



8 December 2025

Ref: OIA-2025/26-0340

Tēnā koe [REDACTED],

### Official Information Act request relating to Follow up request for pay equity Cabinet paper consultation and advice

Thank you for your Official Information Act 1982 (the Act) request, which was received by the Department of the Prime Minister and Cabinet (DPMC) on 17 November 2025. You requested:

*“Can you please provide:*

- 1. Consultation feedback received on the revised pay equity Cabinet paper circulated 21–25 March 2025.*
- 2. Any Policy Quality Assurance notes or DPMC advice on 19–27 March.*
- 3. The email already identified in the previous response relating to the 19 March meeting, with factual and decision content released and only genuinely free-and-frank portions redacted.*

*Please apply the public interest test explicitly.”*

On 19 November we notified you of our decision to transfer Part 1 of your request to the Minister for Workplace Relations and Safety, Hon Brooke van Velden.

#### Part 2

Identified as in scope of this part of your request are some briefings provided by the DPMC Policy Advisory Group to the Prime Minister. These briefings are provided to the Prime Minister in confidence to support him in his role as leader of the Government and chair of Cabinet. These briefings are withheld in their entirety under the following sections of the Act:

- 9(2)(f)(iv), to maintain the confidentiality of advice tendered by or to Ministers and officials
- 9(2)(g)(i), to maintain the effective conduct of public affairs through the free and frank expression of opinion
- 9(2)(h), to maintain legal professional privilege.

Successive Ombudsmen have accepted that there is a convention that PAG advice to the Prime Minister should remain confidential.<sup>1</sup>

#### Part 3

We have reviewed our initial decision to withhold the email under section 9(2)(g)(i) of the Act in response to your earlier request [OIA-2025/26-0258 refers]. The email was not a briefing

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<sup>1</sup> [Request for Policy Advisory Group briefings to Prime Minister about infant formula threat.pdf](#)

to the Prime Minister, and we believe portions can now be released, subject to some information continuing to be withheld under section 9(2)(g)(i).

In making my decision, I have considered the public interest considerations in section 9(1) of the Act. No public interest has been identified that would be sufficient to outweigh the reasons for withholding this information.

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 the 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.

Nāku noa, nā



Janine Smith  
**Deputy Chief Executive, Policy and Delivery Unit**

**From:** [Natalie Labuschagne \[DPMC\]](#)  
**To:** [Anna Clark \[DPMC\]](#)  
**Subject:** pe  
**Date:** Monday, 24 March 2025 9:02:00 am

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~~SENSITIVE~~ UNCLASSIFIED

- For the Cab paper drafting: s 9(2)(g)(i) [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]
- s 9(2)(g)(i) [REDACTED]  
[REDACTED]
- Tighten up hierarchy of comparators (drop 4<sup>th</sup> requirement)
  - Include examples and case studies
- Multiple processes/bargaining processes.
- s 9(2)(g)(i) [REDACTED]
- 70% gender
- Better articulate why you wouldn't let claim proceed when you have a new regime.
- When can the number become public? Will have to in B25.

**Natalie Labuschagne**

Policy Advisory Group

Department of the Prime Minister and Cabinet

s 9(2)(a) [REDACTED]

[natalie.labuschagne@dpmc.govt.nz](mailto:natalie.labuschagne@dpmc.govt.nz)

Released under the Official Information Act 1982