

8 March 2024

s9(2)(a)

By email: s9(2)(a)

Tēnā koe s9(2)

Thank you for your request, received on 9 February 2024, for the following information under the Official Information Act 1982 (the Act):

1. *“Any correspondence received by you between 1 December 2023 and today from your agency’s responsible minister, the Minister of Finance, Treasury, or any other Minister or Agency regarding the fiscal sustainability programme, including any savings required by your agency.*
2. *Any letters of expectation or guidance from Te Kawa Mataaho received by you between 1 December 2023 and today regarding change management or employment relations.”*

We identified two documents that are within the scope of your request.

We are releasing one of these documents, a letter from the Public Service Commissioner to our Chair and Chief Executive about a draft Government Workforce Policy Statement subject to redactions made on the basis that, in accordance with section 9(2)(f)(iv) of the Act, the withholding of this information is necessary to maintain the constitutional conventions for the time being which protect the confidentiality of advice tendered by Ministers of the Crown and officials.

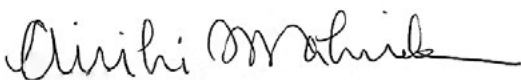
We are refusing your request for the other document in full on the basis that, in accordance with section 9(2)(f)(iv) of the Act, the withholding of this information is necessary to maintain the constitutional conventions for the time being which protect the confidentiality of advice tendered by Ministers of the Crown and officials.

We are satisfied, in terms of section 9(1) of the Act, that the need to withhold the information referred to above is not outweighed by other considerations which render it desirable, in the public interest, to make the information available.

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.

If you wish to discuss this decision with us, please feel free to contact us by emailing oia@ea.govt.nz.

Nāku noa, nā,



Airihi Mahuika
GM Legal, Monitoring and Compliance



Te Kawa Mataaho

Public Service Commission

8 January 2024

Ms Anna Kominik and Ms Sarah Gillies
Chairperson and Acting Chief Executive
Electricity Authority

By email: s9(2)(a)

Tēnā kōrua Anna and Sarah

Government Workforce Policy on the Government's expectations about employment relations and the negotiation of employment agreements

I am writing to provide you with a copy of a draft Government Workforce Policy Statement on the Government's expectations for employment relations in the public sector. I am seeking your feedback as part of formal consultation prior to Ministerial approval after which I intend to issue the Policy Statement under the Public Service Act 2020.

The draft Government Workforce Policy Statement attached sets out the Government's expectations for an effective employment relations environment in the public sector that will support the delivery of high performing, trusted, and efficient public services.

The Statement covers a range of workforce matters including remuneration, negotiation of employment agreements, capacity and composition of the workforce, pay equity and diversity and inclusion, and data and information.

Departments as named in Schedule 2, Part 1 of the Public Service Act 2020, including any hosted Departmental Agencies and Interdepartmental Executive Boards, and Crown agents as named in Schedule 1 Part 1 of the Crown Entities Act 2004 must **give effect** to these expectations and priorities.

Other organisations in the Public Sector, as named in Schedule 1 Part 2, Schedule 1 Part 3, and Schedule 2 of the Crown Entities Act 2004, Non-Public Service Departments (New Zealand Defence Force, New Zealand Police, and Parliamentary Counsel Office), all School Boards of Trustees, and Tertiary Education Institutions as defined by "institution" in Section 10 (1) of the Education and Training Act 2020 must **have regard** to them.

s9(2)(f)(iv)

[REDACTED]

The new expectations help agencies make the connection between their employment relations approaches and assisting the Government to meet its wider goals – both for high performing, trusted and efficient public services and maintaining its fiscal strategy.

Consultation

I would appreciate your attention to this draft Government Workforce Policy Statement and any feedback by Friday 19 January, particularly:

- What opportunities and challenges do you see for your agency in giving effect to the Government Workforce Policy Statement?

Please provide your feedback, or feel free to direct any questions about the draft Government Workforce Policy, to Sarah Borrell, Chief Advisor Workforce and Employment Relations

s9(2)(a) [REDACTED]. We will also separately forward this draft to your Head of HR. If possible, we would appreciate a single written response from each agency.

Thank you for your support on this important work.

Māku noa, nā



Peter Hughes (he/him)
Te Tumu Whakarae mō Te Kawa Mataaho
Public Service Commissioner | Head of Service