



22 April 2026

9(2)(a) privacy



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**Official Information Request**  
**Our Ref: OIA 2026-0076**

I refer to your Official Information Act 1982 (OIA) request received on 1 April 2026 asking:

1. *“What appointments to Deputy Chief Executive roles has the Commission being consulted on where the candidate has previously been employed by either Impact Lab, or Nicholson Consulting?”*
2. *How many of these appointments are still in their posts? If any have left please give detailed reasons why.*
3. *Were there any previous employment relationships identified as potential conflicts during the recruitment process?*
4. *How were these conflicts managed?*
5. *Have any of these DCEs in the course of their roles approved or directed the procurement of any services from Impact Lab or Nicholson Consulting and if so what were the value of the contracts and for what work?”*

I have renumbered the different parts of your request above for clarity.

On 31 March 2026, the Commission responded to a previous similar request of yours (OIA 2026-0065). We confirmed that no Deputy Chief Executives (DCEs) employed by the Public Service Commission (the Commission) had been previously employed by Impact Lab or Nicholson Consulting.

On 2 April 2026, you confirmed that *“the key difference [between requests OIA 2026-0065 and OIA 2026-0076] is the addition of this line as your previous response seemed to only cover employees of the PSC itself “has the Commission being [sic] consulted.””*

**Information does not exist - Part one**

From time to time, chief executives may reach out to Commission teams for the names of potential candidates for senior roles. This approach aligns with ongoing work the Commission leads, to support talent management and mobility across the Public Service.

However, the Commission is not consulted on appointments to DCE or tier two roles of other agencies. These recruitment processes are run by the individual agencies themselves.

**Parts two, three, four and five**

We consider that responding to parts two, three, four and five of your requests is dependent on the Commission holding information within scope of part one. As the Commission has not been consulted on any DCE appointments involving candidates previously employed by Impact Lab or Nicholson Consulting, the remaining parts of your request are not applicable.

I am therefore refusing your request in full under section 18(e) of the OIA on the grounds that the information does not exist.

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 response (with your personal details removed) on the Commission's website.

Yours sincerely



Nicky Dirks

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