



Te Kawa Mataaho

Public Service Commission

13 May 2026

9(2)(a) privacy

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Official Information Request

Our Ref: OIA 2026-0111

I refer to your Official Information Act 1982 (OIA) request received on 29 April 2026:

"I require information on possible blacklisting of public service staff, as follows:

- 1. Is the Public Service Commission aware of concerns that former public service staff have been placed on one or more blacklists that could harm their efforts to find employment?*
- 2. If such blacklists have existed in the recent past or continue to remain in force today, will the Public Service Commission investigate and commit itself to ceasing such measures?*

I attach a relevant article for your information. Also, please

see: <https://www.linkedin.com/pulse/box-ticking-bureaucrats-blacklisting-colleagues-dont-like-associates/>."

Our response

The Public Service Commission (the Commission) does not maintain a blacklist of individuals who apply for roles and is not aware of any such list existing within the Public Service. I am therefore refusing your request under section 18(e) of the OIA on the grounds the information does not exist.

Public Service departments and statutory Crown entities are expected to recruit in a way that is fair, transparent, and consistent with Public Service values. The [Workforce Assurance Model Standards](#) outline expectations when recruiting staff, including additional expectations relating to serious misconduct checks and settlement agreements. Serious misconduct checks are consent-based, organisation-to-organisation checks for a serious misconduct investigation that was concluded and upheld, or is currently under investigation, within the last three years.

Settlement agreements (including confidentiality provisions) are only to be used where they are genuinely necessary.

When conducting misconduct investigations and negotiating settlement agreements, organisations must follow good employer practices, treat employees fairly and in good faith, and observe natural justice principles.

If you wish to discuss this decision with us, please feel free to contact 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 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