



Te Kawa Mataaho

Public Service Commission

1 November 2023

9(2)(a) privacy

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Official Information Request

Our Ref: OIA 2023-0201

I refer to your official information request received on 7 September 2023 for:

“Please release all Consultation- and Decision Documents that were generated and circulated between 1st July 2016 and 30th June 2021 as part of any restructure, reorganisation, or (dis)establishment of a team, business unit or directorate within the Public Service Commission. Please include any instances in which a restructure was planned and consulted on, but ultimately not actioned.”

On 5 October, we notified you of an extension of time to make our decision on your request to 2 November 2023.

Information publicly available

Each year, Te Kawa Mataaho Public Service Commission (the Commission) reports in our Annual Review whether any restructures have occurred.

Listed in the table below are the Commission’s Annual Review for the last five financial years which are publicly available on the Parliament website at the links also provided in the table. We are therefore refusing this part of your request under section 18(d) of the Official Information Act 1982 (OIA) on the grounds that this information is publicly available.

Item	Financial Year	Website Address
1	2016/17	https://www.parliament.nz/resource/en-NZ/52SCGA_EVI_75468_559/430953cd0a877785ae91a804895b9fa356c9c108
2	2017/18	https://www.parliament.nz/resource/en-NZ/52SCGA_EVI_82377_2369/4bf992c24706d249c546d9747a0cc959d034ae23
3	2018/19	https://www.parliament.nz/resource/en-NZ/52SCGA_EVI_92693_GA3786/4462d0b15d5806159e56fb6fcae7beba3f8b845
4	2019/20	https://www.parliament.nz/resource/en-NZ/53SCGA_EVI_105784_GA289/1bad5ef6821f9d64340992bd7d34dbc4d1449a13
5	2020/21	https://www.parliament.nz/resource/en-NZ/53SCGA_EVI_116498_GA20915/01783e79ae78935d6a90e8a344b66fa1266e75b0

6	2021/22	https://www.parliament.nz/resource/en-NZ/53SCGA_EVI_130096_GA22136/96e1c730d90319a687668807b4d5251c2646320e
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Our Response

The Commission has had a number of changes to its agency through business units being established within the Commission via time-limited funding, Cabinet decisions, and existing business units being transferred to or from the Commission. Listed in the table are examples of these changes.

These changes were not formal restructures. Most of the processes amount to reporting line changes, or new business units resulting in staff being hired, often on temporary or fixed-term contracts. No consultation or decision documents exist for these changes due to the low number of people involved. All changes were discussed individually with staff members and changes were recorded in their individual employment agreements.

Name of Unit/Team	Brief Description of change	Year of change
Project Orange	The Commission reorganised its Leadership Team to align the priorities of the State Services Commissioner (now Public Service Commissioner) who was appointed in 2016. The aim of this change was to better support agencies and government priorities.	2017
Leadership Development Centre (LDC)	LDC, which was an external Trust, was brought into the Commission as a branded business unit to enable a stronger alignment of services and products to agency and system priorities.	2017
Leadership, Diversity and Inclusion	Due to the increased span of the existing Deputy Commissioner, Workforce and Talent Management role, an additional Deputy Commissioner role was established - Deputy Commissioner, Leadership, Diversity and Inclusion. This created a new business unit for Leadership, Diversity and Inclusion, shifting existing teams' reporting lines, and providing dedicated leadership enabling the interoperability of a more unified Public Service workforce and driving leadership strategy and diversity and inclusion.	2020
Auckland Policy Office (APO)	APO was established in 2005 as a shared office in Auckland for government agencies that supported collaboration on cross-agency Auckland issues. In 2020, it was agreed that the hosting of the APO, including management of agency joint-funding for the premises, would transfer to the Ministry of Business, Innovation and Employment.	2020
Public Service Fale	The Public Service Fale is a Pacific Public Service Centre of Excellence to support public sector strengthening in Pacific Island countries and territories and provide secretariate support to the Pacific Public Service Commissioners' Conference. It was established and funded under the Ministry of Foreign Affairs' appropriation and is hosted by the Commission.	2020

Gender Pay Gap and Pay Equity	The Gender Pay Gap and Pay Equity Taskforce are teams that provide system leadership and support for agencies to implement the Public Service Gener Pay Gap Action and the State Sector Pay Equity work. These programmes are time-limited resulting from Cabinet decisions to fund the programmes, and a joint-funding arrangement to support multiple agencies managing a single, large claim.	2019/2020
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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) on the Commission's website.

Yours sincerely,



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