



TE TAI ŌHANGA
THE TREASURY



Te Kawa Mataaho
Public Service Commission

Public Sector Pay Adjustment (PSPA)

Progress Report
to the
Minister for the Public Service

Week ending
Friday 4 November 2022

Report number: 2022/0261

Weekly Recap – 31 October to 04 November 2022

Overall progress

- 9(2)(j) prejudice to negotiations
[Redacted]

Sector-specific PSPA updates

- 9(2)(j) prejudice to negotiations
[Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

Recent Engagements

Unions

- Bargaining teams across sectors continue to engage with both NZCTU affiliated and non-affiliated unions to commence and progress PSPA bargaining. 9(2)(j) prejudice to negotiations
[Redacted]
- 9(2)(j) prejudice to negotiations
[Redacted]

Public Service chief executives

- Public Service Leadership Team members were provided with a further update on the PSPA on 4 November 2022. Key messages included: an update on the progress of bargaining; a request for those in bargaining to move from agency engagement to the PSPA process; reminder of the scope and parameters of the PSPA.

Crown agents chief executives

- Crown agents are actively considering whether to opt into the PSPA process. Crown agents that opt in will be supported by the Commission and Treasury, on bargaining and funding.
- Progressing the PSPA for Crown agents is more complex due to the independence and differing priorities of each board and unique funding mechanisms of these types of employing entities. Additionally, agencies and unions both need to opt-in.
- Leaders in this sector are being provided with weekly PSPA updates from the Commission.

External Reporting

Media Inquiries and Coverage

- There has been limited media coverage of PSPA bargaining following initial articles on Stuff and Business Desk on the 26th of October.
- There has been no further increase in union messaging or additional campaigns launched beyond that reported last week.

Official Information Act (OIA) requests

- OIA requests have been made – the Commission’s Ministerial Services team, PSPA Taskforce, and Minister’s Office are coordinating on responses. It is expected there will be further OIA requests, and the Commission will continue to liaise with Treasury colleagues throughout.

Written Parliamentary Questions (WPQs)

- WPQs continue to be received.
- The Commission and Treasury Ministerial Services teams (and respective PSPA-focused teams) are proactively liaising on WPQs to ensure accuracy and consistency of responses.

Financial Context

- 9(2)(f)(iv) confidentiality of advice
[REDACTED]
- Treasury officials will become more active in engagement with Taskforce forums to support sectors and employers (particularly, of late, Crown agents) to understand and navigate the PSPA process ahead of Budget 23 milestones.

Next Week (7 November – 11 November 2022)

Meetings

- The Commission will continue to meet one-on-one with Crown agents in the coming week, providing information to support their decision-making regarding the PSPA process.
- The wider network of Heads of HR (for Crown agents) will have a PSPA-focused meeting with the Commission’s Taskforce and Crown agent subject matter experts on 9 November 2022.
- 9(2)(f)(iv) confidentiality of advice
[REDACTED]

PSPA Bargaining

- The PSPA process is now active and underway, with differing rates of progress to bargaining and offers, across all six in-scope sectors.
- Bargaining leads continue to be supported at a twice-weekly roundtable meeting with the PSPA Taskforce’s employment relations specialists.
- Crown agents’ Heads of HR meet with the Commission team supporting the Crown agents’ sector over the course of the week of 7 November 2022.

Non-PSPA Bargaining

- 9(2)(j) prejudice to negotiations
[REDACTED]


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 all bargaining (both PSPA and non-PSPA bargaining).

Key Issues Upcoming

Subsequent advice, authored by Treasury and Commission officials, will be provided to Ministers in the week of 7 November 2022 on key issues influencing recent PSPA engagements. Given MOGSSER meets on 10 November 2022, the MOGSSER paper on the PSPA process will serve as the issues report for the current period.

9(2)(j) prejudice to negotiations



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