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| 18 May 2020 | 45 Pipitea Street, Thorndon, Wellington 6011Phone +64 4 495 7200Fax +64 4 382 3589Email OIA@dia.govt.nz Website [www.dia.govt.nz](http://www.dia.govt.nz)  |
| Tania Te Whenuafyi-request-12658-848de69c@requests.fyi.org.nz  |

Dear Tania

Your Official Information Act request OIA 1920 - 0717

I write regarding your Official Information Act (the Act) request, which was received by the Department of Internal Affairs (the Department) on 20 April 2020.

You requested:

*In the past three years:*

*a) How many Maori women (and what percentage of the total number of applicants) applied for Tier 2 roles or above?*

*b) How many Maori women (and what percentage of the total number of successful applicants) were successfully appointed to the jobs which they applied for at Tier 2 or above?*

**Response to your request**

*In the past three years how many Māori women (and what percentage of the total number of applicants) applied for Tier 2 roles or above?*

Over the last three years the Department of Internal Affairs has undertaken four recruitment processes for Tier 2 roles. Of these, three were completed with a successful appointment and there was one where no appointment was made. Of the four recruitment processes completed, two were undertaken using external recruitment agencies.

For the two recruitment processes undertaken internally we have been able to review the CVs of the people who applied. The table below provides the information on the number of Māori women applicants.

Please note that we did not require all applicants to advise us of their ethnicity and the number in the table below only provides the information for applicants who identified as Māori women in their application.

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| --- | --- | --- |
| Vacancy | Number of applications | Number of applicants who identified as Māori women |
| DCE Organisational Strategy and Performance | 32 | 2 (6.25%) |
| DCE Organisational Capability and Services | 19 | 2 (10.52%) |

For the two recruitment processes undertaken by external recruitment agencies we did not ask them to provide the Department with information on the ethnicity or gender of applicants. However, in the case of one of these recruitment processes, the Department received one application directly from a candidate who identified as a Māori woman. This application was then forwarded to the external recruitment agency as part of the recruitment process. For this vacancy there were seven applications, but we are unable to advise if any of the other applicants identified as Māori women.

For recruitment of Tier 1, Chief Executive roles, the State Service Commissioner is responsible for any appointments. The State Services Commission has advised that they will be responding with the information for any Tier 1 recruitment. We are therefore refusing this part of your request under Section 18(e) of the Official Information Act as the information requested does not exist.

*In the past three years how many Māori women (and what percentage of the total number of successful applicants) were successfully appointed to the jobs which they applied for at Tier 2 or above?*

In the past three years none of the successful applicants that were appointed to Tier 2 roles have identified as Māori women.

If you have any feedback or questions about the Department’s response, please let us know at OIA@dia.govt.nz.

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



Lesa Kalapu

General Manager

Pūmanawa Tangata – Human Resources