

**Te Kawa Mataaho me te
Rāngai Tūmatanui**

**Te Kawa Mataaho
Public Service Commission
and the Public Sector**

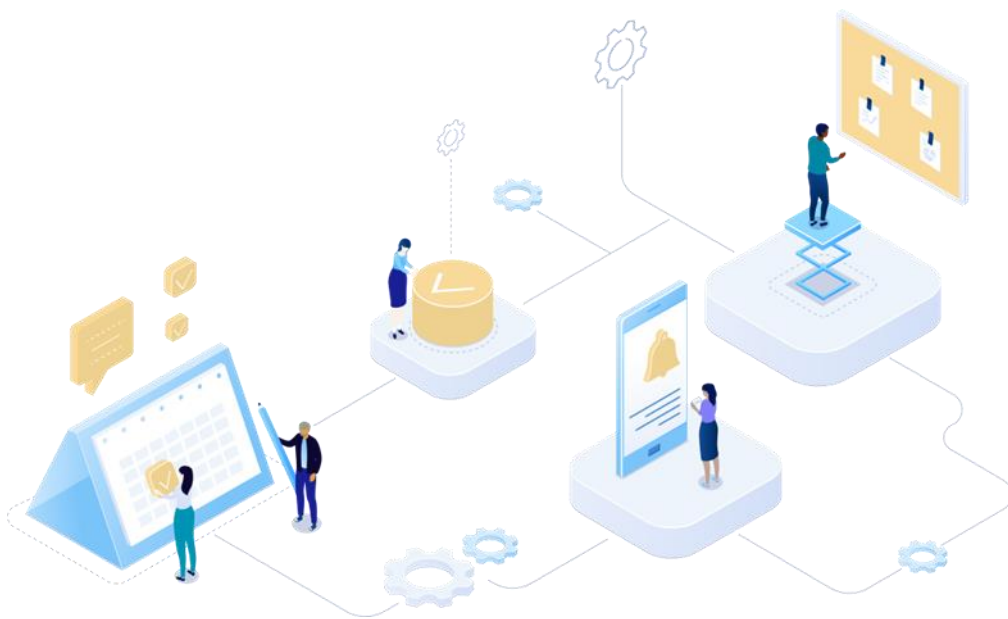
Te Kawa Mataaho Public Service Commission and the Public Sector

Kia ora and welcome!

When you start in a new organisation it's easy to focus solely on what that organisation does.

Being part of the Public Sector is about being part of a larger group of organisations that work together as a system.

Te Kawa Mataaho Public Service Commission has the job of supporting that system and helping us all carry out the mahi (work) that we do for New Zealanders.



In joining your new organisation, you have also joined a system of public servants all around the motu (country) who support the government to provide public services.

Public Service across Aotearoa New Zealand

Just as New Zealanders live right across the motu, public servants deliver outcomes and services right across Aotearoa New Zealand too. In this way we operate as a system to deliver services to the public.



Here's a breakdown of the number of Public Service staff (FTEs) by regions.

- Wellington 28,094
- Manawatu – Wanganui 2,254
- Waikato 4,036
- Auckland 13,158
- Northland 1,614
- Canterbury 6,194
- Otago 1,526

* Source: Public Service Commission – Workforce data, 30 June 2023

Te Kawa Mataaho Public Service Commission

Te Kawa Mataaho Public Service Commission leads the Public Service as a system – with different agencies working together on common issues with a common vision – to serve New Zealanders.

The Public Service Commissioner

Heading up Te Kawa Mataaho Public Service Commission is the Public Service Commissioner.

The Public Service Commissioner is appointed by the Governor-General on the recommendation of the Prime Minister.



Heather Baggott, Acting Public Service Commissioner

The Commissioner is supported by two statutory Deputy Public Service Commissioners who have the same powers, functions and duties as the Commissioner.



Heather Baggott,
Deputy Public Service
Commissioner



Gaye Searancke,
Deputy Public Service
Commissioner

The Public Service Commissioner's functions are listed below:

- leading the Public Service to deliver better services and achieve better outcomes.
- promoting and reinforcing integrity, good conduct, and transparency and accountability in the Public Service.
- responsibility for developing senior leadership and management capability in the Public Service.
- developing workforce capability and capacity, including in the employment relations area.
- appointing the leaders of the Public Service and acting as their employer.
- advising on performance, function, and structure of the Public Service system.
- reviewing the performance of Public Service agencies and assisting agencies to improve, as well as conducting investigations and inquiries into agencies.

The Public Service Act 2020

Under the Public Service Act the Commission appoints public service secretaries and chief executives, sets the standards of conduct and integrity expected of public servants, and investigates breaches of the code of conduct.

The Commission gives guidance on the principles that underpin the work of the Public Service, such as politically neutral, free and frank advice, merit-based appointments, open government and stewardship.

Click on this [link](#) to review the Public Service Act 2020 Overview of reforms.

Other key legislation and obligations across the Public Service

In addition to the Public Service Act, there are a number of pieces of key legislation that will impact your work as a public servant. It is important to be familiar with them as they help us to deliver public services in a fair, transparent and equitable way.

Here is some of the key legislation that sits across the whole public service system.

Te Tiriti o Waitangi | The Treaty of Waitangi

Foundational document of New Zealand that recognises the rights and interests of Māori as tangata whenua. Outlines commitments required by the Crown to give rise to recognition of Māori people, culture and traditions.

[Click here to learn more on the NZ History site.](#)

Human Rights Act

Aims to provide protection and promotion of human rights and to prohibit unlawful discrimination.

[Click here to learn more about the Human Rights Act.](#)

Official Information Act

Works on the principle that official/public information must be made available to anyone who asks for it, unless there is a good reason to withhold it.

[Click here to learn more about the Official Information Act.](#)

Public Finance Act

Provides the legal framework that governs the use of public finances.

[Click here to learn more about the Public Finance Act.](#)

Privacy Act

Aims to promote and protect individual privacy.

[Click here to learn more about the Privacy Act.](#)

New Zealand Bill of Rights Act

Safeguards the civil and political rights of New Zealanders.

[Click here to learn more about the Bill of Rights.](#)

Plain Language Act 2022

Encourages better, more accessible information through the consistent use of plain language.

[Click here to learn more about the Plain Language Act.](#)

Protected Disclosure Act 2022

Facilitates the disclosure and investigation of serious wrongdoing in the workplace and provides protection for employees who report concerns.

[Click here to learn more about the Protected Disclosure Act.](#)

Click this [link](#) if you'd like to see a comprehensive list of legislation administered by Ministers and Departments as authorised by the Prime Minister.

Te Kawa Mataaho Public Service Commission - What we do

Te Kawa Mataaho provides leadership and oversight of the Public Service, ensuring it delivers the outcomes and services that New Zealanders want, need and expect. This includes setting the standards of integrity and conduct, appointing chief executives and providing guidance and advice.

You can learn more about the Commission's programmes of work on the [Te Kawa Mataaho website](#).

How Te Kawa Mataaho Public Service Commission supports you

“So how does Te Kawa Mataaho Public Service Commission help you to do your job?”



By providing guidance on integrity issues, the Commission helps public servants to understand what is expected of them in their roles, and where they can go for more information.

By recruiting and appointing Secretaries and Chief Executives, the Commission keeps these appointments politically neutral which is important for us to provide free and frank advice to the government.

By helping to build leadership capability, Te Kawa Mataaho Public Service Commission supports us to have experienced public service leaders who can lead our organisations.

By advising on performance improvement, the Commission helps us all continue to improve and provide great services to New Zealanders.

If you want to hear more about Te Kawa Mataaho Public Service Commission you can join one of the [He kōrero tahi me te Tumu Whakarae o Te Kawa Mataaho | Fireside chat with the Public Service Commissioner \(Public Service Core Learning Hub\)](#) sessions for new staff and also check out the [Te Kawa Mataaho website](#).