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28 February 2020

Mark Montgomery

By email: [fyi-request-12177-f134e13c@requests.fyi.org.nz](mailto:fyi-request-12177-f134e13c@requests.fyi.org.nz)

Dear Mark

**Information Request – Timeliness of internal personnel investigations**

I refer to your official information request dated 7 February 2020 asking for information by 1 March 2020. In accordance with the provisions of the Official Information Act 1982, the information is provided below.

**How many interpersonal issues, for example bullying, harassment and privacy complaints, are currently being investigated?**

Six investigations are currently underway.

**How many of these investigations were commenced more than:**

2 years ago?	0
18 months ago?	1
1 year ago?	0
9 months ago?	0
6 months ago?	0
3 months ago?	3

The remaining two investigations commenced less than three months ago or are about to commence.

**What barriers exist to early resolution of the longer standing investigations?**

The duration of the longer standing investigations has been contributed to by a range of factors including:

- size and breadth of the investigation
- complexity of the matters
- number of parties involved, including witnesses
- availability of parties and representatives
- time taken to gather, confirm, amend, and finalise statements and reports.

**How many investigations relate to lack of clear policies?**

A lack of clear policy or policies is not an identifiable category, or potential cause, of issues or concerns in terms of the current investigations.

**How many investigations relate to relationship breakdowns?**

Five investigations.

**How many investigations relate to bullying?**

Four investigations.

**How many relate to minority issues, i.e., LGBTQ+, race, and/or gender?**

One investigation.

**How much has been paid out as compensation to complainants to date?**

No money has been paid out as compensation to complainants in these investigations.

**How much has been spent by FENZ on these investigations to date?**

Fire and Emergency has spent \$169,498 on independent external providers related to these investigations.

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.

Yours sincerely



Raewyn Bleakley  
Deputy Chief Executive, Office of the Chief Executive