



# Te Kawa Mataaho

Public Service Commission

3 June 2025

9(2)(a) privacy

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## Official Information Request Our Ref: PSCR 2025-0218

I refer to your official information request received on 15 May 2025:

*"In relation to PSCR 2025-0218 I would like to request additional information.*

- 1. The cost of this programme of work, estimated or determined.*
- 2. The salary and position of every staff member who worked on this programme and the total hours spent on this. Estimated or determined."*

## Our response

### Joint common and consistent Terms and Conditions project with the Public Service Association

In October 2020, the Public Service Commission (the Commission), Public Service chief executives and Te Pūkenga Here Tikanga Mahi – Public Service Association (PSA) recognised the need for change to develop greater consistency in terms and conditions for public service employees.

The purpose for making such changes was to create a modern, fair, secure and exemplar employment offering that attracts and enables an agile, secure and flexible public service workforce, and in doing so, supports building public service capability for the future, the Public Service reforms and the aims of the Public Service Act 2020. A framework and work programme were agreed between the Commission and PSA to progress this work in December 2020.

### Information being released

The Commission did not receive any specific funding for this project. The work was undertaken as part of the business-as-usual work programme. It is not possible to identify every staff member who worked on the project or the total hours they spent associated with the project. The information outlined below is recalled from current employees of the Commission that were involved with the project.

## Resourcing Information

The resourcing of the project was at several levels over an approximate three-year period. These are outlined below.

Team members of the Employment Relations Team (ERT) worked on the drafting and research and attending weekly/fortnightly Design Group meetings. ERT members included involved on the project included one Employment Relations Manager for approximately six hours per week, one Principal Advisor for approximately six hours per week alongside ad hoc input from other ERT members whose time spent on the project is not able to be quantified.

The PSA/PSLT Strategic Forum (the Forum) was the sponsor for the work. The Forum met quarterly for an average of two hours, however the consistent conditions project was only one agenda item considered by the forum, therefore this was a limited resource associated with the project. The Commission representative on this forum was the Deputy Commissioner, Workforce.

The Steering Group for which the Deputy Chief Executive was the Commission representative – there were eight steering group meetings (1 hour each) between June 2021 and May 2022.

Listed in the table below are the salary ranges of the Commission roles involved in the project, as outlined above in the project (effective 1 December 2023).

No	Job title	Minimum	Established zone	Maximum
1	Principal Advisor	\$130,171	\$144,880 - \$159,588	\$181,651
2	Manager	\$164,759	\$194,415 - \$213,785	\$242,840
3	Deputy Chief Executive/Deputy Commissioner	\$286,290	\$317,630 - \$349,970	\$382,310

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**