



Te Kawa Mataaho

Public Service Commission

28 February 2025

9(2)(a) privacy

9(2)(a) privacy

Official Information Request

Our Ref: PSCR 2025-0096

I refer to your official information request received on 30 January 2025 for:

“copies of the baseline study and the follow up study conducted into the pay equity settlement for social workers. This work was commissioned by Te Kawa Mataaho and undertaken by Research NZ. The summary of this research is no longer available on your website and I would like copies of the research in full as well as all summary material of this research please. As this has been available this should be accessible with no redactions.

Separately, I would also like to request under the official information act, all information, communications, (written and verbal) instructions (written and verbal), and recollections from officials on why all pay equity materials, tools, guidance, including Te Orowaru have been removed from the Public Service Commission website.

Does the removal of this information mean that none of the guidance or tools are currently supported and if so why?”

Information being released

Please find enclosed the documents listed in the table below.

Item	Date	Document Description	Decision
1	September 2022	Research New Zealand, Pay Equity Settlement Review Baseline September 2022	Released in full
2		Impacts of a pay equity settlement: Summary of research findings	Released in full
3	August 2023	Research New Zealand, Impacts of a Pay Equity Settlement	Released in full

4	11 November 2024	EMAIL – From Alex Chadwick – RE: Pay equity advice request	Released in part
5	11 November 2024	EMAIL – From Charlie Busby - RE: Pay equity advice request	Released in part

I have decided to release the relevant parts of the document listed above, subject to information being withheld under section 9(2)(a) of the OIA in order to protect the privacy of natural persons, including deceased people. In making my decision, I have considered the public interest considerations in section 9(1) of the OIA.

Under the Pay Equity Reset, approved by Cabinet in April 2024, the Public Service Commissioner's role is to provide advice and oversight of risks around pay equity bargaining or settlements in government departments and the education service and it is the role of the Ministry of Business, Innovation and Employment (MBIE) to provide guidance and information to all employers on the operation of the provisions of the Equal Pay Act 1972.

As MBIE is now responsible for providing guidance and information on pay equity, the Public Service Commission's previous guidance, tools and resources which were not being updated or maintained, have been removed from the Commission's website.

Information on the pay equity process and pay equity claims (including ways to contact MBIE) can be found on the Employment New Zealand website at the following link: [Pay equity comparator information | Employment New Zealand](#).

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 letter (with your personal details removed) and enclosed documents on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely



Nicky Dirks

Manager – Ministerial and Executive Services
Te Kawa Mataaho Public Service Commission

Out of scope

From: Alex Chadwick <9(2)(a) privacy >
Sent: Monday, 11 November 2024 10:10 am
To: Sarah Borrell <9(2)(a) privacy >; Misty Mossman <9(2)(a) privacy >; Charlie Busby <9(2)(a) privacy >
Cc: MAES <9(2)(a) privacy >
Subject: RE: Pay equity advice request [NEGOTIATIONS IN CONFIDENCE]
Importance: High

Kia ora Misty

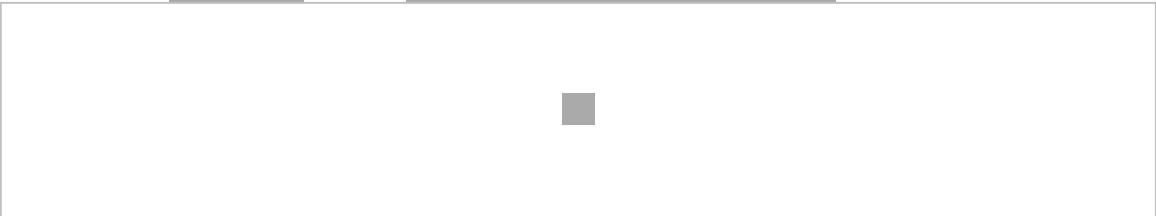
Under the pay equity reset, responsibility for any guidance or advice on the interpretation of the legislation now sits with MBIE. Since the Taskforce was disestablished, we are no longer actively issuing or updating the guidance that was previously issued and it is up to MBIE to decide whether they wish to keep or change this guidance. I have also asked for the guidance to come down from our website so there is no confusion about this.

Out of scope

Ngā mihi


Alex

Alex Chadwick (she/her)
Deputy Chief Executive | Tumu Whakarae Tuarua
Workforce Group | Te Ohu Mahi
waea pūkoro: 9(2)(a) privacy | **īmēra:** 9(2)(a) privacy



Te Kawa Mataaho Public Service Commission

Out of scope



From: Charlie Busby <9(2)(a) privacy >

Sent: Monday, November 11, 2024 10:10 AM

To: Linda Berkett <9(2)(a) privacy >


Out of scope



Subject: FW: Pay equity advice request [NEGOTIATIONS IN CONFIDENCE]

Hi Linda

Out of scope



Out of scope MBIE should
be reviewing guidance as they own that role (so we should remove the guidance from our
website as we don't own the advice) – **can you assess what we'd need to remove please?**

Out of scope

