



25 NOV 2020

On 5 November 2020, you emailed the Ministry of Social Development (the Ministry) requesting, under the Official Information Act 1982 (the Act), the following information:

- *Could you please confirm whether MSD staff received a pay increase within the last two weeks, and should it have occurred? Could you also confirm the following:*
 - *The percentage of the staff that received a pay increase*
 - *The average percent increase given*

Like the rest of the State Sector, we are mindful of the challenges facing the wider community and are observing pay restraint following guidance released by the Te Kawa Mataaho Public Service Commission (the Commission), on 28 April 2020.

The Commission's pay restraint guidance states that any discretionary provisions should target low paid and frontline roles.

As a result of agreed Terms of Settlement from bargaining and negotiations with the Public Service Association in 2016 and 2018, the Ministry committed to review all Service Delivery roles outside of National Office and manager roles. Groups of roles were identified and have been reviewed in stages over the past few years. The review of the final group of roles was completed in October 2020 and included seven employment, health and disability roles covering 437 people.

The outcome of this review was that one of the seven roles was moved one remuneration band higher (with a 17.2% higher mid-point) resulting in 252 people receiving a pay increase, with an average increase of 13.2%. For the group of people who received an increase, the mid-point of their remuneration band moved from \$59,527 to \$69,776. There was no change in remuneration band for the other six roles. These increases were paid on 28 October 2020 which was in the two weeks before your Official Information Act request was made.

As stated in the Commission's pay restraint guidance referenced above, this role review falls within the category of complying with collective agreement obligations and relates to front-line and low paid employees.

The principles and purposes of the Official Information Act 1982 under which you made your request are:

- to create greater openness and transparency about the plans, work and activities of the Government
- to increase the ability of the public to participate in the making and administration of our laws and policies
- to lead to greater accountability in the conduct of public affairs.

This Ministry fully supports those principles and purposes. The Ministry therefore intends to make the information contained in this letter and any attached documents available to the wider public. The Ministry will do this by publishing this letter on the Ministry of Social Development's website. Your personal details will be deleted and the Ministry will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this response with us, please feel free to contact OIA_Requests@msd.govt.nz.

If you are not satisfied with this response regarding a Ministry staff pay increase, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Yours sincerely

A handwritten signature in blue ink, appearing to be 'S. Crombie', written over a faint circular stamp.

Stephen Crombie
**Deputy Chief Executive
People and Capability**