



20 DEC 2019

Lesley Harbern
fyi-request-11383-471dbac8@requests.fyi.org.nz

Dear Lesley Harbern

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

- 1. Please quantify your gender paygap (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.*
- 2. 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*
- 3. Please explain what you are doing to actively address any disparities in any of these areas.*
- 4. Please explain how you go about preventing and combating conscious discrimination and prejudice in these areas.*
- 5. Please explain how you go about preventing and combating unconscious discrimination and prejudice in these areas.*
- 6. 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.*
- 7. 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.*

I understand that a response was extended to 4 December 2019, but you have yet to receive a response.

Unfortunately, there has been a breakdown in our system, which has affected several responses including yours.

We are addressing this, and I would like to offer my sincere apologise for the delay in providing a response.

I can inform you that the Ministry has decided to grant your request in part, namely information which relates to the Ministry's gender pay gap and what the Ministry is doing to actively address disparities. However, it will take some time to

prepare this information for release. The information will be sent to you by 2 March 2020.

The Ministry has decided to not provide information which relates to pay gaps regarding ethnic origins, disability and age under section 18(g) of the Official Information Act (the Act) as the information you have requested is not held by the Ministry and I have no grounds to believe that the information is held by another department or Minister of the Crown or organisation.

The Ministry has also decided not to provide information which relates to marital status, religious belief, ethnical belief, national origins, political opinion, Employment status immediately prior to be employed by (the Ministry, Sexual orientation and physical appearance/body type characteristics under section 18(e) of the Act as this information does not exist or, despite reasonable efforts to locate it, cannot be found.

If you wish to discuss this decision with us, please feel free to contact OIA_Requests@msd.govt.nz. Alternatively, please feel free to contact me directly by email at Kate.Satterthwaite001@msd.govt.nz.

If you are not satisfied with this decision regarding pay gaps and what the Ministry is doing to actively address disparities, 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 or 0800 802 602.

Yours sincerely

A handwritten signature in blue ink, consisting of a stylized 'K' followed by a long horizontal line.

Kate Satterthwaite
General Manager
Ministerial and Executive Services