



Te Kawa Mataaho
Public Service Commission

23 October 2024

9(2)(a) privacy

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Official Information Request

Our Ref: OIA 2024-0240

I refer to your official information request received on 2 September 2024 where you have asked for:

“The following regarding paid bonuses to Public Servants whom speak Te Reo Māori:

- 1. The amount paid each year, over the past 6 years*
- 2. The amounts to which each Govt department received*
- 3. Internal policy as to how these bonuses are calculated*
- 4. All communications, received from the Minister of Public Service and their office in regards to the above*
- 5. All communications, received from any Minister and their offices in regards to the above.*

On 2 October 2024 we notified you of an extension of the time to make our decision and respond to you, to 23 October 2024 in order to undertake consultation necessary to make a decision on your request.

Information does not exist

In relation to parts one and two of your request, Te Kawa Mataaho Public Service Commission (the Commission) does not hold this information for all Public Servants, we will be responding to your request with the Commission’s information only.

Information about incentive payments made by the Commission is reported in the Commission’s Annual Review (question 93) which is publicly available on the Parliament website at the following link: https://www.parliament.nz/resource/en-NZ/54SCGOA_EVI_19731c4a-4dbc-44a5-453c-08dbfce8a371_GOA1021/ea3b35ab8bc6c49a9f2030b8168449e8daa158f2

We are therefore refusing this of your request under section 18(d) of the Official Information Act on the grounds the information requested is publicly available.

In relation to part three of your request, the Commission’s remuneration policy and guidance, which was introduced in 2018, contains no provision for performance or incentive payments to be made to employees. There is therefore no policy on calculating these payments and there have been no such payments made.

On that basis, I am refusing these parts of your request under section 18 (e) of the OIA on the grounds the information requested does not exist.

Information being released

Listed in the table below is an email chain between the Minister’s Office and Te Kawa Mataaho Public Service (the Commission) officials in relation to a media request on the payment of ‘bonuses’, that falls within scope of part four of your request:

Item	Date	Document Description	Decision
1	6 December 2023	EMAIL CHAIN: MOSR 2023-0145 – Māori Language – P Request	Released in part

I have decided to release these emails with some information being withheld under section 9(2)(a) of the Official Information Act 1982 (OIA) in order to protect the privacy of natural persons.

Information that is or will be publicly available soon

The following information falls within scope of parts four and five of your request and is or will be publicly available soon on the Ministry of Justice and the Commission’s websites.

Accordingly, I have refused your request for the documents listed in the below table under section 18(d) of the OIA – the information requested is or will soon be publicly available.

Item	Date	Document Description	Website link
2		Letter from Hon Nicola Willis, Minister for the Public Service to Heather Baggott, Acting Public Service Commissioner	https://forms.justice.govt.nz/search/Documents/WT/wt_D OC_214639716/Wai%203327%2C%20A046(a).pdf
3	5 December 2023	REPORT: 2023-0302 – Delivering better public services and strengthening democracy: Use of the Māori language by public sector agencies	Report-Delivering-better-public-services-and-strengthening-democracy-Use-of-the-Maori-language-by-public-sector-agencies.pdf (publicservice.govt.nz)
4	7 December 2023	REPORT: 2023-0280 – Delivering Outcomes through Effective Employment Relations – Implementing a Government Workforce Policy Statement on Public Sector Employment Relations	https://www.publicservice.govt.nz/assets/DirectoryFile/Report-Delivering-Outcomes-through-Effective-Employment-Relations.pdf

5	7 February 2024	REPORT: 2024-0020 – Government Workforce Policy Statement on Public Sector Employment Relations	Will be publicly available soon Publications - Te Kawa Mataaho Public Service Commission
6	1 March 2024	REPORT: 2024-0140 – Advice in relation to the Government Workforce Policy Statement in the context of the Crown’s legal obligations with respect to te reo Māori * <i>*Release of the title of this report does not waive privilege over any legally privileged content contained within the report</i>	Will be publicly available soon Publications - Te Kawa Mataaho Public Service Commission
7	21 May 2024	REPORT: 2024-0162 – Government Workforce Policy Statement on Public Sector Employment Relations – Cabinet Paper	Will be publicly available soon Publications - Te Kawa Mataaho Public Service Commission
8	16 July 2024	REPORT: 2024-0202 – Agreement to Lodge the 2024 Government Workforce Policy Statement on Public Sector Employment Relations Cabinet Paper	Will be publicly available soon Publications - Te Kawa Mataaho Public Service Commission
9	18 July 2024	CABINET PAPER: Government Workforce Policy Statement on Public Sector Employment Relations 2024 and Appendixes	Will be publicly available soon Publications - Te Kawa Mataaho Public Service Commission
10	19 July 2024	AIDE MEMOIRE: 2024-0203 – Government Workforce Policy Statement on Public Sector Employment Relations Cabinet Paper	Will be publicly available soon Publications - Te Kawa Mataaho Public Service Commission
11	23 July 2024	MINUTE: Cabinet Expenditure and Regulatory Review Committee – Minute of Decision – Government Workforce Policy Statement on Public Sector Employment Relations 2024	Will be publicly available soon Publications - Te Kawa Mataaho Public Service Commission

If you wish to discuss this decision with us, please feel free to contact Enquiries@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

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