



Te Kawa Mataaho

Public Service Commission

6 October 2021

9(2)(a) privacy

Dear 9(2)(a) privacy

Official Information Request

Our Ref: OIA 2021-0132

I refer to your official information request received on 22 September 2021 where you have asked for:

1. *Public Service Commission Organisational structure.*
2. *How the Public Service Commission enable collaboration and collective work within the Public Service.*
3. *Does the Public Service Commission has a final say in the appointment and termination of Public Servants?*
4. *Does the Public Service Commission manage professional training programmes for civil servants?*
5. *Does the Public Service Commission have a cadre/team that promotes the role and function of the Public Service Commissioner under the Public Service Act 2020 and serves all public departments? e.g. Administration or Common cadres.*
6. *Does the PSC have an online portal (besides its website/ incorporated in its website) to manage Human Resource matters across the public service to ensure its 5 principles (merit-based appointment especially) are respected?*

Information being released

The Public Service Act 2020 (the Act), administered by Te Kawa Mataaho Public Service Commission (the Commission), highlights the need for the Public Service to be more joined up and unified. This is done by setting a shared purpose, principles, and values of the public service and the people working in it. Establishing organisational forms and ways of working, including across public service agencies, will enable us to achieve better outcomes for the public.

A Public Service Leadership Team as outlined at [section 59 of the Act](#), was established by the Commissioner to provide strategic leadership that contributes to an effective and cohesive public service, to work together co-operatively and model leadership behaviours and to assist its members to fulfil their responsibilities under the Act.

Appointments

The Commission does not have final say in appointments or terminations of all public servants. Chief executives are responsible for the appointment and employment decisions of employees in their own departments.

All chief executives of Public Service departments are required to have a procedure in place for reviewing appointments. You can find further information regarding [guidelines for Public Service Departments for Review of Appointment Procedures](#) on the Commission's website.

The Public Service Commissioner's functions include appointing chief executives of public service agencies and reviewing their performance, including how they carry out their responsibilities and functions under the Act.

Assistant Commissioners support the Public Services Commissioner and the Deputy Public Services Commissioner to fulfil their duties and functions and to inform the Commissioner's judgements on performance. Assistant Commissioners are a day-to-day link between the Commissioner and the chief executives and their senior leadership teams; supplying information and providing advice on a range of matters. Assistant Commissioners also support various streams of advice that is provided to Ministers.

Leadership and Talent

The Commission leads and champions the leadership and talent programme for New Zealand's Public Service and works collectively with chief executives of departments and departmental agencies, through [Career Boards](#) and the [Leadership Development Centre](#) (LDC - a branded business unit of the Commission), to shape and grow public service leadership.

Chief executives oversee the development and training of public servants in their respective agencies and utilise the public service leadership framework, the [Leadership Success Profile](#) and a shared [talent management toolkit](#), which together support a common approach to talent management. The LDC offers several [leadership development programmes](#), which help public service leaders grow the breadth and depth of their leadership skills and support priority development areas arising from the Public Service Act 2020.

Human Resource Portal

The Commission does not have an online portal for dealing with human resource matters across all public service agencies. Human resource matters are managed through each individual agencies internal policies, necessary under the good employer requirements outlined at [section 73](#) of the Public Service Act 2020.

Organisational Structure

The Commission's organisational structure can be found on our website [here](#). We are therefore refusing this part of your request under section 18(d) of the Official Information Act request on the grounds that the information requested is publicly available.

If you wish to discuss this decision with us, please feel free to contact Ministerial.Services@publicservice.govt.nz.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that we intend to publish this letter (with your personal details removed) on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Nicky Dirks', with a stylized flourish at the end.

Nicky Dirks

Manager – Ministerial and Executive Services
Te Kawa Mataaho Public Service Commission