

Recommended Action

We recommend that you:

- a **consider** the attached draft Cabinet paper, and draft Government Workforce Policy Statement and lodge for Cabinet consideration if you are satisfied with the material.

Agree/disagree.

- b **agree** that Te Kawa Mataaho release this briefing in full once it has been considered by you.

Agree/disagree.

- c **consider** the attached paper early to allow for publication of the workforce statement in March 2021. This timeframe allows the GWPS to influence a significant volume of mid-year bargaining in the public sector.

Agree/disagree.

- d **note** the draft pay restraint guidance that the Public Service Commissioner proposes to release alongside the Government Workforce Policy Statement.

Agree/disagree.

Hon Chris Hipkins
Minister for the Public Service

Te Kawa Mataaho Report: Updated Employment Relations Expectations: Government Workforce Policy Statement for the public sector

Purpose of Report

- 1 This report provides you with the draft Cabinet paper containing updated employment relations expectations in the form of a Government Workforce Policy Statement (attached to the Cabinet paper). This report also provides some comment on the draft Cabinet paper on matters that you may wish to consider before lodging the paper for consideration by the Cabinet.

Analysis

- 2 From time to time Government issues expectations covering how the agencies in the public sector are to operate and behave as employers, and how they are to align their employment relations policies and practice with the Government's objectives.
- 3 Updated employment expectations are the subject of the draft Cabinet paper and attachment.
- 4 As previously agreed with you these updated employment expectations are framed as a Government Workforce Policy Statement (GWPS) to be issued by you in terms of Part 4 of the Public Service Act 2020. These are likely to be the second GWPS issued under the new Public Service Act 2020. The first is intended to be the Guidance on Workforce Matters relating to COVID-19 Vaccination roll out.
- 5 The draft GWPS has been framed in terms of the Public Service becoming an exemplar employer. The GWPS was supported by MOGSSER on this basis last year before the document was released for consultation. 9(2)(f)(iv) confidentiality of advice
[REDACTED]
- 6 9(2)(f)(iv) confidentiality of advice
[REDACTED]
[REDACTED]
- 7 The consultation on the draft GWPS has fulfilled the statutory requirements for consultation on a GWPS set out in Part 4 of the Public Service Act 2020.
- 8 Some changes have been made following the feedback received. These include:
 - a. To provide appropriate references to Te Tiriti and Te Ao Māori.
 - b. Some further editorial changes to accommodate union and agency concerns.
- 9 We have also added a reference that Government has an expectation of fair wages and conditions for contracted Public Service workers and will progress work to implement that expectation. This follows discussion at the February MOGSSER.
- 10 No other significant changes have been made.
- 11 The paper indicates that the Commissioner will issue guidance on the operation of the Statement in relation to pay restraint. A draft of this guidance is appended to the paper. Cabinet is asked to note the key elements of that guidance.
- 12 There is a possibility that the Cabinet discussion will result in further changes to the document. For that reason, the draft Cabinet paper contains a recommendation that, following Cabinet agreement, you will be able to make changes to the draft GWPS to reflect Cabinet discussion, prior to issuing the finalised document.