



# Te Kawa Mataaho

Public Service Commission

4 November 2021

9(2)(a) privacy

Dear 9(2)(a) privacy

## Official Information Request

**Our Ref: OIA 2021-0149**

I refer to your official information request received on 26 October 2021 where you asked:

*“Can you please provide me with a copy of the policy you have in place that pertains to performance payments made to staff, whether this goes by the name performance payment policy, bonus policy and or ex-gratia payment policy. If I have not used the right terminology to what your organisation calls such payments, please provide a wider lens to my request, where I am effectively asking you what policy governs any and all payments made to your staff over and above salary and wages, and that are given in recognition of performance and achievement.*

*Further, if your policy has any associated documents e.g procedural document or templates, I am requesting this information also. Ultimately the intent of my request is to gauge if you provide such payments, the policy governing such payments together with the detail on the mechanism by which you calculate the financial range of the performance payment e.g a set amount or percentage of actual salary or the like.”*

## Response

Te Kawa Mataaho Public Service Commission (the Commission) does not provide any form of payment, over and above an employee’s salary, in recognition of performance or achievement. The Commission therefore does not have a policy in place outlining performance payments for its employees.

The Commission reports on salaries and bonuses each year in our Select Committee Annual Review. This information is publicly available on the [Parliament NZ](#) website.

The Public Service Commissioner (the Commissioner) is also the employer of Public Service chief executives and determines their remuneration. In 2018, the Commissioner took a new approach to managing the performance of chief executives, which included changing the structure of their remuneration. These changes mean performance pay entitlements are no longer included in chief executive employment agreements from 1 July 2018.

In 2018, the Minister for the Public Service took to Cabinet a paper that outlined the new chief executive performance management framework that was being implemented by the Commissioner.

This Cabinet paper is publicly available on the Commission's website and outlined in the table below:

Item	Document Description	Website Address
1	Cabinet Paper: Public Service Chief Executive Remuneration	<a href="#">Proactive Release: Public Service Chief Executive Remuneration - August 2018 - State Services Commission</a>

In response to your request, we are refusing your request for a copy of a performance payment policy under section 18(e) of the Official Information Act 1982 on the grounds that the information requested does not exist.

If you wish to discuss this decision with us, please feel free to contact [Ministerial.Services@publicservice.govt.nz](mailto: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](http://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  
**Manager – Ministerial and Executive Services**  
**Te Kawa Mataaho Public Service Commission**

PROACTIVELY RELEASED BY TE KAWA MATAAHO PUBLIC SERVICE COMMISSION