



# Public Sector Pay Adjustment (PSPA)

Progress Report  
to the  
**Minister for the Public Service**

Week ending  
**Friday 28 October 2022**

Report number: 2022/0248

## Weekly Recap – 25 to 28 October 2022

### Overall progress

- 9(2)(j) prejudice to negotiations

### Sector-specific PSPA updates

- 9(2)(j) prejudice to negotiations

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### Recent Engagements

#### Unions

- Sector leads and bargaining leads are engaging with both NZCTU affiliated and non-affiliated unions to commence and progress PSPA bargaining. NZ Defence Force and Crown agents are not yet engaged in PSPA bargaining.
- 9(2)(j) prejudice to negotiations

#### Public Sector chief executives

- Public Service Leadership Team members were provided with a further update on the PSPA on 27 October 2022. Key messages included: which unions have opted in; some sectors have progressed to the point of making initial offers; the guidance available for bargaining teams; and upcoming engagement with agencies on their Budget 23 process.

#### Crown agents chief executives

- Participating Crown agents will progress their own PSPA bargaining, supported by the Commission and Treasury, as needed. The Commission continues to liaise directly with Crown agents through its specialist Crown entities team.
- Our ER leads are working with Crown agents to understand their current bargaining settings – particularly collective agreements and existing remuneration commitments.
- Crown agents participating in the PSPA process will be supported.

## External Reporting

### Media Inquiries and Coverage

- Media coverage of PSPA bargaining has started following PSA communications to its members. There are initial articles on Stuff and Business Desk, with mentions in other publications.
- Media coverage includes references to formal negotiations commencing and industrial action pausing to allow for PSPA negotiations to take place.
- The PSA has activated a campaign of communications, workplace meetings, use of campaign colours, and social media for a week of action culminating on Friday 28 October 2022. To date, other unions have not yet commenced such communications.

### Official Information Act (OIA) requests

- OIA requests have been made – our Ministerial Services team, the PSPA Taskforce, and the Minister’s Office are coordinating on responses.

### Written Parliamentary Questions (WPQs)

- WPQs have been received, focused on decisions made to date, cost, and advice/research by officials.
- The Commission and Treasury Ministerial Services teams (and respective PSPA-focused teams) are proactively liaising on both WPQs and OIA requests to ensure accuracy of records and consistency of responses.

## Financial Context

- 9(2)(f)(iv) confidentiality of advice, 9(2)(j) prejudice to negotiations
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## Next Week (31 October – 4 November 2022)

### Meetings

- Commission agency meeting with Minister, 31 October 2022.
- Commission meeting Minister’s Office, 4 November 2022.
- Advice to MOGSSER will be finalised ahead of the 10 November 2022 meeting.

### PSPA Bargaining

- 9(2)(f)(iv) confidentiality of advice, 9(2)(j) prejudice to negotiations
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### Non-PSPA Bargaining

- 9(2)(f)(iv) confidentiality of advice, 9(2)(j) prejudice to negotiations
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### Communications

- Public Sector and Crown agent chief executive cohorts, and their heads of HR, will continue to receive weekly updates and information from the Commission to support their bargaining.

## Key Issues Upcoming

Subsequent advice, jointly authored by Treasury and Commission officials, will be provided to Ministers in the week of 31 October 2022 on key issues influencing recent PSPA engagements:

- 9(2)(j) prejudice to negotiations, 9(2)(f)(iv) confidentiality of advice
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We anticipate each week, in addition to this report, officials from both agencies will wish to engage Ministers on specific issues for feedback and direction. We will flag all known issues of this type at the time of providing this weekly written report.

Contact: Alex Chadwick, Deputy Commissioner, Workforce, Employment Relations, and Equity, Te Kawa Mataaho Public Service Commission. 9(2)(a) privacy

Contact: Warwick White, Deputy Head of Government Finance Profession, Te Tai Ōhanga Treasury. Ph: 9(2)(a) privacy