



Te Kawa Mataaho

Public Service Commission

2 June 2021

9(2)(a) privacy

Dear 9(2)(a) privacy

Official Information Request Our Ref: 2021-0048

I refer to your official information request received on 6 May 2021 where you asked:

"I'm writing to you today to get clarification on something the Minister for the Public Service said in oral questions today. The minister stated that: "For those earning between \$60,000 and \$100,000, pay adjustments may be considered, in restricted circumstances, against the criteria set in the guidance and it will require the approval of the commission."

Following that statement, I have some questions as I don't think it was clear in the documents released on 5 May 2021.

- Will the Public Service Commission be required to approval any and all pay increases for any and all staff in the public service?*
- For example if Melissa earned 65,000 and was a critical staff member of a central Ministry, and the Ministry (that is not the PSC) decided that they needed to increase Melissa's pay to 75,000 because she was a significant risk to the business. Would the PSC need to approval this increase?*
- Is the public service commission planning to increase the number of staff to handle these 'increase in remuneration' requests from other Ministry's?"*

Information being released

As you will be aware Te Kawa Mataaho Public Service Commission (the Commission) recently issued pay guidance to public sector chief executives. This guidance does not mean a pay freeze for the public sector. We expect pay increases that have already been agreed will be delivered, pay equity claims will be progressed and accelerated, gender and ethnic pay gaps will be closed, and there will still be progression through salary ranges in employment agreements.

In the example that you provide, the salary of Melissa would be covered either by a collective agreement or the agency's remuneration policy. While the Commission would support the agency involved to help develop its remuneration or bargaining approach, it does not make decisions on individual staff members' terms and conditions for the agency. There is no intention to increase the number of staff already involved in the task of supporting agencies with respect to the remuneration of public servants.

The policy statement and guidance can be found here if you would like to read them in full [here](#).

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



Nicky Dirks
Managing Principal – Ministerial Services
Te Kawa Mataaho Public Service Commission