



11 February 2026

Tēnā koe

### **Official Information Act request**

Thank you for your email of 16 January 2026, requesting information about the 2025 Staff Collective Agreement between the Ministry of Social Development (the Ministry) and the Public Service Association (PSA).

I have considered your request under the Official Information Act 1982 (the Act). Please find my decision on each part of your request set out separately below.

- *A copy of the signed collective agreement*

Your request for this information is refused under section 18(e) of the Act as this document does not exist.

The Staff collective agreement has not yet been signed by PSA.

- *Confirmation of whether the agreement includes a \$300 payment or benefit exclusively available to PSA members*

The agreement includes a \$300 member only benefit. Despite the Staff collective agreement not being signed by PSA, the Ministry has paid the benefit in good faith.

- *The legal or policy basis for providing this members-only benefit*

The ability to provide a member only benefit is permitted by section 9(3) of the Employment Relations Act 2000.

- *The number of MSD employees eligible for this payment and the total projected cost to the Ministry*

5,459 FTE received the member only benefit and the total amount paid out was \$1,637,700.

- *Whether the payment is funded from general departmental appropriations or other budget lines*

It is funded from the Ministry's general appropriations.

- *Any internal advice, legal review, or Treasury guidance received about the inclusion of union-exclusive financial benefits*

Your request for this information is refused under section 18(e) of the Act as this document does not exist.

Member only benefits are included in the Ministry's Bargaining Strategy that is presented to Te Kawa Mataaho for approval before bargaining.

- *Any assessments or discussions regarding the impact of such benefits on non-union staff, employment neutrality, or public perception*

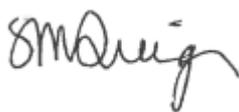
Your request for this information is refused under section 18(e) of the Act as this document does not exist.

I will be publishing this decision letter, with your personal details deleted, on the Ministry's website in due course.

If you wish to discuss this response with us, please feel free to contact [OIA\\_Requests@msd.govt.nz](mailto:OIA_Requests@msd.govt.nz).

If you are not satisfied with my decision on your request, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or 0800 802 602.

Ngā mihi nui

pp. 

Anna Graham  
**General Manager**  
**Ministerial and Executive Services**