



06 NOV 2019

Lesley Harbern

Dear Lesley Harbern

On 5 October 2019 you emailed the Ministry requesting, under the Official Information Act 1982, the following information:

- *Please quantify your gender pay gap (if possible not just binary male-female but incorporating other gender identifications too). Please also give numbers of your employees are of which genders at each tier of your hierarchy.*
- *Please also provide the same information regarding the other following demographics (to the extent that it is held, it is understood that you may not have all of this data):*
 - *Marital status*
 - *Religious belief*
 - *Ethical belief*
 - *Ethnic origins*
 - *National origins*
 - *Disability*
 - *Age*
 - *Political opinion*
 - *Employment status immediately prior to be employed by yourselves*
 - *Sexual orientation*
 - *Physical appearance/body type characteristics*
- *Please explain what you are doing to actively address any disparities in any of these areas.*
- *Please explain how you go about preventing and combating conscious discrimination and prejudice in these areas.*
- *Please explain how you go about preventing and combating unconscious discrimination and prejudice in these areas.*
- *Please be aware that providing policy documents that state these discriminations and prejudices are not acceptable does not constitute an answer to these queries. Policy documents are not action. What actual actions are you taking.*
- *Please explain how you go about preventing and combating wrongful interpersonal behaviour such as workplace bullying and harassment even if it is not specific to any of these demographics.*

Information about the Ministry's Te Pae Tata – Maori Strategy and Action Plan can be found on the Ministry's website at this link: www.msd.govt.nz/about-msd-and-our-work/about-msd/strategies/te-pae-tata/index.html.

The Office for Disability Issues website holds information on the New Zealand Disability Strategy, and can be found at this link: www.odi.govt.nz/nz-disability-strategy/.

The State Services Commission website outlines Political Neutrality Guidance for government agencies. The expectation is that whilst performing state service duties, state servants are apolitical, and that outside of work state servants have the same rights of political expression as anyone else. More information can be found at this link: ssc.govt.nz/resources/political-neutrality-guidance/.

This letter is to advise you that the Ministry has received your request, however requires more time to respond to this request. In accordance with section 15(1) and 15A of the Official Information Act, the Ministry's decision will be with you no later than 4 December 2019.

The reason for the extension is that consultations necessary to make a decision on the request are such that a proper response to the request cannot reasonably be made within the original time limit.

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 or 0800 802 602.

If you wish to discuss any aspect of your request with us, including this decision, please feel free to contact OIA_Requests@msd.govt.nz

I will respond to you sooner if I am able to.

Yours sincerely



Elisabeth Brunt
General Manager Ministerial and Executive Services