



How existing standards are reflected in the updated Code of Conduct for the Public Sector

Principle/ Value	#	Proposed Minimum Standard	Carried forward	Changes	Newly introduced	Comments
Trustworthy	1	We are honest and professional.	✓	Merges two standards	-	Existing standards 'We must be honest' and 'we must be professional and responsive'
	2	We act lawfully and use public power fairly and reasonably.	✓	Merges two standards	-	Existing standards 'We must act lawfully and objectively' and 'We must treat everyone fairly and with respect'
	3	We avoid work or non-work activities that may compromise our ability to do our job.	✓	Minor	-	Clarifies that this includes consideration of whether the activity 'may compromise our ability to do our job'
Respectful	4	We recognise and uphold the dignity of every person.	-	-	✓	Clarifies how we 'treat everyone fairly and with respect' (existing standard). Is existing practice.
	5	We contribute to a positive and safe workplace culture.	-	-	✓	
	6	We act with care and respect, and do not behave in ways that are inappropriate or could harm others.	-	-	✓	
Impartial	7	We act objectively and do not allow our personal beliefs, interests, activities, or relationships to impact our work.	✓	Merges three standards	-	Existing standards 'We must carry out the functions of our organisation, unaffected by our personal beliefs' and 'We act lawfully and objectively' and 'We ensure our actions are not affected by our personal interests or relationships.'
	8	We disclose our relevant interests and manage all conflicts of interest appropriately.	-	-	✓	Reflects model standards: Model standards: Conflicts of interest - Te Kawa Mataaho Public Service Commission
	9	We never misuse our position for personal gain or to benefit or disadvantage others.	✓	Minor	-	Extends beyond personal benefit, so that it includes advantage and potential disadvantage to others
	10	We decline gifts or benefits that place us under any actual or perceived obligation or influence.	✓	Minor	-	Clarifies that gifts are generally declined (but may in certain circumstances be accepted).
Accountable	11	We are open to scrutiny and can account for what we do.	-	-	✓	Is existing practice. Reflects performance requirements at individual and agency levels.
	12	We treat our organisation's information and resources with care and use them only for proper purposes.	✓	Merges two standards	-	Existing standards 'We must use our organisation's resources carefully and only for intended purposes' and 'we must treat information with care and use it only for proper purposes.'
	13	We aim to improve the performance and efficiency of our organisation.	✓	Minor	-	Replaces the word 'work' with 'aim.'
Responsive	14	We take the time to listen to and understand people's circumstances and needs.	-	-	✓	Is existing practice. Clarifies the meaning in the existing standard 'we must be professional and responsive.'
	15	We aim to collaborate and engage meaningfully with New Zealanders to design policies and deliver services that meet their needs and aspirations.	-	-	✓	



Politically neutral	16	We act in a politically neutral manner, which enables us to effectively serve current and future governments.	✓	Minor	-	Existing standard 'We maintain the political neutrality required to enable us to work with current and future governments'-
	17	We respect the authority of the government of the day.	✓	None	-	-
Free and frank advice	18	We support our organisation to provide Ministers with timely, robust, and unbiased advice.	✓	Minor	-	Specifies who advice is provided to by adding the words 'Ministers with timely'
Merit-based appointments	19	We are fair and robust in our recruitment and selection processes and must give preference to the person who is best suited to the position.	-	-	✓	Reflects section 72 of the Act. Is existing practice.
Open government	20	We aim to make government information, decisions, and services transparent, accessible and available.	✓	Incorporates elements of one standard	✓	Existing standard 'We must work to make government services accessible and effective.'
Stewardship	21	We manage and care for the Public Sector, so that it may continue to meet the needs of New Zealanders now and into the future.	✓	Incorporates elements of one standard	✓	Existing standard 'We must strive to make a difference to the well-being of New Zealand and all its people.'

Resources

[Standards of Integrity and Conduct - Te Kawa Mataaho Public Service Commission](#) (Code issued in 2007, to be replaced by the Code of Conduct for the Public Sector)

[Public Service Act 2020 No 40 \(as at 01 January 2026\), Public Act 12 Public service principles – New Zealand Legislation](#) (statutory provision on public service principles / framework for grouping the standards)

[Public Service Act 2020 No 40 \(as at 01 January 2026\), Public Act 16 Public service values – New Zealand Legislation](#) (statutory provision on public service values / framework for grouping the standards)