



Te Kahu Tuatini: State of the Public Service Briefing

Date: 30 November 2022 **Security Level:** IN CONFIDENCE
Report No: 2022-0307
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| | Actions Sought | Due Date |
|---|---|-----------------|
| Hon Chris Hipkins, Minister for the Public Service | Tabling the briefing on the State of the Public Service in the House of Representatives | 6 December 2022 |

Enclosure: [Te Kahu Tuatini | State of the Public Service Briefing](#)

Recommended Action

We recommend that you:

- a **note** that the Public Service Commissioner has prepared a three-yearly briefing on the state of the Public Service as required under section 16, schedule 3 of the Public Service Act 2020
- b **note** that as Minister for the Public Service, you are required to present the attached briefing, Te Kahu Tuatini | State of the Public Service, to the House of Representatives as soon as practicable after receiving it
- c **agree** that to meet the requirements in recommendation b, and to ensure the briefing retains its currency, that tabling in the House occurs on or around 6 December 2022
- d **note** that on 5 December 2022 we will provide bound printed copies of the attached briefing to your Office and the Office of the Clerk to support the tabling process
- e **note** that under Standing Orders the briefing will be referred to the Governance and Administration Select Committee for a period of 90 working days
- f **agree** that Te Kawa Mataaho release this report in full once the briefing has been tabled in the House.

☒ Agree/☐ disagree

☒ Agree/☐ disagree.

Hon Chris Hipkins
Minister for the Public Service

Te Kawa Mataaho Report: Te Kahu Tuatini | State of the Public Service Briefing

Purpose of Report

- 1 This report attaches Te Kahu Tuatini | State of the Public Service briefing for tabling in the House of Representatives.

A three-yearly briefing – promoting stewardship of the Public Service

- 2 The Public Service Commissioner is required to prepare a briefing on the state of the Public Service three-yearly under section 16, schedule 3 of the Public Service Act 2020 (the Act).
- 3 The purpose of the briefing is to promote stewardship of the Public Service. Under the Act, the Commissioner is responsible for determining the focus of the briefing, taking into account matters considered to be in the public interest.
- 4 The inaugural briefing has been completed and is ready for tabling in the House of Representatives. Once tabled, the briefing will be referred to the Governance and Administration Select Committee for 90 working days.

A balanced view of the Public Service – including progress and challenges

- 5 New Zealand's Public Service has a strong reputation for integrity and enjoys high levels of public trust on the international stage.
- 6 This is something we are proud of and want to retain and build on. The briefing outlines the journey the Public Service is on to modernise, join-up and deliver services that New Zealanders trust and achieve better outcomes.
- 7 The briefing presents a balanced view of the Public Service, highlighting progress alongside areas of challenge across key areas including trust, integrity, open government and Māori-Crown relationship building. The briefing also discusses the size and characteristics of the workforce and reports on progress being made on diversity and inclusion under the Papa Pounamu (Diversity and Inclusion) Strategy.
- 8 The Act is an important milestone for the Public Service. The briefing describes how new tools in the Act, such as interdepartmental executive boards and system leadership roles, are being used to organise around Government priorities and improve coordination and delivery.
- 9 A range of case studies illustrate the Public Service in action, including examples of public servants working in the community to support the Government's pandemic response. Other case studies spotlight areas where the Public Service is continuing to strengthen its approach, such as the need to better understand the factors influencing public trust for Māori and to work better with survivors of catastrophic events.

Signals the Commissioner's direction over the next three years

- 10 In keeping with the stewardship focus, the briefing incorporates the Commissioner's focus for the Public Service over the next three years. This is reflected in a suite of expectations set out on pages 11 and 12 of the briefing.
- 11 The expectations cover different dimensions of the Public Service including, for example:

- a. increasing the agility of the Public Service to organise around government priorities
 - b. more engagement and partnering with communities to develop services they want and work for them
 - c. increasing capability of the Public Service to engage with Māori and understand Māori perspectives
 - d. more proactive release of information and
 - e. increasing diversity in the workforce to reflect the full diversity of the communities we serve.
- 12 The Public Service Leadership Team will work together to advance the full suite of expectations.

The briefing uses existing information in the public domain

- 13 The briefing draws primarily on information already in the public domain including, Te Taunaki | the Public Service Census, Kiwis Count, OIA statistics, workforce data, and metrics from the OECD and other international studies. We have consulted with relevant agencies on each of the case studies.

Next Steps

Tabling the briefing in the House

- 14 As Minister for the Public Service, you are required to present the briefing to the House as soon as practicable. To fulfil this requirement and to ensure the briefing retains its currency we recommend tabling occurs on or around 6 December 2022.
- 15 We will provide your Office and the Office of the Clerk with the same version of the attached briefing in bound hardcopy format to support the tabling process in the House. We expect printed copies to be available from 5 December 2022.
- 16 When the briefing is presented to the House it will be referred to the Governance and Administration Select Committee for consideration. We also expect that the Select Committee will refer to the briefing when the Commissioner appears before it for the Annual Review in February 2023. Select Committee consideration of the briefing will conclude in May 2023, if the briefing is tabled in December 2022.

Communication

- 17 Once tabled in the House, the briefing will be available on the Parliament website and will also go live on the Commission's website. The Commissioner will issue a press release. We also plan to release communications through our social media platforms and can work with your Office to assist with any media enquiries.