

18 May 2020

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Tēnā koe [REDACTED]

OFFICIAL INFORMATION ACT REQUEST

I refer to your official information request of **Saturday 18 April 2020** regarding voluntary pay cuts as a result of COVID-19.

You will have received a letter from the State Services Commissioner, dated 29 April 2020, which outlines the range of actions that the Commission has directed government agencies to adopt. This guidance is detailed in more detail in a letter the State Services Commissioner sent to agency Chief Executives on 28 April 2020, and has published on the State Services Commission website¹.

In your request, you also asked for specific information about what actions the Ministry for Women is undertaking to reduce payroll costs. The Ministry will be implementing the guidance from the State Services Commission in the upcoming remuneration round for the 2019/20 performance year. This means that where contractual obligations exist, the Ministry will observe these, and where discretion exists, the Ministry will focus on ensuring no pay increases for senior leaders and high paid staff, and no or minimal increases below that level.

In accordance with the SSC guidance, the Ministry will continue to focus on ensuring that where issues of gender and ethnic pay inequalities exist, that these will be addressed. Research shows that during a period of economic upheaval, people in these groups are disproportionately impacted by this upheaval.

Official Information Act responses

Please note that this response, with your personal details redacted, may be published on the Ministry's website. If you have any concerns or comments related to this, please let us know by emailing ministerialservicing@women.govt.nz, within two weeks of the date of this letter. 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.

If you wish to discuss this decision with us, please feel free to contact Peter Noble, Director Corporate Services on [REDACTED].

Nāku noa, nā

[REDACTED]

Renee Graham
Chief Executive

¹ <https://ssc.govt.nz/assets/Our-Work/Employment-Relations/Pay-Restraint-in-the-Public-sector-Public-Service-CEs.pdf>