



28 January 2026

9(2)(a) privacy

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### Official Information Request

**Our Ref: OIA 2025-0171**

I refer to your official information request received on 26 November 2025 for:

- Any current Cabinet papers, policy documents, briefings, or advice provided to you (or your office) from the Public Service Commission regarding:
  - Flexible working arrangements;
  - Remote or hybrid working.
  - Proposed changes to flexible working guidelines.
  - Expectations for public sector agencies regarding staff working from home.
- Any communications (including emails, memos, or meeting notes) between your office and the Public Service Commission, that relate to flexible working expectations or policies since 1 January 2024.

### Information publicly available

The following information is covered by your request and is publicly available on the Public Service Commission's (the Commission's) website at the links provided in the table below.

| Item | Date              | Document Description                                      | Website Address   |
|------|-------------------|---|---|
| 1    | August 2024       | 2024 Government Workforce Policy Statement                | <a href="#">Government-Workforce-Policy-Statement-2024.pdf</a>  |
| 1    | 21 August 2024    | REPORT - Hybrid working in the New Zealand Public Service | <a href="https://www.publicservice.govt.nz/assets/DirectroyFile/Report-Hybrid-Working-in-the-New-Zealand-Public-Service.pdf">https://www.publicservice.govt.nz/assets/DirectroyFile/Report-Hybrid-Working-in-the-New-Zealand-Public-Service.pdf</a> |
| 2    | 17 September 2024 | REPORT – Hybrid Working – Next Steps                      | <a href="https://www.publicservice.govt.nz/assets/Direct">https://www.publicservice.govt.nz/assets/Direct</a>   |

|   |                   |   |   |
|---|-------------------|---|---|
|   |                   |   | <a href="#">oryFile/Report-Hybrid-Working-Next-Steps.pdf</a>  |
| 3 | 23 September 2024 | Minister for the Public Service Media Statement – Governments Expectations for Working from Home                              | <a href="#">New work-from-home guidance for public service   Beehive.govt.nz</a>  |
| 4 | 23 September 2024 | Acting Public Service Commissioner's letter to Chief Executives - Working from Home Arrangements                              | <a href="https://www.publicservice.govt.nz/assets/Directories/Commissioners-Letter-to-Chief-Executives-Working-from-Home-Arrangements.pdf">https://www.publicservice.govt.nz/assets/Directories/Commissioners-Letter-to-Chief-Executives-Working-from-Home-Arrangements.pdf</a>   |
| 5 | 10 October 2024   | Working from Home – Implementing Government's Expectations  | <a href="#">2024-0315 - REPORT – Working from home – Implementing Government's Expectations</a>   |
| 6 | 31 October 2024   | Flexible Working Guidance for Consultation  | <a href="#">2024-0346 - REPORT – Flexible Working Guidance for Consultation</a>   |
| 7 | 6 December 2024   | Flexible Working (Work from Home) Consultation feedback and Guidance finalisation   | <a href="#">2024-0311 - REPORT – Flexible Working (Work from Home) – Consultation feedback and guidance finalisation</a>  |
| 8 | December 2024     | <b>GUIDANCE</b> - Flexible Working (Work from Home)   | <a href="https://www.publicservice.govt.nz/guidance/guidance-flexible-working-work-from-home">https://www.publicservice.govt.nz/guidance/guidance-flexible-working-work-from-home</a>   |
| 9 | 22 January 2025   | <b>2025-0013 – REPORT</b> – Results from the Public Service Working from Home Data Collection – November 2024 22 January 2025 | <a href="https://www.publicservice.govt.nz/assets/Directories/MOSR-2025-0013-REPORT-Results-from-the-Public-Service-Working-From-Home-Data-Collection-November-2024.pdf">https://www.publicservice.govt.nz/assets/Directories/MOSR-2025-0013-REPORT-Results-from-the-Public-Service-Working-From-Home-Data-Collection-November-2024.pdf</a> |

Accordingly, I have refused your request for the documents listed in the above table under section 18(d) of the Official Information Act 1982 (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 OIA, on the grounds described in the documents.

### **Information not released**

There is one additional document within scope of your request that I have decided to withhold in full under section 9(2)(g)(i) of the OIA 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.

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

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

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

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

Yours sincerely



Nicky Dirks

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

