



12 May 2020

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[www.tec.govt.nz](http://www.tec.govt.nz)

9(2)(a)

Tēnā koe 9(2)(a)

Thank you for your request, received on 20 April 2020, for the following information under the Official Information Act 1982 (the Act):

- cancelling all scheduled salary increases for all but frontline workers until the economy has recovered (i.e. when quarterly GDP has returned in real terms to the that of Q4-2019); and*
- following many leaders in the private sector by*
  - *reducing your salary by 20 percent for the next 12 months; and*
  - *asking second-level managers (those who report directly to you) to do the same.*
- Please advise what actions your organisation is undertaking to reduce payroll costs, and whether the specific proposals above have been, or will be, implemented.*

I understand the State Services Commission (SSC) has written to you about first part of your request seeking information about any measures that Public Service departments and leaders might take in relation to remuneration, further to those announced by the Prime Minister recently.

I am aware of the wide ranging impact that COVID-19 and the lockdown has had across our country and communities. In light of COVID-19, the Tertiary Education Commission is currently reviewing our business planning process to help us prepare for the next 1 – 3 years. Budgets are planned to be finalised after the May 2020 budget announcement.

I can advise that I alongside other public service Chief Executives and my education sector crown entity colleagues, will be taking a 20% pay cut for six months. I will not be asking those directly reporting to me to do the same. The TEC will be showing restraint as part of our business planning and prioritising process. The TEC will also be showing restraint in considering any pay rises for staff within the bounds of our current employment agreements and guidance issued by the State Services Commission to State Service agencies while ensuring we are meeting our obligations to pay staff fairly.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.



The TEC intends to publish its response to this request on our website with your personal details removed. Consistent with the Act, we are publishing responses in the interests of transparency and accountability, and to improve access to official information.

Nāku noa, nā

A handwritten signature in blue ink, appearing to read 'Tim Fowler', with a long, sweeping flourish extending to the right.

Tim Fowler  
Chief Executive  
Tertiary Education Commission