

The Treasury

Treasury Advice on Public Service Pay Guidance Information Release

July 2021

This document has been proactively released by the Treasury on the Treasury website at

<https://treasury.govt.nz/publications/information-release/treasury-advice-public-service-pay-guidance>

Additional information has been released and can be found on the Public Service Commission's website at

<https://www.publicservice.govt.nz/our-work/information-releases/advice-seen-by-our-minister/> and

<https://www.publicservice.govt.nz/assets/SSC-Site-Assets/OIA-Releases/Update-on-the-State-Sector-Employment-Relations-Environment-September-2020-Joint-Report.pdf>

Information Withheld

Some parts of this information release would not be appropriate to release and, if requested, would be withheld under the Official Information Act 1982 (the Act).

Where this is the case, the relevant sections of the Act that would apply have been identified.

Where information has been withheld, no public interest has been identified that would outweigh the reasons for withholding it.

Key to sections of the Act under which information has been withheld:

9(2)(f)(iv) - to maintain the current constitutional conventions protecting the confidentiality of advice tendered by ministers and officials

9(2)(g)(i) - to maintain the effective conduct of public affairs through the free and frank expression of opinions

9(2)(g)(ii) - to maintain the effective conduct of public affairs through protecting ministers, members of government organisations, officers and employees from improper pressure or harassment;

9(2)(j) - to enable the Crown to negotiate without disadvantage or prejudice

9(2)(k) - to prevent the disclosure of official information for improper gain or improper advantage

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	Ministerial Portfolio (and lead agency)	Title/topic	Treasury View	Timeframe for Cabinet Committee/Cabinet	Team Name and Contact
2.	Public Service (PSC)	Government Workforce Policy Statement for the public sector	<p>This paper invites the Minister for the Public Service to finalise and issue (subject to Cabinet feedback) a Government Workforce Policy Statement (GWPS) setting out employment relations expectations for the public sector. The Treasury supports the workforce goals articulated in the proposed GWPS, including targeting pay increases to low-paid workers and supporting the Government's fiscal strategy. Cabinet should note that the Public Service Act 2020 delegates authority to the Public Service Commissioner to issue operational guidance to give effect to any aspect of the proposed statement.</p> <p>The Treasury understands that the Commissioner intends to issue extended pay restraint guidance as an operational matter under the proposed GWPS, with an indefinite time period. We have not seen a full set of analysis around anticipated benefits and risks, and The Treasury recommends that the Minister of Finance seeks assurance on the intended approach to monitoring impacts (including recruitment & retention) and exit strategy given the potential impacts on the Government's work programme. The Minister will receive joint advice from Te Kawa Mataaho and Treasury on 29 March on the Commissioner's outstanding decisions in relation to those earning between \$60,000-\$100,000.</p>	CAB 6 April	<p>Skills and Work</p> <p>Nick Carroll s9(2)(k)</p>