

20-D-00609

12 May 2020

s 9(2)(a)

Dear s 9(2)(a)

Thank you for your email of 18 April 2020 requesting the following under the Official Information Act 1982 (the Act):

1. *Whether organisations will fairly share the burden of the economic crunch by:*
 - *cancelling all scheduled salary increases for all but frontline workers until the economy has recovered (i.e. when quarterly GDP has returned in real terms to the that of Q4-2019); and*
 - *following many leaders in the private sector by*
 - *reducing your salary by 20 percent for the next 12 months; and*
 - *asking second-level managers (those who report directly to you) to do the same.*
2. *What actions your organisation is undertaking to reduce payroll costs, and whether the specific proposals above have been, or will be, implemented.*

The State Services Commission has responded to you in respect of the first part of your request, setting out the policy position in line with the workforce guidance issued by the State Services Commission (SSC).

In relation to the second part of your request, our Chief Executive has voluntarily taken a pay reduction of 20 percent over the next six months. Following the release of the guidance by the SSC the following steps have been taken by the Ministry:

- there will be no pay increases for senior leaders (Tier 2 and Tier 3)
- we will comply with the recently negotiated employment agreement and our contractual obligations, and
- all other increases should be minimal – and only awarded after careful consideration.

You have the right to seek an investigation and review by the Office of the Ombudsman of my decision relating to this request, in accordance with section 28(3) of the Act. The relevant details can be found on their website at: www.ombudsman.parliament.nz.

Please note that due to the public interest in our work the Ministry for the Environment publishes responses to requests for official information on our [OIA responses page](#) shortly after the response has been sent. If you have any queries about this, please feel free to contact our Executive Relations team: ministerials@mfe.govt.nz.

Yours sincerely

This response has been approved electronically

Neil Hurley
Director – People Experience

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the Official Information Act 1982

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