



14 August 2024

[REDACTED]
[REDACTED]
[REDACTED]

Ref: OIA-2024/25-0064

Dear [REDACTED]

Official Information Act request relating to union activities

Thank you for your Official Information Act 1982 (the Act) request received on 22 July 2024. You requested:

"This is a request for official information under the under the Official Information Act 1982 in relation to MBIE [DPMC] funding/collaboration with Unions, including but not limited to, the Public Service Association.

...

We request the following information [Numbering added]

- [1] A table/list of your organisation's pay bands with the Step Range (Band), Minimum and Maximum salaries (See attached for an example).*
- [2] A table/list of each staff member (by job title) who is permitted to spend salaried time for the purpose of union organisation, advocacy or other union activity, whether on a full time or part-time basis. Please include the number of paid hours per month permitted for such activity, the job title and the salary band (or step range band, e.g., B, D, E, F etc) for each role.*
 - Please do not include information where the only involvement is regular staff who are union members being entitled to attend occasional union meetings.*
- [3] Please indicate how much money was paid to any unions by your organisation in 2022, 2023, 2024 so far, and any planned payments for the remainder of 2024. (Do not include payroll deductions of Union membership dues).*
 - For each payment, please outline the recipient, value and purpose of the payment.*
- [4] Please indicate whether any Union or their staff, or any MBIE [DPMC] staff member employed for the purpose of union organisation or administration is permitted to use any office space owned/leased by your organisation, if so how often are they permitted to use it (ie is it on an ad hoc basis, part time (how many hours per week/month), or full time.*
 - What is the area of the office space that Unions are permitted to use.*
 - What rent (if any) is charged for use of the office space?"*

This response includes the Department of the Prime Minister and Cabinet (DPMC) and the National Emergency Management Agency (NEMA), which is a departmental agency within DPMC.

DPMC and NEMA do not have a collective agreement and only a small number of our staff are members of the union. I have set out specific answers to your requests below.

Question [1] about salary steps

DPMC and NEMA do not have salary steps. We operate performance-based pay.

Question [2] about DPMC and NEMA staff undertaking union activities

On 12 August 2024 we were notified that there are two union delegates in NEMA. To date, no DPMC and NEMA staff have spent salaried time for the purpose of union organisation. Noting that you have excluded from this part of your request any DPMC or NEMA staff who are union members and, as such, are entitled to attend occasional union meetings.

Question [3] about any payments made to unions

DPMC and NEMA did not pay money to unions in the years 2022, 2023, 2024 other than payroll deductions. We do not anticipate any payments to unions being made for the remainder of 2024.

Question [4] about use of office space for union activities

DPMC and NEMA does not have any DPMC or NEMA staff member or any other person permitted to use any DPMC or NEMA office space for the purpose of union organisation or administration.

For completeness, you have the right to ask the Ombudsman to investigate and review my decision under section 28(3) of the Act.

This response will be published on DPMC's website during our regular publication cycle. Typically, information is released monthly, or as otherwise determined. Your personal information including name and contact details will be removed for publication.

Yours sincerely



Clare Ward
Executive Director
Strategy, Governance and Engagement