



Te Kawa Mataaho

Public Service Commission

26 June 2024

9(2)(a) privacy

9(2)(a) privacy

Official Information Request

Our Ref: OIA 2024-0106

I refer to your official information request received on 1 May 2024 where you asked:

"I request the following under the Official Information Act:

- Copies of all advice, briefings, reports, memos, or any other documents provided to Hon Nicola Willis or Rt Hon Christopher Luxon or their Offices in any of their ministerial capacities, regarding public service reprioritisations / public sector role cuts, since 27 November 2023*
- All correspondence (including but not limited to text messages, emails, letters, WhatsApp, Signal or any other form of electronic messaging) sent or received from those ministers or their Offices, regarding public service reprioritisations / public sector role cuts since 27 November 2023."*

On 20 May 2024, we notified you of an extension of the time to make our decision to **26 June 2024** due to consultations that were needed to make a decision on your request.

Advice, briefings, memos and documents sent by Te Kawa Mataaho Public Service Commission

Listed in the table below is the advice, briefings, memos and documents that Te Kawa Mataaho Public Service Commission (the Commission) has provided to the Minister for the Public Service, that falls within scope of your request.

As part of our business as usual process, the Commission is currently preparing the advice provided to the Minister for the Public Service for proactive release on the Commission's website, therefore we are refusing this part of your request under section 18(d) of the Official Information Act 1982 (OIA) on the grounds the information requested (and outlined in the table below) will be publicly available soon. We expect these reports will be published by the 22 August 2024.

Item	Date	Document Description	Decision
1	14 December 2023	2023-0316 - REPORT - Public Service Commission financial position	Refused in full
2	14 December 2023	2023-0315 - JOINT REPORT - Approach to Pay Equity	Refused in full
3	20 December 2023	2023-0320 - REPORT - Delivery of the Public Service Commission's pay equity function post 30 June 2024	Refused in full

4	7 February 2024	2024-0033 – REPORT – Fiscal Sustainability Programme	Refused in full
5	12 February 2024	2024-0031 – REPORT – Public Service Commission pay equity lead role post 1 July 2024	Refused in full
6	27 February 2024	2024-0057 – REPORT – Pay Equity Reset	Refused in full
7	21 March 2024	2024-0087 – REPORT – Draft Cabinet paper for pay equity reset	Refused in full
8	28 March 2024	2024-0099 – REPORT – Agency Change Activity as at 28 March 2024	Refused in full
9	2 April 2024	2024-0101 –REPORT – Agency Change Activity as at 2 April 2024	Refused in full
10	4 April 2024	2024-0102 – REPORT – Agency Change Activity as at 4 April 2024	Refused in full
11	4 April 2024	2024-0103 – REPORT – Draft Cabinet paper – Pay Equity Reset	Refused in full
12	9 April 2024	2024-0110 – REPORT – Agency Change Activity as at 9 April 2024	Refused in full
13	11 April 2024	2024-0109 – AIDE MEMOIRE – Pay Equity Reset – Oral item requesting power to act	Refused in full
14	11 April 2024	2024-0112 – REPORT – Agency Change Activity as at 11 April 2024	Refused in full
15	16 April 2024	2024-0115 – REPORT – Agency Change Activity as at 16 April 2024	Refused in full
16	22 April 2024	2024-0113 – AIDE MEMOIRE – Pay Equity Reset paper-consideration at Cabinet Business Committee	Refused in full
17	18 April 2024	2024-0123 – REPORT – Agency Change Activity as at 18 April 2024	Refused in full
18	23 April 2024	2024-0126 – REPORT – Agency Change Activity as at 23 April 2024	Refused in full
19	30 April 2024	2024-0130 – REPORT – Agency Change Activity as at 30 April 2024	Refused in full

There is one further document I have decided to withhold in full under section 9(2)(f)(iv) of the OIA in order to maintain the constitutional conventions for the time being which protect the confidentiality of advice tendered by Ministers of the Crown and officials.

Correspondence sent or received by Te Kawa Mataaho Public Service Commission

Please find enclosed and listed in the table below correspondence between Commission staff and the Office of Hon Nicola Willis since 27 November 2023 concerning public service reprioritisation and public sector role cuts.

I have decided to release these documents with some information being withheld under the following sections of the OIA as applicable:

- section 9(2)(a) of the OIA in order to protect the privacy of natural persons, including deceased people
- section 9(2)(g)(i) of the OIA to maintain the effective conduct of public affairs through free and frank expression of opinions by or between or to Ministers of the Crown or members of an organisation or officers and employees of any public service agency.

Item	Date	Document Description	Decision
20	30 January 2024 @ 1.33pm	EMAIL: Titled - P request – for the bridge run asap	Released in part
21	30 January 2024 @ 1.45pm	EMAIL: Titled - Line on MBIE process	Released in part
22	22 February 2024 @ 10.27am	EMAIL: Titled - In Confidence - Not for forwarding - Takeouts from yesterday"s agency meeting	Released in part
23	3 April 2024 @ 2.07pm 3 April 2024 @ 1.54pm 3 April 2024 @ 10.25am 3 April 2024 @ 10.15am	EMAIL THREAD: Titled – P Request – journalist questions for Nicola Willis	Released in part
24	8 April 2024 @ 4.13pm 8 April 2024 @ 3.58pm 8 April 2024 @ 3.45pm 8 April 2024 @ 12.48pm 26 March 2024 @ 11.52am 26 March 2024 @ 11.36am 26 March 2024 @ 11.34am	EMAIL THREAD: Titled – FW: MIN lines for MBIE [IN-CONFIDENCE]	Released in part
25	10 April 2024 @ 10.23pm	EMAIL: Titled – DRAFT AGENCY MEETING ACTIONS	Released in part
26	12 April 2024 @ 9.42am 12 April 2024 @ 9.42am 22 March 2024 @ 4.59pm 22 March 2024 @ 4.59pm 22 March 2024 @ 3.06pm	EMAIL THREAD: Titled - Media response	Released in part
27	12 April 2024 @ 10.14am 12 April 2024 @ 10.13am 12 April 2024 @ 10.08am	EMAIL THREAD: Titled - RE: For your media query	Released in part

28	12 April 2024 @ 3.04pm 12 April 2024 @ 3.01pm 12 April 2024 @ 2.56pm 12 April 2024 @ 2.07pm 12 April 2024 @ 2.00pm 12 April 2024 @ 1.58pm 12 April 2024 @ 1.56pm 12 April 2024 @ 1.51pm 11 April 2024 @ 5.50pm	EMAIL THREAD: Titled - RE: [EXTERNAL] - interview request	Released in part
29	15 April 2024 @ 2.38pm 15 April 2024 @ 2.24pm 15 April 2024 @ 1.40pm	EMAIL THREAD: Titled - RE: P request Tier 2s and 3s in the public service	Released in part
30	18 April 2024 @ 10.21am 17 April 2024 @ 2.38pm 17 April 2024 @ 2.32pm 17 April 2024 @ 1.47pm 17 April 2024 @ 1.37pm 17 April 2024 @ 11.10am 17 April 2024 @ 11.07am 17 April 2024 @ 10.51am	EMAIL THREAD: Titled - RE: WQ - 14 question(s) released to Minister	Released in part
31	22 April 2024 @ 10.48am 19 April 2024 @ 1.44pm 19 April 2024 @ 1.41pm 19 April 2024 @ 12.47pm	EMAIL THREAD: Titled - Fwd: Media Enquiry - Internships in Public Service	Released in part
32	22 April 2024 @ 10.27am 22 April 2024 @ 9.47am 22 April 2024 @ 9.44am 22 April 2024 @ 8.41am	EMAIL THREAD: Titled - P Request Media query- Public sector job losses - outside Wellington - Due 11am	Released in part
33	10 May 2024 @ 6.35pm 10 May 2024 @ 6.29pm	EMAIL THREAD: Titled - FW: Advice for MO - Public Service numbers	Released in part
34	14 May 2024 @ 12.25pm 14 May 2024 @ 10.34am 14 May 2024 @ 10.27am	EMAIL THREAD: Titled - P Request - Media enq: Pay equity taskforce	Released in part

There are also eight documents we are withholding in full that are in scope of your request and we are refusing to release under the following sections of the OIA as applicable:

- 9(2)(a) in order to protect the privacy of natural persons, including deceased people
- section 9(2)(f)(iv) of the OIA to maintain the constitutional conventions for the time being which protect the confidentiality of advice tendered by Ministers of the Crown and officials
- section 9(2)(g)(i) of the OIA to maintain the effective conduct of public affairs through free and frank expression of opinions by or between or to Ministers of the Crown or members of an organisation or officers and employees of any public service agency.

In making my decision, I have considered the public interest considerations in section 9(1) of the OIA.

Information not held

The Commission has not provided any advice, briefings, reports, memos, or any other documents to the Prime Minister and has not had any correspondence with the Prime Minister or his office regarding public service reprioritisation and public sector cuts.

Therefore, I am refusing this part of your request under section 18(e) of the OIA on the grounds 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.

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) and enclosed documents 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

From: 9(2)(a) privacy
To: [Alastair Hill](#); [Gabrielle Wilson](#); [Ministerial Services](#); [Nicky Dirks](#)
Cc: [Alex Chadwick](#)
Subject: P request - for the bridge run asap
Date: Tuesday, 30 January 2024 1:33:28 pm
Importance: High

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

I've commissioned this directly with Alex who's on to it. So just closing the loop on the process.

For the bridge run, the Minister would like bullet points on the situation at MBIE re job cuts / potential redundancies. Also any intel on Customs and Stats.

Due: ASAP

9(2)(a) privacy | **Private Secretary, Public Service** | **Office of Hon Nicola Willis**

Minister of Finance | Minister for the Public Service | Minister for Social Investment

Associate Minister of Climate Change

Private Bag 18 888 | Parliament Buildings | Wellington 6011 www.beehive.govt.nz

From: [Alex Chadwick](#)
To: 9(2)(a) privacy
Cc: [Ministerial Services](#)
Subject: Lines on MBIE process
Date: Tuesday, 30 January 2024 1:45:50 pm
Attachments: [image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
Importance: High

Kia ora 9(2)(a) privacy

As requested, some information for the Minister in case she is asked by media on the bridge about the MBIE or other change processes. I have also included some background info below on the three processes discussed:

- A number of agencies have, or soon will, commence engagement with their staff on organisational change processes.
- This includes processes asking for voluntary redundancies or consulting on proposals that may result in staff redundancies.
- MBIE is one of these agencies. It commenced a voluntary redundancy process with staff last week.
- MBIE's process is in response to a costs savings and efficiency programme initiated last year.
- The timing of processes underway by agencies are driven by a combination of factors including:
 - implementing the 1-2% reduction requested under the previous Govt in September 2023
 - responding to specific requests to stop or reduce work on projects
 - engaging staff on proposals to achieve the fiscal savings targets and manage costs pressures for their agencies

Notes:

- MBIE process initiated 22 January – still in early stages. Process expected to extend until end of March and may be followed by compulsory redundancy process.
- Customs – voluntary redundancy process planned for mid Feb - **NOT YET PUBLIC.**
- Stats – completed a restructuring process in December 2023 resulting in 29 redundancies.
-

Ngā mihi

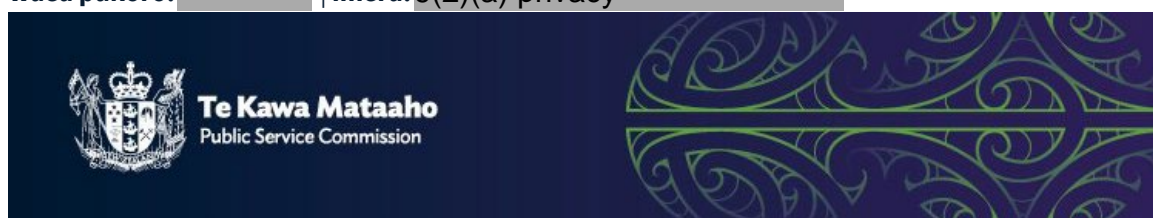
Alex

Alex Chadwick (she/her)

Kaikōmihana Tuarua | Deputy Commissioner

Te Ohu Mahi, te Mahi me te Whakaōrite | Workforce, Employment Relations and Equity Group

waea pūkoro: 9(2)(a) privacy | imēra: 9(2)(a) privacy



Te Kawa Mataaho Public Service Commission


www.publicservice.govt.nz | www.govt.nz



From: 9(2)(a) privacy
To: [Alastair Hill](#); [Gabrielle Wilson](#); [Alex Chadwick](#); [Hannah Cameron](#)
Cc: [Ministerial Services](#); [Nicky Dirks](#)
Subject: In Confidence - Not for forwarding - Takeouts from yesterday's agency meeting
Date: Thursday, 22 February 2024 10:27:59 am

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.


out of scope



Reset Pay Equity Taskforce

- Wants to disestablish the Taskforce.
- Wants functions to move to MBIE
 - Would like a report cc'd to Hon Van Velden proposing this (step 1)
- Step 2 - A Cabinet paper will disestablish the Taskforce, move functions to MBIE, disestablish the CAGG and the Funding Framework (this should be a joint Cab paper).

out of scope



9(2)(a) privacy | **Private Secretary, Public Service** | **Office of Hon Nicola Willis**

Minister of Finance | Minister for the Public Service | Minister for Social Investment
Associate Minister of Climate Change

Private Bag 18 888 | Parliament Buildings | Wellington 6011 www.beehive.govt.nz

From: Grahame Armstrong
To: 9(2)(a) privacy Alastair Hill; Ministerial Services; Nicky Dirks
Subject: RE: P Request - journalist questions for Nicola Willis
Date: Wednesday, 3 April 2024 2:07:27 pm
Attachments: image001.png
image002.png
image003.png
image004.png
image005.png

Hi 9(2)(a) priva

The 4.1 percent increase in the Minister's statement is correct. We have noted the rest of the Minister's statement.

Regards
Grahame

Grahame Armstrong
Principal Media Advisor

waea pūkoro 9(2)(a) privacy | imēra: 9(2)(a) privacy



Te Kawa Mataaho Public Service Commission
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From: 9(2)(a) privacy
Sent: Wednesday, April 3, 2024 1:54 PM
To: Alastair Hill 9(2)(a) privacy; Grahame Armstrong 9(2)(a) privacy; Ministerial Services 9(2)(a) privacy; Nicky Dirks
Subject: P Request - journalist questions for Nicola Willis
Importance: High

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

Can someone check this for me urgently.

As discussed. Deadline: ASAP

Draft response to query from 9(2)(a) privacy from NZME about growth in public service nos

The 4.1 per cent increase in public service numbers in the six months to the end of last year reflects the previous government's lax approach to public expenditure. It never saw a dollar it did not think it could not spend better than the person who earned it.

That is why the coalition Government has initiated a savings exercise as part of its programme to rebuild the economy and shift resources from the back office to the frontline.

There is not a lot of evidence the public service took the last government's savings exercise seriously, but it has heard the message from this Government. Numbers are declining and we expect them to continue doing so.

9(2)(a) privacy

New data from the Public Service shows that the core of the gov't was still expanding at a fair clip to the end of last year: full-time equivalent staff increased by 4.1 per cent, and reached an all time high of 65,699 full-time equivalent positions (FTEs) in the 6-months to Dec 31.

Is this a trend the Minister is concerned about?

The Public Sector had direction from former finance minister Grant Robertson from mid last year to find savings. And Willis' direction since then has been for more of the same. Is it concerning that the Public Service does not yet appear to be heading that call?

Regards

9(2)(a)

From: 9(2)(a) privacy
Sent: Wednesday, April 3, 2024 10:25 AM
To: 9(2)(a) privacy
Subject: journalist questions for Nicola Willis

Hi qs for the Minister, sorry, I think I originally sent to an old address. Is one of you able to pick up please. Many thanks, 9(2)(a)

Begin forwarded message:

From: 9(2)(a) privacy
Subject: journalist questions for Nicola Willis
Date: 3 April 2024 at 10:15:15 AM NZDT
To: 9(2)(a) privacy

Hi 9(2)(a), I have a few questions for Nicola Willis, as Minister of Finance and for the Public Service.

New data from the the Public Service shows that the core of the gov't was still expanding at a fair clip to the end of last year: full-time equivalent staff increased by 4.1 per cent, and reached an all time high of 65,699 full-time equivalent positions (FTEs) in the 6-months to Dec 31.

Is this a trend the Minister is concerned about?

The Public Sector had direction from former finance minister Grant Robertson from mid last year to find savings. And Willis' direction since then has been for more of the same. Is it concerning that the Public Service does not yet appear to be heading that call?

Deadline today, 2pm pls. Best, 9(2)(a)

<https://www.publicservice.govt.nz/research-and-data/workforce-data-public-sector-composition/workforce-data-workforce-size#contractor-and-consultant-expenditure>

Year-to-date changes in department FTE staff numbers - 30 June to 31 December 2023

Agency	As at 31 December 2023	As at 30 June 2023	Difference (N)	% Difference
Department of Corrections	9,793	9,628	164	1.7%
Ministry of Social Development	9,482	9,077	405	4.5%
Ministry of Business, Innovation and Employment	6,550	6,282	268	5.9%
Oranga Tamariki-Ministry for Children	4,904	4,651	254	5.5%
Ministry of Justice	4,758	4,510	249	5.5%
Ministry of Education	4,509	4,311	198	4.6%
Inland Revenue Department	4,386	4,023	363	9.0%
Ministry for Primary Industries	3,767	3,796	12	0.3%
Department of Internal Affairs	2,824	2,863	161	6.1%
Department of Conservation	2,797	2,554	243	9.5%
Statistics New Zealand	1,491	1,700	-209	-12.3%
New Zealand Customs Service	1,366	1,322	43	3.3%
Ministry of Foreign Affairs and Trade	1,184	1,171	13	1.1%
Ministry for the Environment	1,068	1,010	58	5.7%
Land Information New Zealand	832	796	36	4.5%
Ministry of Health	806	730	77	10.5%
The Treasury	650	623	27	4.3%
Government Communications Security Bureau	574	540	34	6.3%
New Zealand Security Intelligence Service	443	420	23	5.5%
Ministry of Māori Development-Te Puni Kōkiri	464	444	20	4.6%
Ministry of Housing and Urban Development	395	383	7	1.8%
Department of the Prime Minister and Cabinet	256	285	-9	-3.3%
Ministry of Transport	232	241	-10	-4.0%
Education Review Office	225	220	5	2.2%
Crown Law Office	229	212	17	8.0%
Public Service Commission	202	200	2	1.1%
Ministry of Defence	195	191	4	2.0%
Ministry for Disabled People	211	172	40	23.2%
Office for Māori Crown Relations-Te Atawhiri	187	187	0	0.2%
Ministry for Culture and Heritage	165	182	-17	-9.4%
National Emergency Management Agency	155	154	1	0.7%
Ministry for Pacific Peoples	121	136	-15	-10.8%
Ministry for Ethnic Communities	77	61	16	26.2%
Serious Fraud Office	72	74	-2	-2.8%
Cancer Control Agency	57	56	1	1.8%
Aroturuki Tamariki - Independent Children's Monitor	58	56	2	2.9%
Ministry for Women	42	43	-2	-3.5%
Social Wellbeing Agency	40	36	4	10.1%
Total - Public Service	65,699	63,117	2,582	4.1%

Source: Te Kawa Mataaho Public Service Commission - Workforce data

9(2)(a) privacy

Senior Journalist
New Zealand Herald

9(2)(a) privacy

From overseas: 9(2)(a) privacy

9(2)(a) privacy

Senior Journalist
New Zealand Herald

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From overseas: 9(2)(a) privacy

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Senior Journalist
New Zealand Herald

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From overseas: 9(2)(a) privacy

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From: [Gabrielle Wilson](#)
To: 9(2)(a) privacy
Cc: [Ministerial Services](#); [Alastair Hill](#)
Subject: FW: MIN lines for MBIE [IN-CONFIDENCE]
Date: Monday, 8 April 2024 4:13:00 pm
Attachments: [image002.png](#)
[MBIE change proposals.docx](#)

Hi Rob (and 9(2)(a) privacy),

Heads up on the below – 9(2)(g)(i) free and frank
Worth noting the intention to speak on the detail of the proposals, rather than defer as operational matters to CEs.

Thanks,
Gabs

From: Alastair Hill 9(2)(a) privacy
Sent: Monday, April 8, 2024 3:58 PM
To: Gabrielle Wilson 9(2)(a) privacy
Subject: Fwd: MIN lines for MBIE [IN-CONFIDENCE]

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From: Melanie Taylor 9(2)(a) privacy
Sent: Monday, April 8, 2024 3:45 PM
To: Alastair Hill 9(2)(a) privacy
Subject: Fwd: MIN lines for MBIE [IN-CONFIDENCE]

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

Hi Alastair

As discussed - interested to know if others also have this.

M

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From: 9(2)(a) privacy
Sent: Monday, April 8, 2024 12:48:54 PM
To: Hannah Mills 9(2)(a) privacy
Cc: Kate Te Morenga 9(2)(a) privacy; Tina Sudell 9(2)(a) privacy; Melanie Taylor 9(2)(a) privacy; Roxanne Bruce 9(2)(a) privacy; 9(2)(a) privacy
Subject: RE: MIN lines for MBIE [IN-CONFIDENCE]

Hi Hannah & team

9(2)(g)(i) free and frank

To that end, could you please provide brief summaries of all change proposals to date and any expected upcoming processes. I've attached a template – if you want to amend the format here or there to make things clearer/easier or avoid duplication, I'm fine with that. The idea is that this document can just be printed off and given to the Minister, so that she has access to the key details and suggested lines for each proposal.

Could you please provide updated information by 9am tomorrow morning so that this is available for the caucus run. If you're

squeezed for time, just do the main ones at this stage (the VR and I&E one would be my assumption to start) and we can come back to additional updates later.

Give myself or Liv a call if you've got any questions.

Thanks,



9(2)(a) privacy

Minister for Economic Development | Office of Hon Melissa Lee
Minister for Economic Development | Minister for Ethnic Communities
Minister for Media and Communications | Associate Minister for ACC

DDI: 9(2)(a) privacy | M: 9(2)(a) privacy
Email: 9(2)(a) privacy Website: www.Beehive.govt.nz
Private Bag 10041, Parliament Buildings, Wellington 6160, New Zealand

From: Hannah Mills 9(2)(a) privacy
Sent: Tuesday, March 26, 2024 11:52 AM
To: 9(2)(a) privacy 9(2)(a) privacy
Cc: Kate Te Morenga 9(2)(a) privacy Tina Sudell 9(2)(a) privacy Melanie Taylor
9(2)(a) privacy Roxanne Bruce 9(2)(a) privacy
Subject: RE: MIN lines for MBIE [IN-CONFIDENCE]

Hi 9(2)(a),

We are providing some additional lines to support questions the Minister may get on the Bridge today regarding MBIE change proposals and front-line services.

Acting CE Nic Blakeley is also happy to connect with the Minister before 1PM (he is in another officials meeting at 1PM).

Hannah

Savings expectations

- At a time where the government is facing cost pressures, agencies have been asked to identify where they can make savings and/or make changes in order to deliver savings.
- MBIE was asked to find 7.5% savings as part of the Budget 2024 process.
- They have provided options to me and other Ministers, but I am not commenting on these as they are Budget sensitive.

Change proposals/MBIE engagement

- I connect with MBIE officials weekly and am in regular contact with its Senior Leadership Team.
- I am being kept updated on key changes, such as the offering of voluntary redundancy to areas not initially eligible.
- I am also aware of formal change proposals for their Digital, Data and Insights Group and Employment Services team in Te Whakatairanga Service Delivery.
- However, the change proposals are up for the Chief Executive and the Senior Leadership Team to decide and comment on. These are operational matters.
- I am also mindful that in the areas where formal change is proposed, these areas are subject to feedback during the consultation process and it's important this can take place.
- On VR specifically – applying for voluntary redundancy is a personal choice. If a person is deemed business critical, then that will be for MBIE to decide whether or not to approve the application. There were about 110 applications accepted in the first round.
- In terms of whether frontline services are impacted - as the Minister of Finance has said, agencies and their staff are expected to use their good judgement, and proposals for savings will describe any impacts to front-line services consistent with our priorities. I want to reiterate that decisions as part of Budget 2024 process are still being made.
- If pushed on what front line services MBIE has had to change – where the Government has made decisions to cut funding in particular areas, there may be changes to front-line services. An example of this at MBIE will be the roles associated with the Fair Pay Agreement funding. We repealed the legislation for FPAs within our first 100 days in office.

Front-line service impact and FTE reductions

- While MBIE has some front-line functions, including that in Immigration and Te Whakatairanga Service, in order to deliver these services, they are also supported by people in enablement functions such as IT, HR, finance and

communications.

- As the Minister of Finance has said previously on the definition of front-line services, agencies need to use good judgment and proposals for savings need to describe any impacts to front-line services consistent with our Government's priorities.
- Change is unsettling but is necessary in order for our Government to deliver on our priorities. I'd encourage those officials who are having to consider change to reach out to the support available to them.

Additional reactives

- If pushed on whether MBIE has a target for a headcount/FTE reduction – MBIE will need to make the appropriate changes to deliver savings.
- If pushed on why CE is away/whether this is acceptable – I was aware the Chief Executive was going on leave and I have confidence in her and her acting arrangements.

Ngā mihi

Hannah Mills ([she/her](#))

PRINCIPAL COMMUNICATIONS ADVISOR

Corporate Communications | Corporate Services, Finance and Enablement
Ministry of Business, Innovation and Employment | Hīkina Whakatutuki

9(2)(a) privacy | Mobile: 9(2)(a) privacy

Lvl 4, 15 Stout Street, Wellington



From: Roxanne Bruce 9(2)(a) privacy
Sent: Tuesday, March 26, 2024 11:36 AM
To: Hannah Mills 9(2)(a) privacy Tina Sudell 9(2)(a) privacy
Cc: Kate Te Morenga 9(2)(a) privacy
Subject: FW: MIN lines for MBIE [IN-CONFIDENCE]

Here you go

From: 9(2)(a) privacy
Sent: Tuesday, March 26, 2024 11:34 AM
To: Roxanne Bruce 9(2)(a) privacy
Subject: MIN lines for MBIE

Kia ora Roxie,

Thanks for your patience. Today at the Caucus run, Minister Lee was asked about MBIE losing 'frontline staff'. She said that she had assurances from MBIE that frontline staff weren't impacted, and then asked the journalist to clarify what 'frontline' staff meant.

No doubt she will be asked again this afternoon. If you could please just confirm that these key messages still stand – that would be excellent.

I'll be briefing the Minister at 1:30pm so before then would be your deadline please.

Ngā mihi

9(2)(a)

MBIE:

- I am aware further proposed changes have been shared with MBIE people today through a consultation process following other recent change processes.
- I understand this includes a further voluntary redundancy process for some areas of MBIE that were not initially offered it and some formal change processes for two other areas of MBIE.
- In addition, I am informed that MBIE officials have been working through implementing an initial limited voluntary redundancy process.
- I have given no direction on the number of people to be employed by MBIE, how MBIE chooses to respond to the 7.5% savings target is a matter for MBIE.
- Savings options will be considered as a part of the budget.
- Any questions regarding these processes should be directed to MBIE. It is an operational matter for MBIE to determine how they should be structured to best deliver on the government's priorities.

(ends)



9(2)(a) privacy

Acting Press Secretary | Office of Hon Melissa Lee

Minister for Economic Development | Minister for Ethnic Communities |

Minister for Media and Communications | Associate Minister for ACC

M 9(2)(a) privacy

Email: 9(2)(a) privacy Website: www.beehive.govt.nz


Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

From: 9(2)(a) privacy
To: [Alastair Hill](#); [Gabrielle Wilson](#)
Subject: DRAFT AGENCY MEETING ACTIONS
Date: Wednesday, 10 April 2024 10:23:53 pm
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

Yes, just a couple more snippets from me (in bold)


out of scope



System change

- Query: are we able to identify cost pressure vs savings impacts **as part of the regular sit rep.**

out of scope



Alastair Hill ([he/him](#))

Deputy Commissioner, Governance and Public Affairs | Chief of Staff

From: [Gabrielle Wilson](#)
To: 9(2)(a) privacy
Subject: FW: Media response
Date: Friday, 12 April 2024 9:42:00 am

Here's something we prepared earlier!

From: Alastair Hill 9(2)(a) privacy
Sent: Friday, April 12, 2024 9:42 AM
To: Gabrielle Wilson 9(2)(a) privacy
Cc: PSC Media 9(2)(a) privacy Grahame Armstrong
9(2)(a) privacy Sam Rossiter-Stead 9(2)(a) privacy
Sarah Borrell 9(2)(a) privacy
Subject: FW: Media response

Hi,

On the Minister's media query re: redundancy costs, here's what we provided them a few weeks back.

Alastair Hill

Phone: 9(2)(a) privacy **Email:** 9(2)(a) privacy

Te Kawa Mataaho Public Service Commission

From: Alastair Hill
Sent: Friday, March 22, 2024 4:59 PM
To: Alex Chadwick 9(2)(a) privacy Holly Thorpe
9(2)(a) privacy Sarah Borrell 9(2)(a) privacy Pete
Fitzjohn 9(2)(a) privacy
Cc: PSC Media 9(2)(a) privacy
Subject: FW: Media response

Pete,

Can you please prep and send this response to Bridie. The M.O. has let her know we will respond.

Can we let Treasury know as well.

Thanks very much for the sharp work on this one, team. Appreciate it.

Alastair Hill

Phone: 9(2)(a) privacy | **Email:** 9(2)(a) privacy

Te Kawa Mataaho Public Service Commission

From: Alastair Hill 9(2)(a) privacy
Sent: Friday, March 22, 2024 4:58 PM
To: Christina Connolly 9(2)(a) privacy
Cc: Pete Fitzjohn 9(2)(a) privacy Alex Chadwick

9(2)(a) privacy

Subject: RE: Media response

Hi Rob, final approved response attached for your record.

We'll get this off to Stuff now.

Attributed to a Public Service Commission spokesperson

- It is not possible to currently calculate the redundancy cost related to the Government's savings programme as final decisions have not yet been made across the Public Service. Redundancy costs vary from agency to agency and person to person.
- The impacts, including redundancy costs, will vary from agency to agency, as will the timing of when decisions are made, and changes implemented.
- Redundancy payments are specific to each individual and cannot be calculated until decisions are made following consultation with affected staff. While agencies are in consultation it would be inaccurate and unhelpful to share ballpark estimates based on average salaries.
- Given the range of agencies and the work they do, as well as the wide range of seniority of positions to deliver that work, averages and estimates don't give an accurate picture.
- There are budget decisions that will impact the size and scale of impacts to the workforce and resulting redundancies. We cannot get in front of those processes.
- Cost savings proposals that impact staff should have consideration for the immediate cost alongside the long-term reductions in the ongoing cost of delivering their services.

From: 9(2)(a) privacy

Sent: Friday, March 22, 2024 3:06 PM

To: PSC Media 9(2)(a) privacy Pete Fitzjohn

9(2)(a) privacy Alastair Hill 9(2)(a) privacy Alex

Chadwick 9(2)(a) privacy 9(2)(a) privacy

Cc: Ministerial Services 9(2)(a) privacy Nicky Dirks

9(2)(a) privacy

Subject: Media response

Importance: High

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

Hi team

The Minister's office is looking for us to do a quick turnaround media response for us to front. The

Office will be referring the questions to us (attached) for response. Can we please have a draft by 4 pm for key messages sent here before PSC progressed.

Key messages we should factor in:

- Redundancy costs factored into savings proposals
- Difficult to know what total costs are – varies agency to agency
- No final decisions on budget
- Agencies need to go through consultation with staff and union engagement

Thanks

(b)(7)(F) priv

From: [Gabrielle Wilson](#)
To: 9(2)(a) privacy [Alastair Hill](#); [Grahame Armstrong](#)
Subject: RE: For your media query
Date: Friday, 12 April 2024 10:14:28 am

Yes this is fine

From: 9(2)(a) privacy
Sent: Friday, April 12, 2024 10:13 AM
To: Gabrielle Wilson 9(2)(a) privacy ; Alastair Hill
9(2)(a) privacy Grahame Armstrong
9(2)(a) privacy
Subject: Fwd: For your media query

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

Is this accurate for the Minister to say;

From: 9(2)(a) privacy
Sent: Friday, April 12, 2024 10:08 AM
To: 9(2)(a) privacy
Cc: 9(2)(a) privacy
Subject: RE: For your media query

Thanks 9(2)(a) privacy

Is this an accurate summary of the bullets below:

The Minister is not in a position at this stage to discuss the potential cost of redundancies arising from the Government savings programme. Many agencies are in the midst of consultation processes and the final shape of the programme will be impacted by Budget decisions and the ways individual agencies choose to meet their savings targets.

Regards

9(2)(a) priva

From: [Gabrielle Wilson](#)
To: 9(2)(a) privacy
Cc: [Alastair Hill](#); [Grahame Armstrong](#); [Ministerial Services](#)
Subject: RE: [EXTERNAL] - interview request
Date: Friday, 12 April 2024 3:04:00 pm

Hi both,

9(2)(a) privacy is correct - it's not possible to currently calculate the redundancy cost related to the Government's savings programme as final decisions have not yet been made across the Public Service. Redundancy costs vary from agency to agency and person to person.

Thanks,
Gabs

From: 9(2)(a) privacy
Sent: Friday, April 12, 2024 3:01 PM
To: 9(2)(a) privacy Gabrielle Wilson
9(2)(a) privacy
Cc: Alastair Hill 9(2)(a) privacy Grahame Armstrong
9(2)(a) privacy Ministerial Services
9(2)(a) privacy
Subject: Re: [EXTERNAL] - interview request

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

Gabs - correct me if I'm wrong here.

Until final decisions are taken in Budget 24 we won't know the final shape of the workforce changes resulting from the Savings initiative. In addition, any staff changes are subject to a consultation exercise between the staff and the employer before final decisions are taken.

9(2)(a) privacy
Private Secretary (Public Service)

Office of Hon Nicola Willis, Minister of Finance, Minister for the Public Service,
Minister for Social Investment, Associate Minister of Climate Change

From: 9(2)(a) privacy
Sent: Friday, April 12, 2024 2:56:16 PM
To: Gabrielle Wilson 9(2)(a) privacy 9(2)(a) privacy
9(2)(a) privacy
Cc: Alastair Hill <9(2)(a) privacy> Grahame Armstrong

9(2)(a) privacy [redacted] Ministerial Services

9(2)(a) privacy [redacted]

Subject: RE: [EXTERNAL] - interview request

Thanks Gabrielle

Given the reporter seems to expect the Minister will have received advice on the kkprojected cost of redundancies, are we explain why not? Presumably it has something to do with the fact that consultations are ongoing and final decisions have not yet been made.

Regards

9(2)(a) priva
[redacted]

From: Gabrielle Wilson 9(2)(a) privacy [redacted]

Sent: Friday, April 12, 2024 2:07 PM

To: 9(2)(a) privacy [redacted]
[redacted]

Cc: Alastair Hill 9(2)(a) privacy [redacted] Grahame Armstrong

9(2)(a) privacy [redacted] Ministerial Services

9(2)(a) privacy [redacted]

Subject: RE: [EXTERNAL] - interview request

Hi 9(2)(a) privacy [redacted]

No, we haven't provided advice on the projected total cost of redundancies.

Thanks,
Gabrielle

From: 9(2)(a) privacy [redacted]

Sent: Friday, April 12, 2024 2:00 PM

To: 9(2)(a) privacy [redacted]

Cc: Gabrielle Wilson 9(2)(a) privacy [redacted] Alastair Hill

9(2)(a) privacy [redacted] Grahame Armstrong

9(2)(a) privacy [redacted]

Subject: Re: [EXTERNAL] - interview request

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

I think the answer is no. But let me triple check?

Team - please can you confirm?

9(2)(a) privacy [redacted]

Private Secretary (Public Service)

Office of Hon Nicola Willis, Minister of Finance, Minister for the Public Service,
Minister for Social Investment, Associate Minister of Climate Change

From: 9(2)(a) privacy
Sent: Friday, April 12, 2024 1:58 PM
To: 9(2)(a) privacy
Cc: 9(2)(a) privacy
Subject: Fwd: [EXTERNAL] - interview request

Hi 9(2)(a) privacy

See follow-up media query below. Has the Minister received advice on the cost of redundancies?

Regards

9(2)(a) privacy

Get [Outlook for iOS](#)

From: 9(2)(a) privacy
Sent: Friday, April 12, 2024 1:56 PM
To: 9(2)(a) privacy
Cc: 9(2)(a) privacy
Subject: RE: [EXTERNAL] - interview request

Thanks for getting back to me.

Appreciate she can't comment on the outcome of the exercise, but can you please at least confirm if she has received advice on the total cost of redundancies?

From: 9(2)(a) privacy
Sent: Friday, 12 April 2024 1:51 PM
To: 9(2)(a) privacy
Cc: 9(2)(a) privacy
Subject: [EXTERNAL] - interview request

Hi 9(2)(a) privacy

Rachael has passed on your request. Unfortunately, the Minister can't comment on the outcome of the savings exercise while consultation processes are underway. In terms of any costs associated with the programme, they will be managed from within existing baselines.

Regards

9(2)(a) privacy

From: 9(2)(a) privacy

Sent: Thursday, April 11, 2024 5:50 PM

To: 9(2)(a) privacy

Subject: Interview request

Kia ora 9(2)(a) privacy

I hope you're well.

Does the Minister have time tomorrow or on Monday for a pre-recorded interview about cuts to the public service? I am keen to ask her about the cost of redundancies.

Has she received advice on the projected total cost of redundancies across the public sector? Are ministries/agencies etc expected to pay for redundancies out of existing budgets?

Let me know if she has some time available. I can be flexible and make pretty much any time work.

Cheers

9(2)(a) privacy



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From: [Gabrielle Wilson](#)
To: 9(2)(a) privacy; [Nicky Dirks](#); [Ministerial Services](#)
Cc: [Alastair Hill](#); [Josh Masson](#)
Subject: RE: P request Tier 2s and 3s in the public service
Date: Monday, 15 April 2024 2:38:00 pm

Hi 9(2)(a) privacy,

We've done the fact check and the numbers are correct

Thanks,
Gabs

From: 9(2)(a) privacy
Sent: Monday, April 15, 2024 2:24 PM
To: Gabrielle Wilson; 9(2)(a) privacy; Nicky Dirks
9(2)(a) privacy; Ministerial Services
9(2)(a) privacy
Subject: P request Tier 2s and 3s in the public service

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

For fact checking - by 3pm

From: 9(2)(a) privacy
Sent: Monday, April 15, 2024 1:40 PM
To: 9(2)(a) privacy
Cc: 9(2)(a) privacy
Subject: RE: Tier 2s and 3s in the public service

Hi 9(2)(a) privacy

Please fact check the information below:

- "I have been advised that in the past six years, as with the public service as a whole, there has been significant growth in the number of people employed in senior leadership roles across the public service."
- "Between 2016 and 2023, 69 tier two roles were added, for a total of 236, a massive 41% increase. The average salary for these roles is \$309,900."
- "Similarly, the number of tier 3 roles grew by 323, to a total of 1084, a huge increase of 42%. The average salary for these roles is \$215,700."

“Sadly these increases have not led to demonstrable improvements in the areas that matter most to Kiwis, with educational achievement, surgery waiting times and violent crime getting worse”

- “Senior public service leaders have not been exempt from the current savings exercise underway across Government. I am advised that several of the change proposals that public agencies are currently consulting on include reductions in the number of tier 2 and 3 roles.
- “Even so, I’ve asked the Public Service Commission to keep a track of the overall impact changes have on senior roles when compared to more junior roles. I don’t want the public service to be too top heavy - that wouldn’t be good for the everyday public service workforce, nor the people they serve.”
- “In my view management structures should be efficient and accountable so as to deliver good results for New Zealanders.
- “After the Budget I will review the total number of tier 2 and 3 public servant roles relative to the overall size of agency workforces. I will then consider what, if any, changes may be needed.”

Regards

9(2)(a) priv


From: [Gabrielle Wilson](#)
To: 9(2)(a) privacy [Ministerial Services](#); [Nicky Dirks](#); [Alastair Hill](#); [Alex Chadwick](#)
Subject: RE: WQ - 14 question(s) released to Minister
Date: Thursday, 18 April 2024 10:21:00 am

Mōrena 9(2)(a) privacy,

Thanks for your patience. Here's where we landed:

Guidance

Previous advice provided by Treasury in relation to reducing government expenditure states that information relating to savings is still being actively considered by Ministers. Agencies should also consider that this information is staff sensitive. Each individual agency will need to consider the stage of their change process and whether final decisions and redundancies have been finalised. We have provided proposed wording for each scenario.

Proposed response if agency hasn't finalised decisions

I am advised that these decisions are the responsibility of the relevant Chief Executive. Furthermore, I am advised that these decisions are still to be finalised and are subject to staff consultation.

Proposed response if agency has finalised decisions

I am advised that these decisions are the responsibility of the relevant Chief Executive. However, I am aware that the [department] has publicly confirmed the disestablishment of XX roles at [insert group or department referred to].

Proposed response if agency has publicly confirmed a proposal under consultation, where relevant

I am advised that these decisions are the responsibility of the relevant Chief Executive. However, I am aware that the [department] has publicly confirmed a proposal that may impact XX roles at [insert group or department referred to], subject to consultation with staff and final decisions.

Thanks,
Gabs

From: 9(2)(a) privacy
Sent: Wednesday, April 17, 2024 2:38 PM
To: Ministerial Services 9(2)(a) privacy Nicky Dirks
9(2)(a) privacy Gabrielle Wilson
9(2)(a) privacy Alastair Hill 9(2)(a) privacy
Alex Chadwick 9(2)(a) privacy
Subject: Fwd: WQ - 14 question(s) released to Minister

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

Could PSC provide some general guidance here? These questions have gone to all portfolio Ministers. Responses are due 26 April so we'll need to be quick as offices will start answering the questions.

9(2)(a) privacy

Private Secretary (Public Service)

Office of Hon Nicola Willis, Minister of Finance, Minister for the Public Service,
Minister for Social Investment, Associate Minister of Climate Change

From: 9(2)(a) privacy

Sent: Wednesday, April 17, 2024 2:32 PM

To: 9(2)(a) privacy

Subject: FW: WQ - 14 question(s) released to Minister

Hi 9(2)(a) privacy

Would this be something for PSC to prepare?

9(2)(a) privacy | **Private Secretary** | **Office of Hon Nicola Willis**

Minister of Finance | Minister for the Public Service | Minister for Social Investment
Associate Minister of Climate Change

Private Bag 18 888 | Parliament Buildings | Wellington 6011 www.beehive.govt.nz

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Please note information about meetings related to the Ministers' portfolios will be proactively released (this does not include personal or constituency matters). For each meeting in scope, the summary would list: date, time (start and finish), brief description, location, who the meeting was with, and the portfolio. If you attend a meeting with the Minister on behalf of an organisation, the name of the organisation will be released. If you are a senior staff member at an organisation, or meet with the Minister in your personal capacity, your name may also be released. The location of the meeting will be released, unless it is a private residence. The proactive release will be consistent with the provisions in the Official Information Act, including privacy considerations. Under the Privacy Act 1993 you have the right to ask for a copy of any personal information we hold about you, and to ask for it to be corrected if you think it is wrong. If you'd like to ask for a copy of your information, or to have it corrected, or are concerned about the release of your information in the meeting disclosure, please contact the sender. You can read more about the proactive release policy at <https://www.dia.govt.nz/Proactive-Releases#MS>

From: 9(2)(a) privacy

Sent: Wednesday, April 17, 2024 1:47 PM

To: 9(2)(a) privacy

Cc: 9(2)(a) privacy

Subject: RE: WQ - 14 question(s) released to Minister

Similar questions came our way this am re DPMC. I would think general advice would be helpful

but different depts may have already announced specific restructuring proposals and will be known publicly? Some guidelines would probably be helpful for offices.

From: 9(2)(a) privacy
Sent: Wednesday, April 17, 2024 1:37 PM
To: 9(2)(a) privacy
Cc: 9(2)(a) privacy
Subject: FW: WQ - 14 question(s) released to Minister

Hi 9(2)(a) privacy

Do you happen to know if these questions have been widely sent? We only received for Finance so perhaps not ...

9(2)(a) privacy | Private Secretary | Office of Hon Nicola Willis
Minister of Finance | Minister for the Public Service | Minister for Social Investment
Associate Minister of Climate Change
Private Bag 18 888 | Parliament Buildings | Wellington 6011 www.beehive.govt.nz

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From: 9(2)(a) privacy
Sent: Wednesday, April 17, 2024 11:10 AM
To: 9(2)(a) privacy
Subject: RE: WQ - 14 question(s) released to Minister

Am I right in thinking we would not respond with actual answers to these until any processes have been completed, or what exactly are our options here? If these questions have gone to every Portfolio Minister, we will need to provide some guidance to other offices about how to treat them. The savings process driven by Govt is not complete and results will be in the Budget.

From: 9(2)(a) privacy
Sent: Wednesday, April 17, 2024 11:07 AM
To: 9(2)(a) privacy

9(2)(a) privacy

Subject: FW: WQ - 14 question(s) released to Minister

FYI

9(2)(a) privacy | **Private Secretary | Office of Hon Nicola Willis**

Minister of Finance | Minister for the Public Service | Minister for Social Investment

Associate Minister of Climate Change

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From: Written Questions <writtenquestions@parliament.govt.nz>

Sent: Wednesday, April 17, 2024 10:51 AM

To: 9(2)(a) privacy

Subject: WQ - 14 question(s) released to Minister

Reply 6857 (2024) has been released

Portfolio: Finance (Hon Willis)

Due: 26 Apr 2024

Question: How many roles, if any, have been identified for disestablishment in the Treasury's Office of the Chief Economic Adviser, resulting from the Government's directive to reduce expenditure in the public service, listed by role title and remuneration band?

[6857 \(2024\)](#)

Reply 6859 (2024) has been released

Portfolio: Finance (Hon Willis)

Due: 26 Apr 2024

Question: How many roles, if any, have been identified for disestablishment in the Treasury's Public Sector Management Directorate, resulting from the Government's directive to reduce expenditure in the public service, listed by role title and remuneration band?

[6859 \(2024\)](#)

Reply 6858 (2024) has been released

Portfolio: Finance (Hon Willis)

Due: 26 Apr 2024

Question: How many roles, if any, have been identified for disestablishment in the Treasury's Chief Government Accountant, resulting from the Government's directive to reduce expenditure in the public service, listed by role title and remuneration band?

[6858 \(2024\)](#)

Reply 6862 (2024) has been released

Portfolio: Finance (Hon Willis)

Due: 26 Apr 2024

Question: How many roles, if any, have been identified for disestablishment in the Treasury's Economic Strategy Directorate, resulting from the Government's directive to reduce expenditure in the public service, listed by role title and remuneration band?

[6862 \(2024\)](#)

Reply 6861 (2024) has been released

Portfolio: Finance (Hon Willis)

Due: 26 Apr 2024

Question: How many roles, if any, have been identified for disestablishment in the Treasury's Economic System Directorate, resulting from the Government's directive to reduce expenditure in the public service, listed by role title and remuneration band?

[6861 \(2024\)](#)

Reply 6860 (2024) has been released

Portfolio: Finance (Hon Willis)

Due: 26 Apr 2024

Question: How many roles, if any, have been identified for disestablishment in the Treasury's Growth and Public Services Directorate, resulting from the Government's directive to reduce expenditure in the public service, listed by role title and remuneration band?

[6860 \(2024\)](#)

Reply 6863 (2024) has been released

Portfolio: Finance (Hon Willis)

Due: 26 Apr 2024

Question: How many roles, if any, have been identified for disestablishment in the Treasury's Office of the Secretary Directorate, resulting from the Government's directive to reduce expenditure in the public service, listed by role title and remuneration band?

[6863 \(2024\)](#)

Reply 6864 (2024) has been released

Portfolio: Finance (Hon Willis)

Due: 26 Apr 2024

Question: How many roles, if any, have been identified for disestablishment in the Treasury's Organisational Strategy and Performance Directorate, resulting from the Government's directive to reduce expenditure in the public service, listed by role title and remuneration band?

[6864 \(2024\)](#)

Reply 6865 (2024) has been released

Portfolio: Finance (Hon Willis)

Due: 26 Apr 2024

Question: How many roles, if any, have been identified for disestablishment in the Treasury's Corporate and Shared Services, resulting from the Government's directive to reduce expenditure in the public service, listed by role title and remuneration band?

[6865 \(2024\)](#)

Reply 6866 (2024) has been released

Portfolio: Finance (Hon Willis)

Due: 26 Apr 2024

Question: How many roles, if any, have been identified for disestablishment in the Treasury's Commercial Performance and Governance Directorate, resulting from the Government's directive to reduce expenditure in the public service, listed by role title and remuneration band?

[6866 \(2024\)](#)

Reply 6868 (2024) has been released

Portfolio: Finance (Hon Willis)

Due: 26 Apr 2024

Question: How many roles, if any, have been identified for disestablishment in the Treasury's 'New Zealand Debt Management', resulting from the Government's directive to reduce expenditure in the public service, listed by role title and remuneration band?

[6868 \(2024\)](#)

Reply 6867 (2024) has been released

Portfolio: Finance (Hon Willis)

Due: 26 Apr 2024

Question: How many roles, if any, have been identified for disestablishment in the Treasury's Financing, Infrastructure and Urban Development Directorate, resulting from the Government's directive to reduce expenditure in the public service, listed by role title and remuneration band?

[6867 \(2024\)](#)

Reply 6869 (2024) has been released

Portfolio: Public Service (Hon Willis)

Due: 26 Apr 2024

Question: Does the Minister stand by her statement “what I worried about was that agencies would just cull a lot of lowly paid staff when actually, sometimes, it’s more effective to get rid of highly paid staff”, and if so, how has she given effect to her concerns, apart from asking the Public Service Commission for the number of tier two and three managers?

[6869 \(2024\)](#)

Reply 6870 (2024) has been released

Portfolio: Finance (Hon Willis)

Due: 26 Apr 2024

Question: How many roles, if any, have been identified for disestablishment in the Treasury’s Budget Management Directorate, resulting from the Government’s directive to reduce expenditure in the public service, listed by role title and remuneration band?

[6870 \(2024\)](#)

From: [Grahame Armstrong](#)
To: 9(2)(a) privacy; [Ministerial Services](#); [Nicky Dirks](#); [PSC Media](#); [Gabrielle Wilson](#)
Subject: Re: Media Enquiry - Internships in Public Service
Date: Monday, 22 April 2024 10:48:55 am
Attachments: [Outlook-bhqbnfro.png](#)
[Outlook-beo2kvhm.png](#)
[Outlook-umbjfxg.png](#)
[Outlook-xsei53j1.png](#)
[Outlook-535lvauq.png](#)
[Outlook-le25ni54.png](#)

Hi 9(2)(a) privacy

Key points/lines for the Minister to consider:

1. The Minister has not been advised of any implications for student internships – and has not given any instructions to public service agencies on the hiring of graduates or university interns.
2. These are employment matters for individual chief executives.
3. The Government's priority is to deliver high quality, frontline services.
4. The Government cannot live beyond its means.
5. It must reduce government spending, with a focus on non-essential back-office functions and contractor and consultant expenditure.
6. That said, chief executives at individual government agencies are responsible for where they find efficiencies and savings.

#end

Grahame Armstrong
Principal Media Advisor

waea pūkoro: 9(2)(a) privacy | imēra: 9(2)(a) privacy



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From: 9(2)(a) privacy
Sent: Friday, 19 April 2024 1:44 pm
To: Ministerial Services 9(2)(a) privacy; Nicky Dirks 9(2)(a) privacy; PSC Media 9(2)(a) privacy; Gabrielle Wilson 9(2)(a) privacy; Grahame Armstrong 9(2)(a) privacy
Subject: Fwd: Media Enquiry - Internships in Public Service

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

Hi Team,

Please can I have a response for the Minister for 11am on Monday.

Thanks

9(2)(a) privacy

Private Secretary (Public Service)

Office of Hon Nicola Willis, Minister of Finance, Minister for the Public Service, Minister for Social Investment, Associate Minister of Climate Change

From: 9(2)(a) privacy
Sent: Friday, April 19, 2024 1:41 PM
To: 9(2)(a) privacy
Cc: 9(2)(a) privacy
Subject: FW: Media Enquiry - Internships in Public Service

Hi 9(2)(a) privacy – can PSC please provide a draft response to the below?

Thanks

9(2)(a) privacy

From: Salient News 9(2)(a) privacy
Sent: Friday, April 19, 2024 12:47 PM
To: 9(2)(a) privacy
Subject: Media Enquiry - Internships in Public Service

Kia ora 9(2)(a) privacy,

I'm 9(2)(a) privacy - one of the news editors for Salient, the Vic Uni student magazine. I'm writing to make a media enquiry to Minister Willis in her capacity as minister of the public service, I understand the minister is overseas, but would appreciate if I could get answers back by Monday afternoon next week, or if you could transfer my request to another minister currently in the country.

- Is the minister aware of any impact on student internships that may arise from current or proposed job cuts across the public service?
- What instructions have the minister given to public agencies regarding hiring graduates or interns from universities?
- How can the public service be expected to maintain its operational capacity into the future with a greatly reduced workforce, including taking on fewer students?

Very happy to have a chat over the phone.

Ngā mihi,

9(2)(a) privacy

News Co-Editor

salient.
your weekly student voice

Student Union Building
PO Box 600 Wellington
Victoria University of Wellington
ph: 9(2)(a) privacy

[Facebook](#) | [Instagram](#) | [Twitter](#)

From: [Grahame Armstrong](#)
To: 9(2)(a) privacy; [Alastair Hill](#); [Gabrielle Wilson](#); [Ministerial Services](#); [Nicky Dirks](#)
Subject: Re: P Request Media query- Public sector job losses - outside Wellington - Due 11am
Date: Monday, 22 April 2024 10:27:02 am
Attachments: [image001.png](#)
[Outlook-1igw15vx.png](#)
[Outlook-nsp3e4d1.png](#)
[Outlook-f0lnwnra.png](#)
[Outlook-c425gs4d.png](#)
[Outlook-tvoxe2xi.png](#)

9(2)(a) privacy

Key points for the Minister's consideration:

1. The Government has been very clear that frontline services should be protected in the savings and efficiencies targets.
2. The Government cannot live beyond its means.
3. The Government must reduce government spending, with a focus on non-essential back-office functions and contractor and consultant expenditure. We need to embed a culture of responsible spending across government.
4. The Government's priority is to deliver high quality, frontline services.
5. The Government feels for anyone who loses their job, in any circumstances.
6. Other sectors of the economy are also doing it tough.

#end

Grahame Armstrong
Principal Media Advisor

waea pūkoro: 9(2)(a) privacy | imēra: 9(2)(a) privacy



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From: 9(2)(a) privacy
Sent: Monday, 22 April 2024 9:47 am
To: Grahame Armstrong; 9(2)(a) privacy; Alastair Hill; 9(2)(a) privacy; Gabrielle Wilson; 9(2)(a) privacy; Ministerial Services; 9(2)(a) privacy; Nicky Dirks; 9(2)(a) privacy
Subject: P Request Media query- Public sector job losses - outside Wellington - Due 11am

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

Hi,

Please can I get some advice and lines for the Minister by 11am today in relation to the query from RNZ below.

Thanks

9(2)

From: 9(2)(a) privacy
Sent: Monday, April 22, 2024 9:44 AM
To: 9(2)(a) privacy
Cc: 9(2)(a) privacy

Subject: FW: Public sector job losses - outside Wellington

Hi [9(2)(a) privacy]

Can you please give us some advice and a draft response on this one below?

Deadline is quite tight – sorry !

Thanks

[9(2)(a) privacy]

From: [9(2)(a) privacy]

Sent: Monday, April 22, 2024 8:41 AM

To: [9(2)(a) privacy]

Subject: Public sector job losses - outside Wellington

Hi [9(2)(a) privacy]

I am doing a story on regional-based roles, and roles outside of Wellington being cut in the public sector job cut proposals.

The PSA says it hasn't seen the true extent of the public sector job cuts affecting the regions and other cities, and that already about three hundred roles outside of Wellington have proposed to be cut through the Ministry of Education, MPI, DOC and Oranga Tamariki combined. The Union says it's going to negatively affect other cities – not just Wellington.

It says it's also expecting many other regional based roles to be part of the job cut proposals to come. Is this true?

I've also talked to a couple of people in the regions who've been affected by the job losses who are talking about how it's a lot harder to get other jobs in their regions because of the small and oversaturated job market. Does the minister have a response to that?

I need a response by midday today please.

Many thanks,

[9(2)(a) privacy]



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From: [Rob Anderson](#)
To: [Ministerial Services](#)
Cc: [Josh Masson](#); [Alastair Hill](#); [Hannah Cameron](#); 9(2)(a) privacy
Subject: FW: Advice for MO - Public Service numbers
Date: Friday, 10 May 2024 6:35:37 pm
Attachments: [image007.png](#)
[image008.png](#)
[image009.png](#)
[image011.png](#)
[image012.png](#)

Hi all

Following the request from the Minister's office tonight for information on Public Service numbers, the Office would like some more detailed analysis on the RNZ numbers versus the information we have on the Public Service numbers. The Office isn't looking for analysis of each agency, but just the top key agencies to provide context around what the RNZ numbers cover versus the information the information would have. Could we please get something back to the Office by 2 pm on Monday.

Very happy to chat if there are any questions.

Thanks

Rob

From: Rob Anderson
Sent: Friday, May 10, 2024 6:29 PM
To: 9(2)(a) privacy
Subject: Advice for MO - Public Service numbers

Hi 9(2)(a) privacy

Below are some points as discussed regarding Public Service numbers. We can provide more detailed numbers on Monday. Feel free to give me a call if you need anything else for the weekend.

Thanks

Rob

- RNZ is reporting rolling figures related to Public Sector reductions. This is informed by information departments and the PSA, as noted in the article.
- The number reported by RNZ is materially different than the numbers the Minister would have received from officials for the following reasons:
 - The number includes a broader range of agencies than the core Public Service. In particular, the number includes Crown entities
 - The number includes potentially affected roles rather than actual/confirmed reductions – some of the reported numbers could be subject to reconfirmation or redeployment (so therefore can't be treated as time limited). The numbers don't

confirm new roles created within agencies as part of the change process. In some cases, agencies may be reducing roles in one area to redirect resources into other areas (e.g. frontline or to support key government priorities)

- In the context of the above, a number of roles reported will be vacancies not filled. RNZ has included and excluded vacancies for different departments. For example:
 - ACC RNZ is reporting 325 roles. This number does not include an extra 73 vacancies
 - Conservation RNZ is reporting 130 roles, however it is likely 93 of these are vacant positions
- The number will include a broader range of factors outside of the budget savings process, such as time limited funding coming to an end and agencies undertaking change processes for other business reasons. There will also be cases where policy decisions have resulted in agencies stopping or reducing activity which will have an impact on the numbers.

Robert Anderson

Director

System and Agency Performance

Phone: 9(2)(a) privacy | **Email:** 9(2)(a) privacy



Te Kawa Mataaho

Public Service Commission

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From: [Grahame Armstrong](#)
To: [9\(2\)\(a\) privacy](#); [Ministerial Services](#); [Nicky Dirks](#); [Alastair Hill](#)
Cc: [Ministerial Services](#); [Alex Chadwick](#); [Sarah Borrell](#); [Holly Thorpe](#)
Subject: RE: P Request - Media enq: Pay equity taskforce
Date: Tuesday, 14 May 2024 12:24:00 pm
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)

Hi [9\(2\)\(a\) privacy](#) – answers/statement below:

The Government remains committed to pay equity.

Have NGO groups been left in the lurch with the disestablishment of the taskforce?

No. Claims will continue to go through the process as normal. Disestablishing the task force will not impact the progress of claims. It is the employer and employee/union parties who are jointly responsible or the outcome.

What support is there for them? Where can they go for impartial and accurate advice?

MBIE, as administer of the legislation, will continue to be responsible for providing high-level guidance and information on the operation of the pay equity provisions of the Equal Pay Act 1972 to all employers in the economy. Employers in the funded sector who are progressing claims should continue to work with their funding agencies and MBIE.

Is the taskforce's disestablishment a way to slow down claims in order to ease the financial burden on government?

No. A substantial number of public sector claims have been settled in the last three years, and the taskforce has supported agencies to build up their expertise and knowledge of their obligations. It is a sign of success that the process for settling pay equity claims has now matured to a point where the same level of governance support and facilitation from the taskforce is no longer required.

The taskforce was heralded as a trusted mediator during the claims process, why take it away for the sake of six roles?

See previous answer.

Was the disestablishment part of the Public Service Commission 6.5% cost reduction plan?

No. This was always separate to the Commission's 7.5 percent savings and efficiencies process. The pay equity taskforce's time limited funding was ending on 30 June, separate to and regardless of the savings and efficiencies process.

Is there a risk that claims are uneven in the NGO sector – i.e. hospice nurses may achieve a pay settlement level different to plunket nurses based on resourcing available to their separate claims?

All claims are assessed on their individual merits by the parties involved, so it is to be expected that pay equity settlements will differ in various elements. Employers who are funded by the Crown should continue to work with their funding agencies as they progress their claim and seek advice from MBIE where required.

Can the Minister please confirm which agencies provided advice on the disestablishment. Did the Ministry for Women?

The disestablishment of the Taskforce is an operational matter for the Public Service Commission. The agencies that provided advice or informed the refresh of pay equity included MBIE, Treasury, DPMC, and the Public Service Commission.

Grahame Armstrong
Principal Media Advisor

waea pukoro: [9\(2\)\(a\) privacy](#) | imera: [9\(2\)\(a\) privacy](#)



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From: 9(2)(a) privacy
Sent: Tuesday, May 14, 2024 10:34 AM
To: Ministerial Services 9(2)(a) privacy; Nicky Dirks 9(2)(a) privacy
Alastair Hill 9(2)(a) privacy; Grahame Armstrong 9(2)(a) privacy
Subject: P Request - Media enq: Pay equity taskforce

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

Hi,

Please can I have a response by 12 noon.

Thanks

9(2)

From: 9(2)(a) privacy
Sent: Tuesday, May 14, 2024 10:27 AM
To: 9(2)(a) privacy
Subject: Media enq: Pay equity taskforce

Kia ora, hope you're well.

Was hoping to get some comment, or do a quick phone interview with the Minister if possible on the recent disestablishment of the pay equity taskforce.

NGO groups now working on their own pay equity claims in order to achieve pay parity are really concerned they don't have the resources to get their claims through or to the same standards as their public sector counterparts (i.e. hospice and plunket nurses/midwives)

Keen to cover off the following:

- Have NGO groups been left in the lurch with the disestablishment of the taskforce?
- What support is there for them? Where can they go for impartial and accurate advice?
- Is the taskforce's disestablishment a way to slow down claims in order to ease the financial burden on government?
- The taskforce was heralded as a trusted mediator during the claims process, why take it away for the sake of six roles?
- Was the disestablishment part of the Public Service Commission 6.5% cost reduction plan?
- Is there a risk that claims are uneven in the NGO sector – i.e. hospice nurses may achieve a pay settlement level different to plunket nurses based on resourcing available to their separate claims?
- Can the Minister please confirm which agencies provided advice on the disestablishment. Did the Ministry for Women?