of untrained teacher service.

The offer can be found [here](#).

Since 2019, teachers have received significant pay increases – the top step of the pay scale for trained teachers has increased 28 percent, equivalent to \$22,586.

Beyond the bargaining table, the Government has made significant investments to support secondary teachers and improve working conditions, such as:

- Costs of registration and certification fees met for the next three years.
- The largest boost to Learning Support in a generation with additional learning support coordinators and teacher aide hours, directly responding to sector advocacy for more support in the classroom.
- Additional curriculum advisors to work directly with schools and wharekura to support the implementation of the revised national curriculum and assessment changes.
- Streamlined pathways for experienced overseas teachers to move to New Zealand to support increased teacher supply.
- Expanding the School Onsite Training Programme by 530 places over four years and powering up marketing to reach more potential teachers in New Zealand and overseas.
- Funding the “Go Rural” teacher supply initiative to support the costs incurred by students who undertake practicum in rural schools.
- Funding of a new aspiring leaders programme through Budget 2025 to provide mentoring and professional growth to 200 outstanding future leaders within the education sector each year.

This investment has been committed to despite tightening of Government spending in other areas and in recognition of the vital work undertaken by our teachers, leaders and support staff.

The bargaining team is working hard to avoid strike action including going to mediation to progress negotiations. We have asked PPTA to come back to the negotiation table and I understand this has now been confirmed for August 15.

Irrespective of anything else you hear I can assure you that we remain committed to a bargaining process that is respectful of the views of the union but recognises the need for trade-offs to achieve sustainable fiscal and operational outcomes.

Nāku noa, nā



Sir Brian Roche KNZM

Te Tumu Whakarae mō Te Kawa Mataaho  
Public Service Commissioner, Head of Service

**From:** [Alex Chadwick](#)  
**To:** [Misty Mossman](#); [Toni Vincent](#); [Julie Rushton](#)  
**Cc:** [Nardine Sleeman](#); [MAES](#)  
**Subject:** RE: PM/MoF/MfPS meeting with Central Agency CEs  
**Date:** Wednesday, 8 October 2025 3:25:54 pm

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Thanks Misty – we are on it.

Alex

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**From:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>  
**Sent:** Wednesday, 8 October 2025 2:55 pm  
**To:** Toni Vincent <[toni.vincent@publicservice.govt.nz](mailto:toni.vincent@publicservice.govt.nz)>; Julie Rushton <[julie.rushton@publicservice.govt.nz](mailto:julie.rushton@publicservice.govt.nz)>; Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>  
**Cc:** Nardine Sleeman <[nardine.sleeman@publicservice.govt.nz](mailto:nardine.sleeman@publicservice.govt.nz)>; MAES <[maes@publicservice.govt.nz](mailto:maes@publicservice.govt.nz)>  
**Subject:** RE: PM/MoF/MfPS meeting with Central Agency CEs  
**Importance:** High

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Good afternoon

The primary agenda item for this meeting at 7.30pm on Monday is now the industrial action planned for 23 October.

Three specific items have been commissioned to support the discussion – these are due by 1pm on Friday for the PM's bag:

1. Public Service comms plan led by PSC, including:
  - a. Broader strategy for public sector bargaining comms
  - b. How the broader strategy flows through to individual agency comms
  - c. Specific channels, speakers and lines to be used
  - d. Any specific media planned (timing) including Sir Bran's PR on the morning of 14 October
2. Update on where all the deals are at (for the unions striking on 23 Oct)
3. Plans for how to close out the deals post 23 October

Health and Education Ministers are being invited also. We are confirming whether their CEs can also attend.

out of scope

Happy to discuss or clarify.

Thanks

Misty



**Misty Mossman**

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura  
Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service |  
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: 9(2)(a)

Email: [Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz) Website: [www.Beehive.govt.nz](http://www.Beehive.govt.nz)  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

|

-----Original Appointment-----

**From:** Head Of Service <[HeadofService@publicservice.govt.nz](mailto:HeadofService@publicservice.govt.nz)>

**Sent:** Thursday, 27 February 2025 4:49 pm

**To:** Head Of Service; Misty Mossman; Brian Roche; Heather Baggott

**Subject:** PM/MoF/MfPS meeting with Central Agency CEs

**When:** Monday, 13 October 2025 7:30 pm-8:15 pm (UTC+12:00) Auckland, Wellington.

**Where:** PM's meeting room

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Confidentiality notice: This email may be confidential or legally privileged. If you have received it by mistake, please tell the sender immediately by reply, remove this email and the reply from your system, and don't act on it in any other way. Ngā mihi.

**From:** [Charlie Busby](#)  
**To:** [Misty Mossman](#)  
**Cc:** [MAES](#); [Linda Berkett](#)  
**Subject:** copies of letters requested  
**Date:** Friday, 10 October 2025 7:30:12 am  
**Attachments:** [Letter to Ripeka Lessels, Chris Abercrombie, Stephanie Mills, Kirsty Farrant - offer for renewal of the Area School Teachers" Collective Agreement.pdf](#)  
18(d) soon publicly available  
18(d) soon publicly available  
[image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
Duplicate - refer Item 3

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Hi Misty

Attached are copies of letters from Sir Brian to teacher unions. There are two letters outlining offers, two to Board chairs updating them on progress, and the recent letter to NZEI regarding bargaining and the proposal to re-set.

**Charlie Busby** *(he/him)*

**Pou Whakahaere | Manager, Workforce and Employment Relations**

Te Ohu Mahi | Workforce Group

**waea pūkoro:** [9\(2\)\(a\)](#) | **īmēra:** [charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)



**Te Kawa Mataaho Public Service Commission**

[www.publicservice.govt.nz](http://www.publicservice.govt.nz) | [www.govt.nz](http://www.govt.nz)





**Te Kawa Mataaho**  
Public Service Commission

4 September 2025

Ripeka Lessels  
Te Manukura/National President  
NZEI Te Riu Roa  
[Ripeka.Lessels@nzei.org.nz](mailto:Ripeka.Lessels@nzei.org.nz)

Chris Abercrombie  
Te Amorangi/President  
PPTA Te Wehengarua  
[cabercrombie@ppta.org.nz](mailto:cabercrombie@ppta.org.nz)

Stephanie Mills  
Korimako Tangiata/National Secretary  
NZEI Te Riu Roa  
[stephanie.mills@nzei.org.nz](mailto:stephanie.mills@nzei.org.nz)

Dr Kirsty Farrant  
Pou Ārahi Matua/General Secretary  
PPTA Te Wehengarua  
[kfarrant@ppta.org.nz](mailto:kfarrant@ppta.org.nz)

Tēnā koutou Ripeka, Chris, Stephanie, and Kirsty

**Offer for renewal of the Area School Teachers' Collective Agreement**

I am writing to formally present a revised offer to Area School Teachers to renew the collective agreement.

I have listened carefully to the feedback from your respective organisations, both publicly and as presented to me through advocates. While we could continue bargaining in the traditional way, I believe there is an opportunity to take a more direct approach – one that gets more money into the pockets of teachers quickly and avoids further disruption for teachers, students and parents. In short, I'm hoping we can cut through to a settlement as soon as possible.

This was never going to be a straight-forward bargaining round. Cost-of-living pressures are affecting households across the country and many employers – public and private – are struggling to afford modest pay increases. This necessarily constrains us. As Public Service Commissioner, I have a responsibility to ensure that pay rises across the public sector are affordable and fair.

In response to what we have heard from your unions, the offer to Area School Teachers ensures all teachers will receive a pay increase that tackles the cost-of-living, with the largest increases going to the majority of teachers (around 68%) who are at the top of the band and therefore no longer eligible for progression. Teachers who are still moving through the pay bands will continue to receive increases that exceed inflation. This offer is also off the back of significant increases for teachers of 14.5% over the past three years.

This revised offer will provide increases of up to 4.7% over the term for teachers at the top of the pay scale and sits alongside the Government's wider investment in education. As you know, this year's Learning Support Budget delivered significant investment across the education sector totalling an extra \$2.5 billion over the next four years. The focus of this budget investment was

nearly three quarters of a billion dollars into learning support across staffing, expanded services, and new learning support satellite classrooms. I know this is something that teachers have long called for to support both classroom conditions and student outcomes.

Overall, there has been significant investment in funding and initiatives which will lift student achievement and attendance, support teacher development and principal development pathways. This revised offer demonstrates our continued support for your members alongside the \$550 that the Government now also pays for each teacher's registration and practising certificate renewal, in total a cost of \$53.3 million.

To make this offer, we have put our best foot forward and stretched our fiscal mandate to its limits. While we are open to reshaping specific elements of the offer with the bargaining team, for example weighing the pay increases differently across the pay scale to smooth out any historic anomalies or to enhance early-in-career teacher pay, there is no room to move further overall on remuneration or the envelope itself.

We agreed early on that we wanted to settle efficiently, so teachers can get a pay increase in their pockets sooner. Prolonged bargaining and strike action will only delay that outcome, at a cost to teachers, students and the wider New Zealand public.

My team will be in touch today to walk your Advocates through the details of the offer and how your members will benefit.

Yours sincerely,



Sir Brian Roche KNZM  
Te Tumu Whakarae mō Te Kawa Mataaho  
Public Service Commissioner | Head of Service

Cc:

Freddie Dillion, Advocate, NZEI Te Riu Roa  
Angela O'Donnell-King, Advocate, PPTA Te Wehengarua  
Donna McGarvey, Lead Advocate for the Commissioner

**From:** [Charlie Busby](#)  
**To:** [Misty Mossman](#)  
**Subject:** RE: Revised offer to secondary school teachers clarification needed asap  
**Date:** Friday, 10 October 2025 4:36:44 pm  
**Attachments:** [image001.jpg](#)

---

Hi Misty  
See comments below

**Charlie Busby** ([he/him](#))  
waea pūkoro: [9\(2\)\(a\)](#) | imēra: [charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)

---

**From:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>  
**Sent:** Friday, 10 October 2025 4:05 pm  
**To:** Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>  
**Cc:** MAES <[MAES@publicservice.govt.nz](mailto:MAES@publicservice.govt.nz)>  
**Subject:** RE: Revised offer to secondary school teachers clarification needed asap  
**Importance:** High

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Thanks Charlie. Could you please fact check the following paragraph based on the info below?

9(2)(g)(i) free and frank



Thanks

Misty



**Misty Mossman**

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura  
Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service |  
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: [9\(2\)\(a\)](#)  
Email: [Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz) Website: [www.Beehive.govt.nz](http://www.Beehive.govt.nz)  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

---

**From:** Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>  
**Sent:** Friday, 10 October 2025 1:08 pm  
**To:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>  
**Cc:** MAES <[MAES@publicservice.govt.nz](mailto:MAES@publicservice.govt.nz)>

**Subject:** RE: Revised offer to secondary school teachers clarification needed asap

Hi Misty,  
Here's additional description and numbers...

- 4.7% total pay increase for all trained teachers at the top of their pay band within 12 months
  - *How many teachers (percentage and numbers) are at the top pay band and how much would this increase their salary by and to?*
    - Primary teachers – 55% (15,741 FTE) are on the top step (no progression).
    - Secondary Teachers – 71% (14,560 FTE) are on the top step (no progression)
    - Area School Teachers – 59.4% (1,779 FTE) are on the top step (no progression)
    - The current offer would increase their base salary:
      - Step 10 teacher pay will be \$105,686 on ratification and \$107,886 one year later. The current rate is \$103,086.
      - Step 9 teacher pay will be \$100,368 on ratification and \$102,476 one year later. The current rate is \$97,920.
  - *What is the revised offer for the remaining teachers (who are not yet at the top of the band and still eligible for annual progression payments) and how much would this increase their salary by and to?*
    - The current offer is \$1300 increase in Year One, \$1200 in Year Two
    - The below table Proposed Salary Scale details the effect of the offer on the current base pay.
  - *Please include a sentence on the percentage increase and dollar value of the progression payments these teachers will also receive on top of the pay increase that has been offered.*
    - For teachers who have annual progression, the increases with progression are between \$3,800 and \$9,400 in 2026 and between \$3,700 and \$10,200 in 2027, which equate to increases from 5.7% up to 11% each year (2.7%-4.1% (without progression)).
  - The offer is on top of a further 3.9% to 7.7% in pay increases already built-in for teachers who are not yet at the top of their pay scale *As above, please provide more specifics and numbers here*
    - Primary teachers – 45% (12,646 FTE) are not on the top step (have progression).
    - Secondary teachers – 29% (6,088 FTE) are not on the top step (have progression).
    - Area School teachers – 40.6% (1,216 FTE) are not on the top step (have progression).
    - The 3.9% to 7.7% refers to automatic pay progression they will receive in addition to any bargained pay increase
  - Increasing the value of Salary Units for Primary Teachers *What does this mean?*
    - Salary units are the management units in primary schools, awarded for extra responsibilities above student teaching duties. An example would be head of year. The offer will adjust the unit values from/to:

	Current	28 January 2026	28 January 2027
Unit Value	\$4,500	\$4,600	\$4,700

**Proposed new salary scale**

Step	Qualification Groups	Rates effective 2 December 2024	Rates effective 3 October 2025	Rates effective 2 October 2026
1	Q1E, Q2E, Q3E	\$61,329	\$62,629	\$63,829
2	Q3+E	\$64,083	\$65,383	\$66,583
3	Q4E	\$66,586	\$67,886	\$69,086
4	Q5E	\$70,779	\$72,079	\$73,279
5		\$75,340	\$76,640	\$77,840
6		\$80,224	\$81,524	\$82,724

7		\$86,123	\$87,423	\$88,623
8		\$90,960	\$92,260	\$93,460
9	Q3M	\$97,920	\$100,368	\$102,476
10	Q3+M, Q4M, Q5M	\$103,086	\$105,686	\$107,886

**Impact of Offer:**

Trained Teacher Steps	Increase 3 October 2025	Increase 2 October 2026	Percentage increase over the term
Step 10	\$2,600 -2.5%	\$2,200 - 2.1%	4.7%
Step 9	\$2,448 -2.5%	\$2,108 – 2.1%	4.7% if at qualification max 10.2% (with progression to step 10)
Steps 1-8	\$1,300 plus progression	\$1,200 plus progression	2.7%-4.1% (without progression) 5.7%-11% (including progression)

**Charlie Busby** (he/him)

waea pūkoro: 9(2)(a) | imēra: [charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)

**From:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>

**Sent:** Friday, 10 October 2025 11:18 am

**To:** Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>

**Cc:** MAES <[maes@publicservice.govt.nz](mailto:maes@publicservice.govt.nz)>

**Subject:** Revised offer to secondary school teachers clarification needed asap

**Importance:** High

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Good morning

Could we please get the following clarified from the latest teacher and principal bargaining update asap please?

- 4.7% total pay increase for all trained teachers at the top of their pay band within 12 months *How many teachers (percentage and numbers) are at the top pay band and how much would this increase their salary by and to? What is the revised offer for the remaining teachers (who are not yet at the top of the band and still eligible for annual progression payments) and how much would this increase their salary by and to? Please include a sentence on the percentage increase and dollar value of the progression payments these teachers will also receive on top of the pay increase that has been offered.*
- 66% of all trained primary teachers would be paid a base salary of at least \$100k per annum within 12 months of this offer being ratified
- The offer is on top of a further 3.9% to 7.7% in pay increases already built-in for teachers who are not yet at the top of their pay scale *As above, please provide more specifics and numbers here*
- Increasing the value of Salary Units for Primary Teachers *What does this mean?*
- Including additional callback days for administrative, operational and professional learning and development (PLD) purposes.

Thanks

Misty

**Misty Mossman**



**Private Secretary (Public Service) | Office of Hon Judith Collins KC MP**

Member of Parliament for Papakura  
Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service |  
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: 9(2)(a) [REDACTED]  
Email: [missy.wossman@parliament.govt.nz](mailto:missy.wossman@parliament.govt.nz) Website: [www.Beehive.govt.nz](http://www.Beehive.govt.nz)  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

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Confidentiality notice: This email may be confidential or legally privileged. If you have received it by mistake, please tell the sender immediately by reply, remove this email and the reply from your system, and don't act on it in any other way. Ngā mihi.

**From:** [Misty Mossman](#)  
**To:** [Pete Fitzjohn](#); [Charlie Busby](#); [Alex Chadwick](#)  
**Cc:** [MAES](#); [Nardine Sleeman](#)  
**Subject:** Re: PPTA strike action - NZ Herald comment  
**Date:** Saturday, 11 October 2025 12:38:44 pm

---

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Done, thanks!

---

**From:** Pete Fitzjohn <Pete.Fitzjohn@publicservice.govt.nz>  
**Sent:** Saturday, October 11, 2025 12:35:31 PM  
**To:** Charlie Busby <charlie.busby@publicservice.govt.nz>; Misty Mossman <Misty.Mossman@parliament.govt.nz>; Alex Chadwick <alex.chadwick@publicservice.govt.nz>  
**Cc:** MAES <MAES@publicservice.govt.nz>; Nardine Sleeman <Nardine.Sleeman@publicservice.govt.nz>  
**Subject:** RE: PPTA strike action - NZ Herald comment

Hi Misty – here is the near final. Brian and Alex are doing one last pass and then I'll issue to national media

Pls let the press secs know they can refer queries to [media@publicservice](mailto:media@publicservice) and I'll deal with them. They wont b getting much more than this statement

---

**From:** Charlie Busby <charlie.busby@publicservice.govt.nz>  
**Sent:** Saturday, 11 October 2025 12:11 pm  
**To:** Misty Mossman <Misty.Mossman@parliament.govt.nz>; Alex Chadwick <alex.chadwick@publicservice.govt.nz>  
**Cc:** MAES <MAES@publicservice.govt.nz>; Nardine Sleeman <Nardine.Sleeman@publicservice.govt.nz>; Pete Fitzjohn <Pete.Fitzjohn@publicservice.govt.nz>  
**Subject:** Re: PPTA strike action - NZ Herald comment

Thanks Misty  
PR being finalised...

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---

**From:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>  
**Sent:** Saturday, October 11, 2025 12:07:17 PM  
**To:** Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>; Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>  
**Cc:** MAES <[MAES@publicservice.govt.nz](mailto:MAES@publicservice.govt.nz)>; Nardine Sleeman <[Nardine.Sleeman@publicservice.govt.nz](mailto:Nardine.Sleeman@publicservice.govt.nz)>; Pete Fitzjohn <[Pete.Fitzjohn@publicservice.govt.nz](mailto:Pete.Fitzjohn@publicservice.govt.nz)>

**Subject:** Fw: PPTA strike action - NZ Herald comment

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

---

**From:** Sharon Lundy <[Sharon.Lundy@parliament.govt.nz](mailto:Sharon.Lundy@parliament.govt.nz)>  
**Sent:** Saturday, October 11, 2025 12:04 PM  
**To:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>; Nardine Sleeman <[nardine.sleeman@publicservice.govt.nz](mailto:nardine.sleeman@publicservice.govt.nz)>  
**Subject:** Fw: PPTA strike action - NZ Herald comment

Hi Misty and Nardine  
See below request, directed to PSC.  
Regards,  
Sharon

---

**From:** 9(2)(a) privacy  
**Sent:** Saturday, October 11, 2025 12:00:48 PM  
**To:** Cherie Howie <[Cherie.Howie@nzme.co.nz](mailto:Cherie.Howie@nzme.co.nz)>  
**Subject:** Re: PPTA strike action - NZ Herald comment

Ok, I'd encourage you to go the Public Services Commission are leading this process & give you that level of detail.

Thank you

9(2)(a) privacy  
**Press Secretary** | Office of Hon Erica Stanford  
M: 9(2)(a)  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

---

**From:** Cherie Howie <[Cherie.Howie@nzme.co.nz](mailto:Cherie.Howie@nzme.co.nz)>  
**Sent:** Saturday, October 11, 2025 11:41:50 AM  
**To:** 9(2)(a) privacy  
**Subject:** Re: PPTA strike action - NZ Herald comment

Thanks 9(2)(a) privacy . I'm interested to know what the offer was to teachers, fyi, as well as

reaction to the move to strike.

Cheers

Cherie Howie  
Journalist  
New Zealand Herald  
Auckland

M: 9(2)(a) privacy  
E: [cherie.howie@nzme.co.nz](mailto:cherie.howie@nzme.co.nz)

---

**From:** 9(2)(a) privacy  
**Sent:** Saturday, 11 October 2025 11:32  
**To:** Cherie Howie <[Cherie.Howie@nzme.co.nz](mailto:Cherie.Howie@nzme.co.nz)>; Simon Clarke <[Simon.Clarke@parliament.govt.nz](mailto:Simon.Clarke@parliament.govt.nz)>  
**Subject:** Re: PPTA strike action - NZ Herald comment

Thanks Cherie working on it.

9(2)(a) privacy  
**Press Secretary** | Office of Hon Erica Stanford  
M: 9(2)(a) privacy  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

---

**From:** Cherie Howie <[Cherie.Howie@nzme.co.nz](mailto:Cherie.Howie@nzme.co.nz)>  
**Sent:** Saturday, October 11, 2025 11:31:16 AM  
**To:** Simon Clarke <[Simon.Clarke@parliament.govt.nz](mailto:Simon.Clarke@parliament.govt.nz)>  
**Cc:** 9(2)(a) privacy  
**Subject:** Fw: PPTA strike action - NZ Herald comment

Hi Simon,

I haven't heard back from Mitchell but this is also a query for David Seymour.

Can you please pass on to him for comment?

Thanks,

Cherie

Cherie Howie  
Journalist  
New Zealand Herald  
Auckland

M: 9(2)(a) privacy  
E: [cherie.howie@nzme.co.nz](mailto:cherie.howie@nzme.co.nz)

---

**From:** Cherie Howie

**Sent:** Saturday, 11 October 2025 10:15

**To:** 9(2)(a) privacy

**Subject:** PPTA strike action - NZ Herald comment

Hi 9(2)(a) privacy

Hope you're well.

This just came through from the PPTA - strike action is planned.

Does the minister have any comment to make?

Thanks,

Cherie

## **Media statement from PPTA Te Wehengarua**

**11 October 2025**

### **Teaching and Learning International Survey**

PPTA Te Wehengarua members who teach in secondary and area schools throughout Aotearoa New Zealand have strongly endorsed strike action in response to a lack of progress with their collective agreement negotiations.

“The national executive met last night to consider the results from the vote” says Chris Abercrombie, PPTA Te Wehengarua president.

“Ten minutes before we were due to meet, the Government presented us with another offer for settlement of the Secondary Teachers’ Collective Agreement – with a condition it would lapse if strike action was notified.

“As we have not had any bargaining since early September, to present an offer in this way was rushed and poorly thought out on the Government’s part. However, Executive did them the courtesy of considering it. I’m sorry to say that in several ways it was worse than the previous offer, so we have proceeded with calling the strike action.

The strike action involves about 21,000 secondary and area school teachers. Teachers will refuse to teach certain class levels, from Year 7 – 13, on certain days next week, take part in a full day national strike on 23 October, carry out a ban on extracurricular activity on 29 October and will take part in a full, national, two-hour strike on the afternoon of Wednesday 5 November.

“The pay increase being offered is still below current and projected rates of inflation and the offer fails to address the issues that are at the heart of our claims.

“We need salaries and conditions that will attract people into teaching and keep our skilled and experienced teachers in the profession, particularly as we face once in a generation reforms of our secondary school curriculum and qualifications systems.

Chris Abercrombie said the Government needed to consider the Teaching and Learning International Survey released just this week which found that keeping up with changing requirements was a significant stressor for teachers in Aotearoa.

Chris Abercrombie said the Government’s offer ignored teachers’ claims for more pastoral staffing to help the increasing number of students who had health and emotional needs

which were preventing them from engaging fully with learning.

“Getting such help must be part and parcel of a quality education. We want more pastoral care staff in our schools to ensure that those students are able to achieve and thrive.”

“We are currently hundreds of teachers short which means that thousands of students are being taught by teachers who are not specialists in the relevant subject, and we have seen students being sent home this year because there are simply not enough teachers to take classes.”

“Despite the offer now lapsing, we have provided it to members and this week they will have the opportunity to provide feedback on it – and how it was made.”

### **Schedule of action**

#### **Date**

#### **Action**

Tuesday 14 October

Partial strike – Do not teach Y7& 9 and relief ban

Wednesday 15 October

Partial strike – Do not teach Y8 & 10 and relief ban

Thursday 16 October

Partial strike – Do not teach Y11&12 and relief ban

Friday 17 October

Partial strike – Do not teach Y13 and relief ban

Thursday 23 October

Full strike - nation-wide one day strike

Wednesday 29 October

Partial strike - ban on extracurricular activity

Wednesday 5 November

Full strike – nation-wide strike from 1.15 – 3.15pm

Cherie Howie  
Journalist  
New Zealand Herald  
Auckland

M: 9(2)(a)

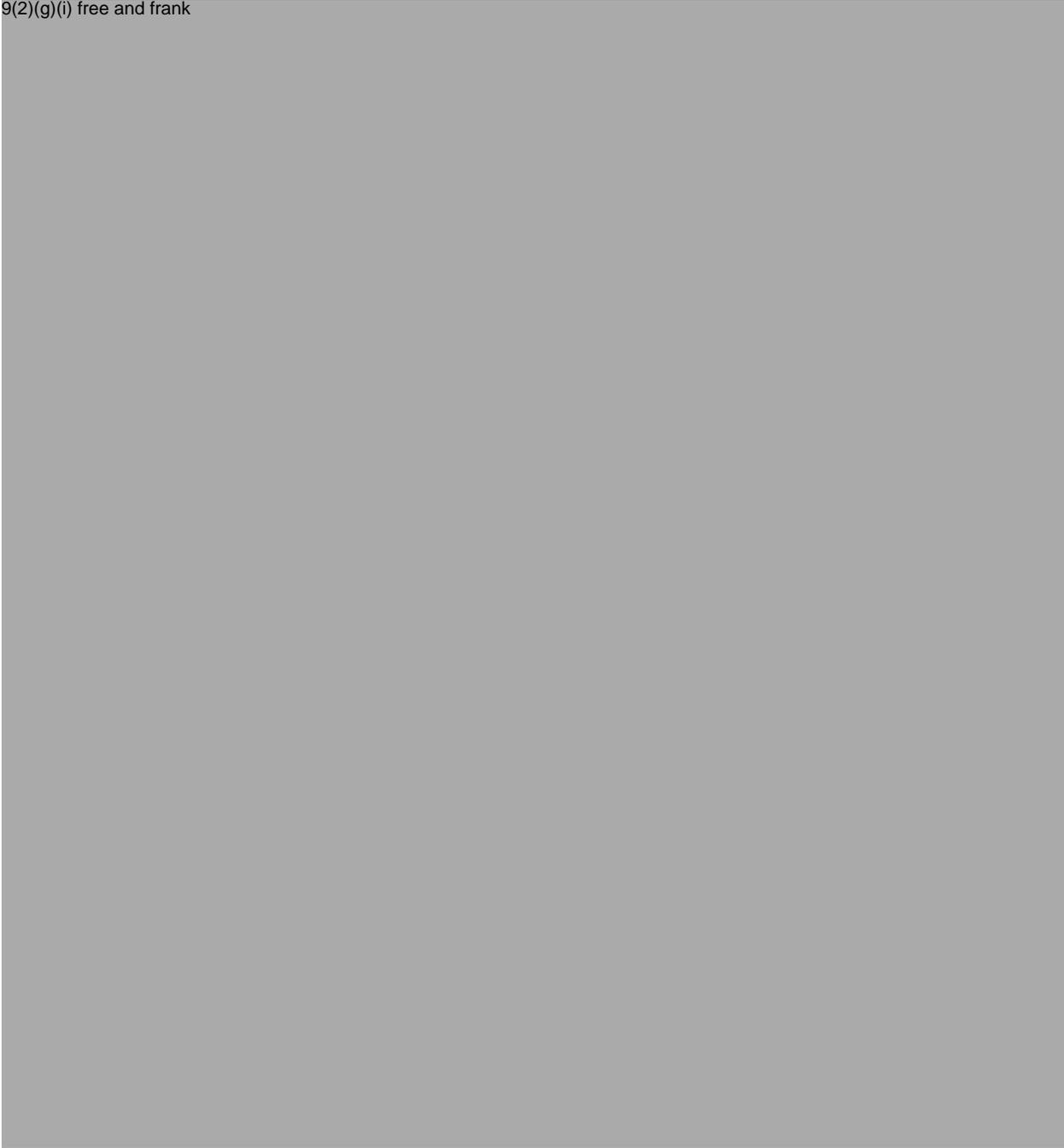
E: [cherie.howie@nzme.co.nz](mailto:cherie.howie@nzme.co.nz)



# **Te Kawa Mataaho**

Public Service Commission

9(2)(g)(i) free and frank



**From:** [Pete Fitzjohn](#)  
**To:** [Misty Mossman](#); [Charlie Busby](#); [Alex Chadwick](#)  
**Cc:** [MAES](#); [Nardine Sleeman](#)  
**Subject:** RE: PPTA strike action - NZ Herald comment  
**Date:** Saturday, 11 October 2025 12:58:06 pm

---

Hi Misty

This statement will cover off everything Brian wants to say at the moment. Any media can be directed to the statement for comment

Thanks

Pete

---

**From:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>  
**Sent:** Saturday, 11 October 2025 12:54 pm  
**To:** Pete Fitzjohn <[Pete.Fitzjohn@publicservice.govt.nz](mailto:Pete.Fitzjohn@publicservice.govt.nz)>; Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>; Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>  
**Cc:** MAES <[MAES@publicservice.govt.nz](mailto:MAES@publicservice.govt.nz)>; Nardine Sleeman <[Nardine.Sleeman@publicservice.govt.nz](mailto:Nardine.Sleeman@publicservice.govt.nz)>  
**Subject:** Re: PPTA strike action - NZ Herald comment

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Can you confirm Sir Brian will be available for follow-up media comment/interview?

Thanks

Misty

---

**From:** Pete Fitzjohn <[Pete.Fitzjohn@publicservice.govt.nz](mailto:Pete.Fitzjohn@publicservice.govt.nz)>  
**Sent:** Saturday, October 11, 2025 12:36 PM  
**To:** Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>; Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>; Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>  
**Cc:** MAES <[MAES@publicservice.govt.nz](mailto:MAES@publicservice.govt.nz)>; Nardine Sleeman <[Nardine.Sleeman@publicservice.govt.nz](mailto:Nardine.Sleeman@publicservice.govt.nz)>  
**Subject:** RE: PPTA strike action - NZ Herald comment

Duplicate



**From:** [Pete Fitzjohn](#)  
**To:** [Alex Chadwick](#); [Brian Roche](#); [Nardine Sleeman](#); [Sarah Borrell](#); [Charlie Busby](#); [Misty Mossman](#); [Linda Berkett](#)  
**Cc:** [MAES](#)  
**Subject:** Final PR - Commissioner says PPTA is choosing disruption over dialogue  
**Date:** Saturday, 11 October 2025 1:09:56 pm  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.gif](#)  
[image004.png](#)  
[image005.png](#)  
[image006.png](#)  
[image007.jpg](#)

---

Hi – here is the final statement that just went out.

Thanks

Pete



## **MEDIA STATEMENT**

11 October 2025

 [Commissioner says PPTA is choosing disruption over dialogue](#)

**Public Service Commissioner Sir Brian Roche questions whether the PPTA is committed to reaching a deal.**

“Despite our best efforts, we have been unable to reach a resolution. I have personally been working directly with the PPTA President to understand the union’s issues. We’ve listened to what the President has said teachers want; we’ve responded to this, and we’ve done as much as we can to accommodate them.”

Sir Brian said the PPTA was misrepresenting his actions to teachers and the public.

“To avert this strike action, we acted at the President’s request to put our significantly improved offer to him in writing. To now characterise this as a last-minute action on our behalf is deeply misleading and disappointing.

“While it would breach good faith to talk in detail about this offer and what led up to it, I have a clear conscience that we have sought to remedy everything the PPTA has raised but in return all we’ve received back is a strike notice.”

“It’s frustrating the PPTA is unwilling to continue negotiations, despite progress remaining possible. It leaves me to reflect on whether there was ever a real possibility of the PPTA not undertaking strike action,” Sir Brian said.

ENDS

**Pete Fitzjohn**

**Principal Advisor**

Communications and Engagement

waea pūkoro: 9(2)(a) [redacted] | ĩmēra: [pete.fitzjohn@publicservice.govt.nz](mailto:pete.fitzjohn@publicservice.govt.nz)



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---

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**From:** [Charlie Busby](#)  
**To:** [Misty Mossman](#)  
**Cc:** [MAES](#)  
**Subject:** RE: Teacher salaries  
**Date:** Monday, 13 October 2025 1:55:48 pm  
**Attachments:** [image001.jpg](#)

---

Correct.

**Charlie Busby** (he/him)

waea pūkoro: 9(2)(a) | imēra: [charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)

---

**From:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>

**Sent:** Monday, 13 October 2025 1:28 pm

**To:** Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>

**Cc:** MAES <[MAES@publicservice.govt.nz](mailto:MAES@publicservice.govt.nz)>

**Subject:** RE: Teacher salaries

**Importance:** High

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Thanks Charlie

Could you please confirm the statement below is correct?

9(2)(g)(i) free and frank

---

---

---

Thanks

Misty



**Misty Mossman**

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura  
Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service |  
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: 9(2)(a)

Email: [Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz) Website: [www.Beehive.govt.nz](http://www.Beehive.govt.nz)  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

---

**From:** Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>

**Sent:** Monday, 13 October 2025 1:09 pm

**To:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>

**Cc:** MAES <[MAES@publicservice.govt.nz](mailto:MAES@publicservice.govt.nz)>

**Subject:** RE: Teacher salaries

**Current teacher salaries**

- “Over 15,000 (approximately 60%) secondary teachers currently earn over \$100,000.”
- Over 14,000 (approximately 40%) primary teachers currently earn over \$100,000.

**Future salaries**

- 66% of all trained primary teachers would be paid a base salary of at least \$100k per annum from 3 October 2025 if the most recent offer had been ratified.

- 76% of all trained secondary teachers would be paid a base salary of at least \$100k per annum from 29 October 2025 if the most recent offer had been ratified.

*Note: 76% of all trained secondary teachers and 66% of all trained primary teachers are on either step 9 or 10. Both salary steps would have moved to at least \$100k under the offer made to NZEI for primary teachers on 4 September 2025 and the offer made to PPTA on Friday 10 October.*

**Charlie Busby** ([he/him](#))

waea pūkoro: 9(2)(a) | imēra: [charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)

---

**From:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>

**Sent:** Monday, 13 October 2025 9:58 am

**To:** Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>

**Cc:** MAES <[maes@publicservice.govt.nz](mailto:maes@publicservice.govt.nz)>

**Subject:** Teacher salaries

**Importance:** High

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Good morning

Could you please clarify the current level of teacher salaries? The bullets below are from the latest weekly progress report on teacher and principal bargaining. The attached email implies 70% of secondary teachers earn over \$100k already?

**Current salaries**

- “Over 15,000 (approximately 60%) secondary teachers earn over \$100,000.”
- [Could we please have this for primary teachers also?](#)

**Future salaries**

- “66% of all trained primary teachers would be paid a base salary of at least \$100k per annum within 12 months of this offer being ratified “
- [Could we please have this for secondary teachers also?](#)

Thanks

Misty



**Misty Mossman**

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura  
Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service |  
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: 9(2)(a)

Email: [misty.mossman@parliament.govt.nz](mailto:misty.mossman@parliament.govt.nz) Website: [www.Beehive.govt.nz](http://www.Beehive.govt.nz)  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

---

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---

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**From:** [Misty Mossman](#)  
**To:** [Alex Chadwick](#); [Nardine Sleeman](#)  
**Cc:** [Charlie Busby](#)  
**Subject:** Open letter and video script  
**Date:** Thursday, 16 October 2025 9:47:34 am  
**Attachments:** [image001.jpg](#)  
18(d) soon publicly available  
9(2)(g)(i)

---

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Good morning

Yesterday afternoon Minister Collins made a short video, to be released this Sunday (TBC) – see script attached.

Also please see attached the final version of open letter.

Kind regards

Misty



**Misty Mossman**

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura  
Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service |  
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: 9(2)(a)  
Email: [misty.mossman@parliament.govt.nz](mailto:misty.mossman@parliament.govt.nz) Website: [www.Beehive.govt.nz](http://www.Beehive.govt.nz)  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

**From:** [Misty Mossman](#)  
**To:** [Grahame Armstrong](#); [Alex Chadwick](#)  
**Cc:** [Charlie Busby](#); [Nardine Sleeman](#); [Pete Fitzjohn](#)  
**Subject:** RE: Media request: RNZ story on strike actions next week  
**Date:** Thursday, 16 October 2025 12:57:21 pm  
**Attachments:** [image005.jpg](#)  
[image006.png](#)  
[image007.png](#)  
[image008.png](#)  
[image009.png](#)

---

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

FYI I understand the open letter is being published in newspapers on Sunday.

Kind regards

Misty



**Misty Mossman**

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura  
Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service |  
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: 9(2)(a) [redacted]  
Email: [misty.mossman@parliament.govt.nz](mailto:misty.mossman@parliament.govt.nz) Website: [www.Beehive.govt.nz](http://www.Beehive.govt.nz)  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

---

**From:** Grahame Armstrong <[grahame.armstrong@publicservice.govt.nz](mailto:grahame.armstrong@publicservice.govt.nz)>  
**Sent:** Thursday, 16 October 2025 12:54 pm  
**To:** Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>  
**Cc:** Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>; Nardine Sleeman <[Nardine.Sleeman@publicservice.govt.nz](mailto:Nardine.Sleeman@publicservice.govt.nz)>; Pete Fitzjohn <[Pete.Fitzjohn@publicservice.govt.nz](mailto:Pete.Fitzjohn@publicservice.govt.nz)>; Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>  
**Subject:** FW: Media request: RNZ story on strike actions next week  
**Importance:** High

Alex

RNZ want to run an 'explainer' on Monday ahead of the day of action on Thursday. They have asked us for the facts around pay offers, which is a good thing.

The information in my draft response I took directly from the Minister's open letter, which I understand was fact checked, coordinated by Misty, through us and health last week.

Are you okay with me issuing this to RNZ? If so, once I respond to RNZ I will share with the relevant agency people in our dedicated comms group.

Draft response for your approval:

**Collective bargaining facts**

**Teachers**

- The latest offer to primary teachers means 66 percent will be paid a base salary of at least \$100,000 within 12 months of ratification – up from 40 percent currently.
- The latest offer to secondary teachers means 76 percent will be paid a base salary of at least \$100,000 from 29 October 2025 – up from 60 percent currently.
- The latest offers come on top of the \$53 million the Government is spending to pay teachers' registration and levies, of up to \$550 per teacher.
- Teachers will continue to enjoy very generous annual leave provisions

**Senior doctors**

The latest offer would have provided a salary increase of at least 5 percent over two years, with the ability to provide an additional increase for first-year specialists. These increases are additional to the \$5900 annual step increase senior doctors receive until they reach the top of the 15-step pay scale.

- In addition, a \$40 million fund is proposed for distribution to senior doctors in recognition of the value of their work and to support the workforce.
- In addition, a \$40 million fund is proposed for distribution to senior doctors in recognition of the value of their work and to support the workforce.

#### Nurses

- The average salary for both Senior and Registered Nurses is \$125,662, which includes overtime, a professional development allowance and penal rates. Under the offer, nurses on the top step would have had a 2 percent increase in June 2025 - an extra \$2135 per year - with another 1 percent increase in June next year.
- Under the June offer, a graduate nurse on \$75,773 would have received 2 percent from 2 June 2025 – an extra \$1515 per year. A year later, their salary would have increased to \$83,317 – a total increase of \$7544 or \$145 per week. On 1 June 2026 they would have received an additional 1 percent increase, taking their salary to \$84,150. That’s a total pay increase of \$8377, or 11 percent, by 1 June 2026.

#### Public v private sector

- Public sector wages grew 2.8 percent in the year to June 2025
- Private sector wage growth was 2.3 percent in the year to June 2025

**Grahame Armstrong**  
**Principal Media Advisor**

waea pukoro: 9(2)(a) | imera: [grahame.armstrong@publicservice.govt.nz](mailto:grahame.armstrong@publicservice.govt.nz)



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---

**From:** Nik Dirga <[Nik.Dirga@rnz.co.nz](mailto:Nik.Dirga@rnz.co.nz)>  
**Sent:** Thursday, 16 October 2025 11:28 am  
**To:** Grahame Armstrong <[grahame.armstrong@publicservice.govt.nz](mailto:grahame.armstrong@publicservice.govt.nz)>  
**Subject:** Media request: RNZ story on strike actions next week

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Kia ora Grahame,

I'm the explainer editor over at RNZ and I'm working on a story for Monday about the 'mega strike' action planned by teachers and nurses next week.

I'm just trying to make sure I have the most current information about the government pay offers and where they stand in negotiations and I'm wondering if you can point me in the right direction? I've seen quite a lot of figures and just want to make sure I have the latest info.

Cheers!

Nik Dirga

---

Nik Dirga, RNZ digital explainer editor

<https://www.rnz.co.nz/authors/nik-dirga>

9(2)(a)

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.....  
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**From:** [Charlie Busby](#)  
**To:** [Alex Chadwick](#); [Grahame Armstrong](#)  
**Cc:** [Nardine Sleeman](#); [Pete Fitzjohn](#); [Misty Mossman](#)  
**Subject:** RE: Media request: RNZ story on strike actions next week  
**Date:** Thursday, 16 October 2025 1:30:00 pm  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)

---

Yes - with Teachers 4.7% is within 12 months, because the second increase happens 12 months after initial increase (this was the increase on top steps that was offered but rejected by primary and secondary teachers, not the most recent offer to secondary teachers) and we've used this figure in the media previously

You'll see a duplication **highlighted** which needs removing

**Charlie Busby** ([he/him](#))  
**waea pūkoro:** 9(2)(a) | **īmēra:** [charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)

---

**From:** Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>  
**Sent:** Thursday, 16 October 2025 12:58 pm  
**To:** Grahame Armstrong <[grahame.armstrong@publicservice.govt.nz](mailto:grahame.armstrong@publicservice.govt.nz)>  
**Cc:** Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>; Nardine Sleeman <[Nardine.Sleeman@publicservice.govt.nz](mailto:Nardine.Sleeman@publicservice.govt.nz)>; Pete Fitzjohn <[Pete.Fitzjohn@publicservice.govt.nz](mailto:Pete.Fitzjohn@publicservice.govt.nz)>; Misty Mossman <[misty.mossman@parliament.govt.nz](mailto:misty.mossman@parliament.govt.nz)>  
**Subject:** Re: Media request: RNZ story on strike actions next week

Duplicate

**From:** [Alex Chadwick](#)  
**To:** [Grahame Armstrong](#)  
**Cc:** [Charlie Busby](#); [Nardine Sleeman](#); [Pete Fitzjohn](#); [Misty Mossman](#)  
**Subject:** RE: Media request: RNZ story on strike actions next week  
**Date:** Thursday, 16 October 2025 1:40:15 pm  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)

---

Approved, but duplicated line under Senior Doctors list needs removing – see below.

---

**From:** Grahame Armstrong <grahame.armstrong@publicservice.govt.nz>  
**Sent:** Thursday, 16 October 2025 1:24 pm  
**To:** Alex Chadwick <alex.chadwick@publicservice.govt.nz>  
**Cc:** Charlie Busby <charlie.busby@publicservice.govt.nz>; Nardine Sleeman <Nardine.Sleeman@publicservice.govt.nz>; Pete Fitzjohn <Pete.Fitzjohn@publicservice.govt.nz>; Misty Mossman <misty.mossman@parliament.govt.nz>  
**Subject:** RE: Media request: RNZ story on strike actions next week

Alex - with extra info (in blue) for final sign out:

### Teachers

- The latest offer to primary teachers would deliver a 4.7% increase within 12 months, costing taxpayers an additional \$449 million.
- The latest offer to secondary teachers would deliver a 4.7% pay increase within 12 months, costing taxpayers an additional \$361 million.
- The latest offer to primary teachers means 66% will be paid a base salary of at least \$100,000 within 12 months of ratification – up from 40 percent currently.
- The latest offer to secondary teachers means 76% will be paid a base salary of at least \$100,000 from 29 October 2025 – up from 60 percent currently.
- The latest offers come on top of the \$53 million the Government is spending to pay teachers' registration and levies, of up to \$550 per teacher.
- Teachers will continue to enjoy very generous annual leave provisions

### Senior doctors

- The latest offer would have provided a salary increase of at least 5% over two years, with the ability to provide an additional increase for first-year specialists. These increases are additional to the \$5900 annual step increase senior doctors receive until they reach the top of the 15-step pay scale.
- In addition, a \$40 million fund is proposed for distribution to senior doctors in recognition of the value of their work and to support the workforce.
- ~~In addition, a \$40 million fund is proposed for distribution to senior doctors in recognition of the value of their work and to support the workforce.~~

### Nurses

- The average salary for both Senior and Registered Nurses is \$125,662, which includes overtime, a professional development allowance and penal rates. Under the offer, nurses on the top step would have had a 2% increase in June 2025 - an extra \$2135 per year - with another 1% increase in June next year.
- Under the June offer, a graduate nurse on \$75,773 would have received 2% from 2 June 2025 – an extra \$1515 per year. A year later, their salary would have increased to \$83,317 – a total increase of \$7544 or \$145 per week. On 1 June 2026 they would have received an additional 1 percent increase, taking their salary to \$84,150. That's a total pay increase of \$8377, or 11 percent, by 1 June 2026.

### Public v private sector

- Public sector wages grew 2.8% in the year to June 2025
- Private sector wage growth was 2.3% in the year to June 2025

### Grahame Armstrong

#### Principal Media Advisor

waea pukoro: 9(2)(a) privacy | imera: [grahame.armstrong@publicservice.govt.nz](mailto:grahame.armstrong@publicservice.govt.nz)



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---

**From:** Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>  
**Sent:** Thursday, 16 October 2025 12:58 pm  
**To:** Grahame Armstrong <[grahame.armstrong@publicservice.govt.nz](mailto:grahame.armstrong@publicservice.govt.nz)>  
**Cc:** Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>; Nardine Sleeman <[Nardine.Sleeman@publicservice.govt.nz](mailto:Nardine.Sleeman@publicservice.govt.nz)>;  
Pete Fitzjohn <[Pete.Fitzjohn@publicservice.govt.nz](mailto:Pete.Fitzjohn@publicservice.govt.nz)>; Misty Mossman <[misty.mossman@parliament.govt.nz](mailto:misty.mossman@parliament.govt.nz)>  
**Subject:** Re: Media request: RNZ story on strike actions next week

I'd like to put the percentage increases offered for teachers in the Education list too.

4.7% within 12 months correct Charlie?

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Duplicate



**From:** [Sharon Lundy](#)  
**To:** [Grahame Armstrong](#); [Misty Mossman](#)  
**Cc:** [Nardine Sleeman](#); [Alex Chadwick](#); [MAES](#); [Thor Gudjonsson](#)  
**Subject:** Re: PR - commissioner settles collective agreement with primary school principals  
**Date:** Friday, 17 October 2025 11:49:50 am  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)

---

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Great news.

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---

**From:** Grahame Armstrong <Grahame.Armstrong@publicservice.govt.nz>  
**Sent:** Thursday, October 16, 2025 5:47:35 PM  
**To:** Misty Mossman <Misty.Mossman@parliament.govt.nz>  
**Cc:** Sharon Lundy <Sharon.Lundy@parliament.govt.nz>; Nardine Sleeman <Nardine.Sleeman@publicservice.govt.nz>; Alex Chadwick <alex.chadwick@publicservice.govt.nz>; MAES <MAES@publicservice.govt.nz>; Thor Gudjonsson <Thor.Gudjonsson@publicservice.govt.nz>  
**Subject:** PR - commissioner settles collective agreement with primary school principals

Fyi Misty, the commissioner has settled a collective agreement with one of the unions representing primary school principals (the PPCBU).

The commissioner will be issuing the attached PR at 2pm.

I've also attached the union's PR, which will also go out at 2pm.

Grahame

**Grahame Armstrong**  
**Principal Media Advisor**

waea pukoro: [9\(2\)\(a\)](#) | imera: [grahame.armstrong@publicservice.govt.nz](mailto:grahame.armstrong@publicservice.govt.nz)



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**Te Kawa Mataaho**  
Public Service Commission

**MEDIA STATEMENT**

XX October 2025

9(2)(g)(i) free and frank





## **Primary Principals Collective Bargaining Union (PPCB) Ratifies Pay Offer**

More than 500 members of the Primary Principals Collective Bargaining (PPCB) union have voted to ratify the offer made last week by the Public Service Commissioner, Sir Brian Roche.

“We had a strong voter turnout and a clear majority in favour of accepting this offer,” said Mark Ellis, PPCB Head of Union. “While it doesn’t meet every goal we set, members felt there was enough progress in the package—including a 4.7 percent increase over two years—to support ratification. This vote reinforces PPCB’s role as a credible and professional advocate, focused solely on ensuring primary leadership is recognised and respected.”

“It also reflects the kaupapa of PPCB—a constructive and collaborative approach over four days of negotiations that enabled all parties to work through the key issues and deliver meaningful improvements for principals,” said Ellis

Formed in 2021 with the motto “*By Principals for Principals, Mā te Tumuaki, Mō te Tumuaki*,” PPCB was established to advocate exclusively for New Zealand’s primary school principals. In just four years, it has grown into a significant new voice in the education sector, representing 25 per cent of all primary principals nationwide.

“This strong level of engagement with 85% of members voting, with 95% saying Yes in support of the offer, shows principals value having a dedicated voice at the table,” Ellis said. “It also reinforces PPCB’s role as a credible, professional bargaining representative for primary leadership.”

Mark Ellis

PPCB HOU

[hou@ppcb.nz](mailto:hou@ppcb.nz)

9(2)(a) privacy

**From:** [Alex Chadwick](#)  
**To:** [Nardine Sleeman](#); [Gabrielle Wilson](#); [Thor Gudjonsson](#); [Charlie Busby](#); [Pete Fitzjohn](#); [Grahame Armstrong](#); [Hugo Vitalis](#); [Fran Hook](#); [Kate Salmond](#); [Linda Berkett](#); [Misty Mossman](#)  
**Subject:** RE: Industrial action webpage is now live  
**Date:** Friday, 17 October 2025 3:05:29 pm  
**Attachments:** [image001.gif](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.jpg](#)

---

Well done Nardine and team – great resource.

Alex

---

**From:** Nardine Sleeman <Nardine.Sleeman@publicservice.govt.nz>  
**Sent:** Friday, 17 October 2025 2:53 pm  
**To:** Gabrielle Wilson <Gabrielle.Wilson@publicservice.govt.nz>; Alex Chadwick <alex.chadwick@publicservice.govt.nz>; Thor Gudjonsson <Thor.Gudjonsson@publicservice.govt.nz>; Charlie Busby <charlie.busby@publicservice.govt.nz>; Pete Fitzjohn <Pete.Fitzjohn@publicservice.govt.nz>; Grahame Armstrong <Grahame.Armstrong@publicservice.govt.nz>; Hugo Vitalis <Hugo.Vitalis@publicservice.govt.nz>; Fran Hook <Fran.Hook@publicservice.govt.nz>; Kate Salmond <Kate.Salmond@publicservice.govt.nz>; Linda Berkett <Linda.Berkett@publicservice.govt.nz>; Misty Mossman <misty.mossman@parliament.govt.nz>  
**Subject:** Industrial action webpage is now live

Hi all

The Industrial Action webpage is now live on our website. We will ensure this page is updated with any new information i.e. we've just updated it to reflect the pay deal just signed with PPCBU.

[Public sector industrial action - Te Kawa Mataaho Public Service Commission](#)

We will be linking to this page from all social media posts.

Any questions, let me know.

Nardine

**Nardine Sleeman**

Manager, Communications and Engagement | Chief Communications Officer

**waea pūkoro:** <sup>9(2)(a) privacy</sup> | **īmēra:** [Nardine.Sleeman@publicservice.govt.nz](mailto:Nardine.Sleeman@publicservice.govt.nz)



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**From:** [Nardine Sleeman](#)  
**To:** [Misty Mossman](#)  
**Cc:** [MAES](#); [Pete Fitzjohn](#)  
**Subject:** Re: Draft webpage - not published yet  
**Date:** Friday, 17 October 2025 1:08:44 pm  
**Attachments:** [image001.jpg](#)  
[image002.gif](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)  
[image006.jpg](#)

---

Hi Misty

We'd like it to go live as soon as possible.

Any issues with us going live at 2pm today?

Nardine

---

**From:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>  
**Sent:** Friday, October 17, 2025 1:02 PM  
**To:** Nardine Sleeman <[Nardine.Sleeman@publicservice.govt.nz](mailto:Nardine.Sleeman@publicservice.govt.nz)>  
**Cc:** MAES <[MAES@publicservice.govt.nz](mailto:MAES@publicservice.govt.nz)>; Pete Fitzjohn <[Pete.Fitzjohn@publicservice.govt.nz](mailto:Pete.Fitzjohn@publicservice.govt.nz)>  
**Subject:** RE: Draft webpage - not published yet

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Thanks Nardine – when is the page expected to go live?

Kind regards

Misty



**Misty Mossman**

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura  
Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service |  
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: 9(2)(a) [redacted]  
Email: [Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz) Website: [www.Beehive.govt.nz](http://www.Beehive.govt.nz)  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

---

**From:** Nardine Sleeman <[Nardine.Sleeman@publicservice.govt.nz](mailto:Nardine.Sleeman@publicservice.govt.nz)>  
**Sent:** Friday, 17 October 2025 9:24 am  
**To:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>  
**Cc:** MAES <[MAES@publicservice.govt.nz](mailto:MAES@publicservice.govt.nz)>; Pete Fitzjohn <[Pete.Fitzjohn@publicservice.govt.nz](mailto:Pete.Fitzjohn@publicservice.govt.nz)>  
**Subject:** Draft webpage - not published yet

Hi Misty

Here is a link to the Draft website page, which is not published yet, so you can see what it looks like.

[Public sector industrial action - Te Kawa Mataaho Public Service Commission](#)

Nardine

**Nardine Sleeman**

Manager, Communications and Engagement | Chief Communications Officer

waea pūkoro: 9(2)(a) [redacted] imēra: [Nardine.Sleeman@publicservice.govt.nz](mailto:Nardine.Sleeman@publicservice.govt.nz)



[www.publicservice.govt.nz](http://www.publicservice.govt.nz) | [www.govt.nz](http://www.govt.nz)



---

Confidentiality notice: This email may be confidential or legally privileged. If you have received it by mistake, please tell the sender immediately by reply, remove this email and the reply from your system, and don't act on it in any other way. Ngā mihi.

**From:** [Alex Chadwick](#)  
**To:** [Misty Mossman](#)  
**Cc:** [MAES](#); [Brian Roche](#)  
**Subject:** Secondary Teacher Bargaining - Claims by Chris Abercrombie  
**Date:** Tuesday, 14 October 2025 4:07:00 pm  
**Attachments:** [image001.jpg](#)

---

Kia ora Misty

Could you please forward the email below on to Minister Stanford's office for the Minister's attention. She has asked us to address some of the claims made by Chris Abercrombie from the PPTA in this Radio NZ article: [PPTA teachers strike on day of NCEA exams - the dates to know | RNZ News](#).

**Claim 1:** *Abercrombie said the offer included two pay rises - 2.5 percent after settlement and 2 percent 12 months after that - but no more until after the next bargaining started. He said that would probably mean up to 24 months with no further pay rises.*

The offer provided an increase of 2.5% in November 2025 and 2% in November 2026. The offer was for a 30-month term, so members would have been eligible to negotiate for further increases any time from May 2028. The length of time before another increase occurs depends on how long it takes to bargain a new collective agreement post May 2028. The parties can start bargaining before expiry of the old collective agreement - indeed the union can initiate bargaining 60 days before expiry.

So in response to Abercrombie's claim we would say:

1. The length of time before members would get a new pay increase post the expiry of the new collective in large part depends on when the PPTA initiates bargaining and also their performance (and efficiency) in that bargaining.
2. To say it would be 24 months before another pay rise occurs is purely speculative and arguably the worse-case scenario.
3. We deliberately frontloaded the increases in the offer so members got the benefit of the money in their pockets earlier. We could equally have offered more frequent and lower increases, or looked at some other shaping but despite our offer to the PPTA to discuss the offer further, they were not willing to do so.

*Claim 2: "The government's offer also ignored teachers' claims for more pastoral staffing to help the increasing number of students who had health and emotional needs which were preventing them from engaging fully with learning," Abercrombie said.*

The President did not raise the issue of pastoral staffing with the Commissioner at all during their discussions.

**Claim 3:** Abercrombie said in the radio interview that the new offer effectively mean teachers would be working “24/7 in term time”, because call back days could only be used in term breaks.

A full-time teacher is required to work and is paid for an average of 40 hours per week with a maximum of 20 hours being timetabled to teach, five hours of non-contact time and the 15-hour balance for “other duties”. The offer made did not propose any change to these hours. This would mean any activities, such as parent-teacher meetings, that occur during the term time can use the “variable flow” of 40 hours per week average. There are sufficient paid hours to make this work without access to call back days during term time.

Ngā mihi

Alex

**Alex Chadwick** (she/her)

**Deputy Chief Executive | Tumu Whakarae Tuarua**

Workforce Group | Te Ohu Mahi

**waea pūkoro:** 9(2)(a) | **īmēra:** [alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)



**Te Kawa Mataaho Public Service Commission**

[www.publicservice.govt.nz](http://www.publicservice.govt.nz) | [www.govt.nz](http://www.govt.nz)

Text between the Public Service Commissioner and the Minister for the Public Service

Sat, 11 Oct at 10:38 AM

Just to let you know PPTA  
have issued strike notices  
for later this week.  
We are working on our  
comms.  
They have blatantly mis-  
represented our offer

Noted.

**From:** [Charlie Busby](#)  
**To:** [Pete Fitzjohn](#); [Misty Mossman](#)  
**Cc:** [Alex Chadwick](#); [Nardine Sleeman](#); [Grahame Armstrong](#); [MAES](#)  
**Subject:** RE: Draft PR for fact check  
**Date:** Monday, 13 October 2025 6:32:10 pm  
**Attachments:** [image001.jpg](#)  
[9\(2\)\(g\)\(i\) free and](#)

---

Hi Misty  
Education-checked – see attached

**Charlie Busby** (he/him)  
waea pūkoro: [9\(2\)\(a\)](#) | īmēra: [charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)

---

**From:** Pete Fitzjohn <[pete.fitzjohn@publicservice.govt.nz](mailto:pete.fitzjohn@publicservice.govt.nz)>  
**Sent:** Monday, 13 October 2025 4:00 pm  
**To:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>; Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>  
**Cc:** Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>; Nardine Sleeman <[Nardine.Sleeman@publicservice.govt.nz](mailto:Nardine.Sleeman@publicservice.govt.nz)>; Grahame Armstrong <[Grahame.Armstrong@publicservice.govt.nz](mailto:Grahame.Armstrong@publicservice.govt.nz)>; MAES <[MAES@publicservice.govt.nz](mailto:MAES@publicservice.govt.nz)>  
**Subject:** RE: Draft PR for fact check

Hi Misty – MOE are onto this now

---

**From:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>  
**Sent:** Monday, 13 October 2025 2:36 pm  
**To:** Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>  
**Cc:** Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>; Nardine Sleeman <[nardine.sleeman@publicservice.govt.nz](mailto:nardine.sleeman@publicservice.govt.nz)>; Pete Fitzjohn <[pete.fitzjohn@publicservice.govt.nz](mailto:pete.fitzjohn@publicservice.govt.nz)>; Grahame Armstrong <[grahame.armstrong@publicservice.govt.nz](mailto:grahame.armstrong@publicservice.govt.nz)>; MAES <[maes@publicservice.govt.nz](mailto:maes@publicservice.govt.nz)>  
**Subject:** Draft PR for fact check  
**Importance:** High

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Good afternoon

Could I please have a fact check on the education elements of the attached draft PR?

Thanks

Misty



**Misty Mossman**

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura  
Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service |  
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: [9\(2\)\(a\)](#)  
Email: [Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz) Website: [www.Beehive.govt.nz](http://www.Beehive.govt.nz)  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

**From:** [Pete Fitzjohn](#)  
**To:** [Charlie Busby](#); [Misty Mossman](#); [Alex Chadwick](#)  
**Cc:** [Nardine Sleeman](#)  
**Subject:** RE: Fact checks please  
**Date:** Wednesday, 15 October 2025 11:42:28 am  
**Attachments:** [image001.jpg](#)

---

That's correct – HealthNZ is going to provide a number in alignment with the combined press release they are also checking

---

**From:** Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>  
**Sent:** Wednesday, 15 October 2025 11:28 am  
**To:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>; Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>  
**Cc:** Nardine Sleeman <[Nardine.Sleeman@publicservice.govt.nz](mailto:Nardine.Sleeman@publicservice.govt.nz)>; Pete Fitzjohn <[Pete.Fitzjohn@publicservice.govt.nz](mailto:Pete.Fitzjohn@publicservice.govt.nz)>  
**Subject:** RE: Fact checks please

Additional point in the “open letter” document checked with education:

The meeting with the minister was scheduled for the 9<sup>th</sup>, so depending on when the oped is released, it'll be a week and a half or 2 weeks ago.

Pete has asked Health to check the other highlight, but you may have requested that check separately

**Charlie Busby** (he/him)  
waea pūkoro: 9(2)(a) | tēra: [charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)

---

**From:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>  
**Sent:** Tuesday, 14 October 2025 5:44 pm  
**To:** Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>; Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>  
**Cc:** Nardine Sleeman <[Nardine.Sleeman@publicservice.govt.nz](mailto:Nardine.Sleeman@publicservice.govt.nz)>; Pete Fitzjohn <[Pete.Fitzjohn@publicservice.govt.nz](mailto:Pete.Fitzjohn@publicservice.govt.nz)>  
**Subject:** Re: Fact checks please

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Yes thanks, I'm checking the health content via Hon Brown's office

---

**From:** Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>  
**Sent:** Tuesday, October 14, 2025 5:35:58 PM  
**To:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>; Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>  
**Cc:** Nardine Sleeman <[Nardine.Sleeman@publicservice.govt.nz](mailto:Nardine.Sleeman@publicservice.govt.nz)>; Pete Fitzjohn <[Pete.Fitzjohn@publicservice.govt.nz](mailto:Pete.Fitzjohn@publicservice.govt.nz)>  
**Subject:** RE: Fact checks please

Hi Misty,

I assume just the education content – correct?

Education has already confirmed their content in the “Oct 22 PR” attachment (my email yesterday evening confirmed)

We'll check the other document with education ...

**Charlie Busby** (he/him)  
waea pūkoro: 9(2)(a) | tēra: [charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)

---

**From:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>  
**Sent:** Tuesday, 14 October 2025 5:11 pm  
**To:** Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>; Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>  
**Cc:** Nardine Sleeman <[nardine.sleeman@publicservice.govt.nz](mailto:nardine.sleeman@publicservice.govt.nz)>  
**Subject:** Fact checks please

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Good afternoon

Could you please fact check these by 11am tomorrow?

Many thanks

Misty



**Misty Mossman**

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura  
Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service |  
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: 9(2)(a)

Email: [misty.mossman@parliament.govt.nz](mailto:misty.mossman@parliament.govt.nz) Website: [www.Beehive.govt.nz](http://www.Beehive.govt.nz)  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

.....  
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.....  
Confidentiality notice: This email may be confidential or legally privileged. If you have received it by mistake, please tell the sender immediately by reply, remove this email and the reply from your system, and don't act on it in any other way. Ngā mihi.

**From:** [Pete Fitzjohn](#)  
**To:** [Charlie Busby](#); [Misty Mossman](#); [Alex Chadwick](#)  
**Cc:** [Nardine Sleeman](#)  
**Subject:** RE: Fact checks please  
**Date:** Wednesday, 15 October 2025 12:15:19 pm  
**Attachments:** [image001.jpg](#)

---

Hi Misty – here is the factchecked passage from Health NZ

To the estimated more than 6,000 New Zealanders who have had medical appointments and procedures postponed due to the strike, I know some of you are living in pain, and in fear of a possible diagnosis that will now be delayed.

---

**From:** Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>  
**Sent:** Wednesday, 15 October 2025 11:28 am  
**To:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>; Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>  
**Cc:** Nardine Sleeman <[Nardine.Sleeman@publicservice.govt.nz](mailto:Nardine.Sleeman@publicservice.govt.nz)>; Pete Fitzjohn <[Pete.Fitzjohn@publicservice.govt.nz](mailto:Pete.Fitzjohn@publicservice.govt.nz)>  
**Subject:** RE: Fact checks please

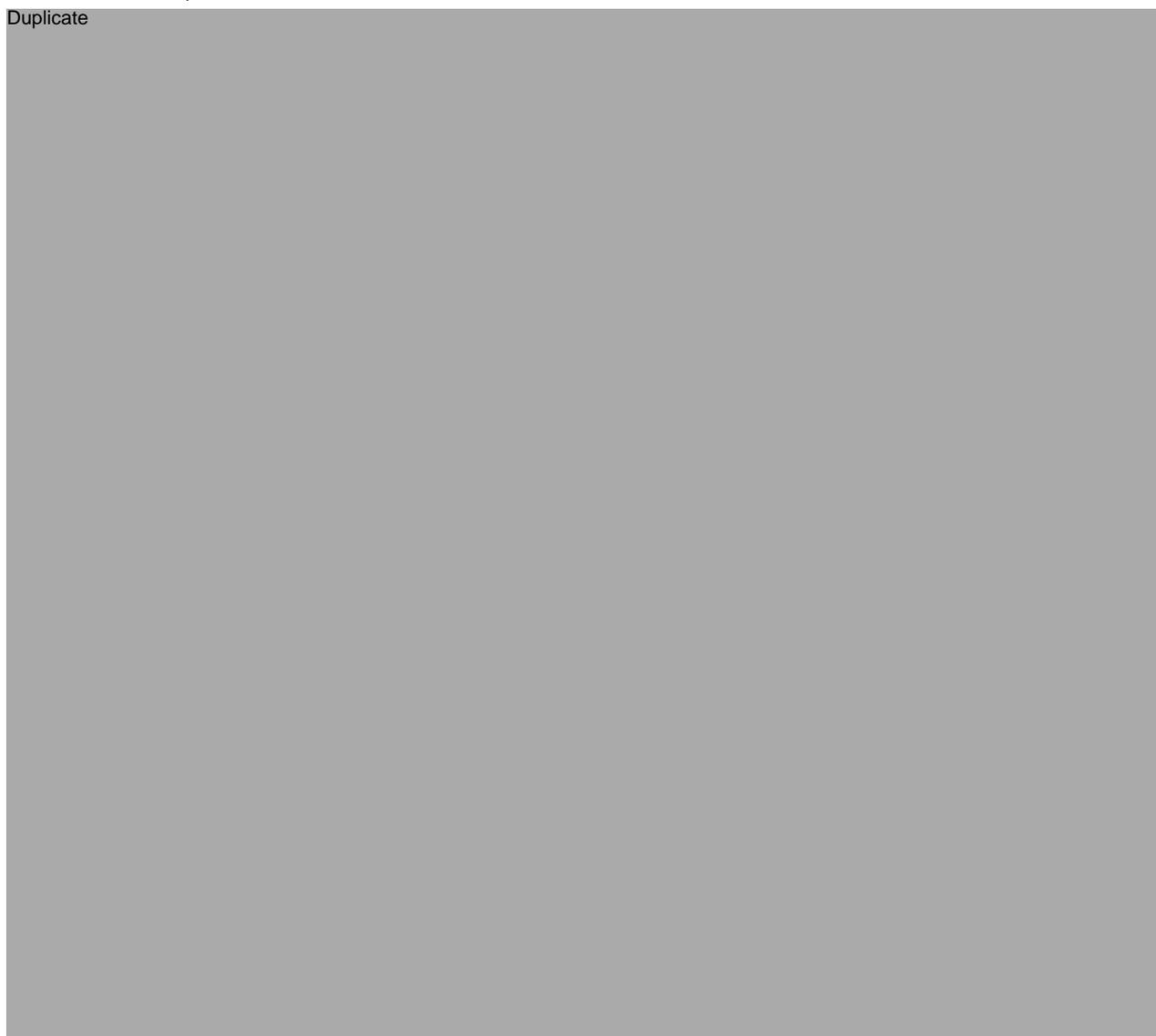
Additional point in the “open letter” document checked with education:

The meeting with the minister was scheduled for the 9<sup>th</sup>, so depending on when the oped is released, it'll be a week and a half or 2 weeks ago.

Pete has asked Health to check the other highlight, but you may have requested that check separately

**Charlie Busby** (he/him)  
waea pūkoro: 9(2)(a) | imēra: [charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)

Duplicate



Duplicate



**From:** [Pete Fitzjohn](#)  
**To:** [Misty Mossman](#)  
**Cc:** [PSC Media](#); [Nicky Dirks](#)  
**Subject:** RE: New Entry - OIA - FYI Consultation on communications with Unions participating in the 23 October 2025 strike.  
**Date:** Wednesday, 22 October 2025 1:05:05 pm  
**Attachments:** [image001.jpg](#)  
[image002.png](#)  
[image003.jpg](#)  
[image004.png](#)  
[image005.png](#)  
[image006.png](#)  
[image007.png](#)

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Hi Misty – here we go. Lines re Anna’s article  
Thanks  
pete

9(2)(g)(i) free and frank

---

**From:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>  
**Sent:** Wednesday, 22 October 2025 11:57 am  
**To:** Pete Fitzjohn <[Pete.Fitzjohn@publicservice.govt.nz](mailto:Pete.Fitzjohn@publicservice.govt.nz)>  
**Cc:** PSC Media <[media@publicservice.govt.nz](mailto:media@publicservice.govt.nz)>; Nicky Dirks <[Nicky.Dirks@publicservice.govt.nz](mailto:Nicky.Dirks@publicservice.govt.nz)>  
**Subject:** RE: New Entry - OIA - FYI Consultation on communications with Unions participating in the 23 October 2025 strike.

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Hi Pete

Could we please have some additional lines on this: [Mega strike: The fiery exchange that derailed secondary teacher talks | The Post](#) by 12.50pm in case it comes up in the Oral question today?

Thanks

Misty



**Misty Mossman**  
Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura  
Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service |  
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: 9(2)(a) [REDACTED]  
Email: [Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz) Website: [www.Beehive.govt.nz](http://www.Beehive.govt.nz)  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

---

**From:** Pete Fitzjohn <[Pete.Fitzjohn@publicservice.govt.nz](mailto:Pete.Fitzjohn@publicservice.govt.nz)>  
**Sent:** Tuesday, 21 October 2025 4:44 pm  
**To:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>  
**Cc:** PSC Media <[media@publicservice.govt.nz](mailto:media@publicservice.govt.nz)>; Nicky Dirks <[Nicky.Dirks@publicservice.govt.nz](mailto:Nicky.Dirks@publicservice.govt.nz)>  
**Subject:** RE: New Entry - OIA - FYI Consultation on communications with Unions participating in the 23 October 2025 strike.

Hi Misty

9(2)(g)(i) free and frank

I hope this is helpful and pls let me know if you need any more

Cheers  
Pete

---

**From:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>  
**Sent:** Tuesday, October 21, 2025 3:13:14 AM (UTC+00:00) Monrovia, Reykjavik  
**To:** Nicky Dirks <[Nicky.Dirks@publicservice.govt.nz](mailto:Nicky.Dirks@publicservice.govt.nz)>; PSC Media <[media@publicservice.govt.nz](mailto:media@publicservice.govt.nz)>; Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>; Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>  
**Cc:** MAES <[MAES@publicservice.govt.nz](mailto:MAES@publicservice.govt.nz)>  
**Subject:** RE: New Entry - OIA - FYI Consultation on communications with Unions participating in the 23 October 2025 strike.

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Would 5pm be possible?

Thanks  
Misty

---

**From:** Nicky Dirks <[Nicky.Dirks@publicservice.govt.nz](mailto:Nicky.Dirks@publicservice.govt.nz)>  
**Sent:** Tuesday, 21 October 2025 4:06 pm  
**To:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>; PSC Media <[media@publicservice.govt.nz](mailto:media@publicservice.govt.nz)>; Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>; Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>  
**Cc:** MAES <[MAES@publicservice.govt.nz](mailto:MAES@publicservice.govt.nz)>  
**Subject:** Re: New Entry - OIA - FYI Consultation on communications with Unions participating in the 23 October 2025 strike.

What time is the required by?

Get [Outlook for iOS](#)

---

**From:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>  
**Sent:** Tuesday, October 21, 2025 4:00:50 PM  
**To:** PSC Media <[media@publicservice.govt.nz](mailto:media@publicservice.govt.nz)>; Alex Chadwick <[alex.chadwick@publicservice.govt.nz](mailto:alex.chadwick@publicservice.govt.nz)>; Charlie Busby <[charlie.busby@publicservice.govt.nz](mailto:charlie.busby@publicservice.govt.nz)>  
**Cc:** MAES <[MAES@publicservice.govt.nz](mailto:MAES@publicservice.govt.nz)>; Nicky Dirks <[Nicky.Dirks@publicservice.govt.nz](mailto:Nicky.Dirks@publicservice.govt.nz)>  
**Subject:** RE: New Entry - OIA - FYI Consultation on communications with Unions participating in the 23 October 2025 strike.

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Good afternoon

Could you please provide some reactive lines on this for the PM?

Thanks

Misty



**Misty Mossman**  
Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura  
Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service |  
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: 9(2)(a)  
Email: [Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz) Website: [www.Beehive.govt.nz](http://www.Beehive.govt.nz)  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

---

**From:** Nicky Dirks <[Nicky.Dirks@publicservice.govt.nz](mailto:Nicky.Dirks@publicservice.govt.nz)>  
**Sent:** Tuesday, 21 October 2025 12:26 pm  
**To:** Misty Mossman <[Misty.Mossman@parliament.govt.nz](mailto:Misty.Mossman@parliament.govt.nz)>  
**Cc:** MAES <[MAES@publicservice.govt.nz](mailto:MAES@publicservice.govt.nz)>  
**Subject:** New Entry - OIA - FYI Consultation on communications with Unions participating in the 23 October 2025 strike.  
**Importance:** High

Hi Misty

There is a new entry on the spreadsheet for FYI OIA consultation – as per my text earlier this morning. OIA request received from Anna Whyte asking for communications the Commission has had with the Unions participating in the 23 October 2025 strike.

We are looking at responding to the request this afternoon – once consultation has been completed and then will be publishing the OIA response on our website.

Can you please provide a copy to Hon Stanford's office as an FYI as well .

REF #	18(d) soon publicly available
DATE DUE TO REQUESTOR	21 October 2025
DATE RECEIVED	20 October 2025
EXTENDED	No
NEW MATERIAL FOR RELEASE	<b>Yes</b> – communications between Unions and the Commissioner and DCE
POTENTIAL LEVEL OF INTEREST	<b>High</b>
OTHER DEPTS OR ENTITIES CONSULTED	Documents for release are currently with both Unions (NZEI and PPTA) for comments on their documents being released

Ngā mihi

**Nicky Dirks**  
Pou Whakahaere | Manager  
Ngā Ratonga ki Ngā Minita me Te Tari Tumu | Ministerial and Executive Services  
Ratonga Whakamana | Enabling Services  
waea pūkoro: 9(2)(a) | imēra: [nicky.dirks@publicservice.govt.nz](mailto:nicky.dirks@publicservice.govt.nz)

Logo Description automatically generated

