



6 September 2018

Dear [REDACTED]

**Official Information Request**

**Our Ref: SSC2018/0144**

I refer to your official information request received on 29 August 2018 for.

*“Cabinet Minute (07) 36/17 in relation to Public Service Common Leave provisions, in particular about Recognition of Previous Service and Sick Leave..”*

**Information being released**

Please find enclosed the following document in response to your request:

Item	Document Description	Decision
1	Cabinet Minute (07) 36/17	Released in Full

If you wish to discuss this decision with us, please feel free to contact [Ministerial.Services@ssc.govt.nz](mailto:Ministerial.Services@ssc.govt.nz).

Please note that we intend to publish this letter (with your personal details removed) and enclosed document on the State Services Commission's website.

Yours sincerely

Stephen Moore  
**Managing Principal**  
**State Services Commission**



In Confidence

# Cabinet

CAB Min (07) 36/17

## Minute of Decision

*This document contains information for the New Zealand Cabinet. It must be treated in confidence and handled in accordance with any security classification, or other endorsement. The information can only be released, including under the Official Information Act 1982, by persons with the appropriate authority.*

Minister of State Services

### Copies to:

Prime Minister  
Deputy Prime Minister  
Hon Jim Anderton  
All Other Ministers  
All Chief Executives

### Additional Item: Public Service: Annual Leave

On 9 October 2007, Cabinet:

- 1 noted that:
  - 1.1 as a result of a variety of negotiations over recent years, including collective bargaining with the PSA, a majority of public service employees are now entitled to 25 days or more leave after a qualifying period (often as a combination of statutory annual leave and other departmental leave days);
  - 1.2 a number of other departments are (or soon will be) negotiating around a move to 25 days leave;
  - 1.3 some departments currently provide more than 25 days leave to some employees;
- 2 agreed that departments will be able to agree to a **maximum** leave entitlement of 25 days a year after an employee's qualifying service. Such leave includes the statutory annual leave minimum of 20 days (4 weeks), plus up to five other leave days such as the departmental days over Christmas/New Year; other leave such as annual community days, wellness days; or other annual leave provided after a qualifying period (sick leave, parental leave, study leave and long service leave are specifically excluded);
- 3 agreed that those departments with staff who already have more than 25 days leave will not be required to negotiate these down to 25, but should not provide further increases;
- 4 agreed that any increase above 25 days may only be considered as part of discussions at a national level, e.g. via common employment provisions under the Partnership for Quality or the government's bargaining parameters;

- 5 **invited** the Ministerial Reference Group on State Sector Employment Relations to consider implementation issues arising from the above decisions, including referral of any particular issues to the Tripartite Forum.

*Diane Marcan*

Secretary of the Cabinet

RELEASED UNDER THE  
OFFICIAL INFORMATION ACT

N. B. 1 copy to H. Oliver, only  
1 " " I. Romme  
R. 2