

12 March 2026

**s9(2)(a)**

Tālofa lava **s9(2)(a)**

**RESPONSE TO AN OFFICIAL INFORMATION ACT REQUEST (REF: DOIA026-2025/26)**

On 13 February 2026, you contacted the Ministry for Pacific Peoples (the Ministry) requesting under the Official Information Act 1982 (OIA), information relating to the PSA-negotiated clause that provides Māori members with access to paid discretionary leave for cultural obligations. I have outlined your specific request and my response below.

*I am requesting information relating to the clause negotiated between the Public Service Association and government agencies that provides Māori members with access to paid discretionary leave for cultural obligations.*

*Specifically, I request:*

1. *A copy of the relevant collective agreement clause(s), including any explanatory notes or guidance issued to managers.*

The Ministry's Collective Employment Agreement (CEA), which came into effect on 1 July 2025, does not include the PSA-negotiated cultural obligations clause. As this clause is not part of the Ministry's CEA, the Ministry does not hold any clause wording, explanatory notes, or guidance for managers.

Accordingly, this part of the request is refused under section 18(e) of the OIA, as the information requested does not exist.

2. *Since the clause came into effect, broken down by year:*
  - a. *the total number of staff who have accessed this paid discretionary leave*
  - b. *the total number of days of leave taken under this provision*
  - c. *the total salary cost associated with this leave.*

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South Auckland Mail Centre 2240  
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**Wellington National Office**

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PO Box 833, Wellington 6143  
P: 04 473 4493

**Christchurch**

Level 1, BNZ Centre  
120 Hereford St  
Private Bag 4741,  
Christchurch 8011

Given that the PSA cultural obligations clause is not included in the Ministry's CEA, no staff have accessed leave under this provision, no days have been taken, and no salary costs have been incurred.

Therefore, this part of the request is also refused under section 18(e) of the OIA as the information requested does not exist.

3. *The date this clause came into effect, the next date of contract renegotiations with the PSA and whether any minister was involved or informed when this clause was negotiated.*

The Ministry's CEA remains in place until 30 June 2027, with renegotiations to begin in accordance with standard bargaining timeframes. As noted, the PSA cultural obligations leave clause is not part of the Ministry's CEA, and no Minister was involved in any related negotiations. This aspect of your request is therefore refused under section 18(e) of the OIA, as the information does not exist.

In line with standard OIA practice, the Ministry proactively publishes some of its responses to OIA requests. As such, this letter may be published on the Ministry for Pacific Peoples' website. Your personal details will be removed, and the Ministry will not publish any information that would identify you or your organisation. Should you wish to discuss this response with us, please feel free to contact the Ministry at: [uia\\_requests@mpp.govt.nz](mailto:uia_requests@mpp.govt.nz).

If you are dissatisfied with this response, you have the right, under section 28(3) of the OIA, to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Ia manuia



Mauailegalu Mathew So'otaga  
**Acting Deputy Secretary**  
**Corporate & Support Services**