



3 March 2026

Ref: OIA-2025/26-0503

Tēnā koe [REDACTED],

**Official Information Act request relating to a Collective Agreement with the Public Service Association that provides Māori members with access to paid discretionary leave for cultural obligations**

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 13 February 2026. You requested:

*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.*
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.*
3. *The date this clause came into affect, the next date of contract renegotiations with the PSA and whether any minister was involved or informed when this clause was negotiated. This request does not seek personal details of any individual employee. If any part of this request is considered too broad, please contact me so it can be refined."*

I advise that DPMC does not have a Collective Agreement in place. Your request is therefore refused under section 18(e) of the Act, as the document alleged to contain the information requested does not exist.

I also advise that no DPMC staff have a clause in their Individual Employment Agreements providing access to paid discretionary leave for the specific purposes of cultural obligations. DPMC leave policy, however, does include the availability of Special Leave with pay in exceptional circumstances when a staff member does not meet the eligibility criteria for, or have available, any other type of leave entitlement. This leave is granted on a case-by-case basis.

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 Department of the Prime Minister and Cabinet'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

A handwritten signature in black ink, appearing to read 'Jenna Hansen', written in a cursive style.

Jenna Hansen  
**Manager, Accountability and Ministerial Services**