

From: [Peter Hughes](#)
To: 9(2)(a) privacy
Cc:
Subject: OPERATING UNDER THE RED SETTING
Date: Sunday, 23 January 2022 2:25:43 pm
Attachments:

E ngā rangatira, tēnā koutou,

You will be aware of the Prime Minister's announcement that all of New Zealand is moving to the Red setting from 11:59pm tonight. At present, there is no change to the current Red setting. Red setting requirements are detailed in the [COVID Protection Framework](#) and our [guidance](#) that we updated on Friday.

The Public Service has done much over recent months to prepare. Our workforce vaccination rates are high and most workplaces have vaccination policies implemented. We are well versed in following COVID health and safety protocols, including following strong practises around appropriate physical distancing, hand washing and scanning in. We strongly encourage those staff now eligible to receive their booster shot, and to support caregivers to seek information about vaccination for children.

This is a dynamic situation so we strongly encourage you to remain alert to any changes. We will update our guidance and let you know accordingly.

Until then, agencies should continue to operate under the current Red settings. The key points of what that means for Public Service workplaces are:

- We operate in line with public health advice and the requirements of the COVID Protection Framework.
- Under Red workplaces are open. Public Service workplaces should remain open with normal working arrangements in line with workplace health and safety risk assessments. Working from home may be appropriate for some staff.
- There are no mandated physical distancing or mask requirements for non-public facing work areas. However, there are many good practices with regard to physical distancing, and COVID safety protocols that will continue to offer protection for staff (for example, hand washing and scanning as appropriate). Workplaces should operate according to the measures identified in workplace health and safety risk assessments.
- Please continue to support the vaccination booster rollout and vaccinations for 5 to 11 year olds.

As you know, we encourage broad consistency of operation across Public Service workplaces. If you are proposing to operate workplace arrangements which differ from the settings above please discuss this with us at the earliest opportunity. Sarah Borrell, Manager Employment Relations and Workforce Strategy, is the contact point for this. Sarah can be contacted on 9(2)(a) privacy or 9(2)(a) privacy

We are also very happy to assist with any other questions or issues you may have.

Ngā mihi nui,
Peter

Peter Hughes ([he/him](#))

Te Tumu Whakarae mō Te Kawa Mataaho | Public Service Commissioner, Head of Service
waea pūkoro: 9(2)(a) privacy | īmēra: 9(2)(a) privacy

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Te Kawa Mataaho Public Service Commission

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From: [Peter Hughes](#)
To: 9(2)(a) privacy
Cc:
Subject: Move to Phase Two: Slowing the Spread
Date: Tuesday, 15 February 2022 8:00:08 am
Attachments:

E ngā rangatira, tēnā koutou,

You will be aware of the Prime Minister's announcement that all of New Zealand is moving to Phase Two of the Red setting from 11.59pm tonight. You will have seen the updated [guidance](#) sent yesterday via HUDO.

The Public Service is well prepared. Our workforce vaccination rates are high and most workplaces have vaccination policies implemented.

Phase One was about stamping Omicron out. Phase Two is about slowing its spread and protecting the ability of the health system to look after those who most need help.

The Public Service is at the centre of the Government's COVID response and we are also delivering essential and critical services. Throughout all of this our focus is on protecting our ability to do keep the Public Service running as normal. That is our mission.

The key points of what Phase Two means for Public Service workplaces are:

- Workplaces are open.
- To minimise the spread and protect priority groups, you should look at alternative working practices. This could mean working in bubbles, on rosters, or increased working from home.
- In determining what is appropriate for the particular circumstances of your agency, you need to take into account your health and safety risk assessments, BCP and your ability to deliver services.

All of the now well established, good practices on physical distancing, mask wearing and hand washing and scanning should continue.

We also need to keep on encouraging our staff, if they haven't already, to get their booster shot. This is the best contribution we can make to slow the spread of Omicron and lessen its impact on individuals.

Every work place is different, and many work forces have special characteristics. Each of you will need to do what makes sense for your agency through this next phase in order to make sure you keep your part of the Public Service running, so that we can continue to serve New Zealanders.

Ngā mihi nui,
Peter

Peter Hughes [\(he/him\)](#)

Te Tumu Whakarāe mō Te Kawa Mataaho | Public Service Commissioner, Head of Service
waea pūkoro: 9(2)(a) privacy | imēra: 9(2)(a) privacy

From: [Peter Hughes](#)
To: 9(2)(a) privacy
Cc:
Subject: MOVING TO PHASE THREE...!
Date: Friday, 25 February 2022 9:35:01 am
Attachments:

Kei aku Rangatira, tēnā koutou

Yesterday, the Government announced the move to Phase Three of the COVID Protection Framework Red setting from 11:59pm last night.

Your ACs will have been in touch with you about the guidance, which is now available [here](#) on the Te Kawa Mataaho website, and was sent to you via HUDO this morning. The key thing for you to do is to now take the opportunity to review your agency's arrangements and consider whether further working from home is practicable, based on your health and safety risk assessment, BCP arrangements, and, most importantly, ability to deliver services.

On working from home "where practicable", the expectation is turning the system dial a bit more towards working from home where that makes sense, not throwing a switch. Workplaces are open and the Public Service is up and running.

The absolute bottom line is our mission: Continuing to deliver the Government's Covid response and public services to New Zealanders.

I want to thank you for your continued leadership and dedication to the mission. It is likely, based on the best information to hand, that we will be in this mode for the next couple of months, until we are through the peak of the Omicron outbreak and out the other side. We are well prepared with high vaccination rates and good policies to support and protect staff. You have made that happen, and I am incredibly proud of your leadership in doing that.

I know each of you will be working through what the new settings mean for your workforce, in your workplaces. We will take some time at our Advance meeting next week to discuss how things are going. In the meantime, Alex Chadwick and the Commission's workforce team are here to help you if you have any questions, and, of course, you are welcome to raise any issues with me directly.

Ngā manaakitanga,
Peter

Peter Hughes [\(he/him\)](#)
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