



14 May 2020

Tania Te Whenua
By email: fyi-request-12659-74dae64f@requests.fyi.org.nz

Reference: OIA-2019/20-0472

Dear Tania Te Whenua

Official Information Act request relating to applications received by Maori women for Tier 2 and higher roles

Thank you for your Official Information Act 1982 (the Act) request received 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?”

From April 2017 to April 2020 the Department of the Prime Minister and Cabinet (DPMC) recruited for one permanent and two fixed term Tier 2 roles. One applicant identified as being both female and of Maori descent, equating to 2.33 per cent of all applications received for the Tier 2 positions recruited for in that period. This applicant was not appointed to that role.

With regard to Tier 1 recruitment at DPMC, this recruitment is managed by the State Services Commission (SSC). It would have been necessary, therefore, to transfer the part of your request relating to Tier 1 recruitment to SSC, however I understand you have already made a request directly to SSC for this information, and that this part of your request will be included in the response from SSC.

With regard to recruitment and diversity at DPMC more generally, we are striving to ensure there is no bias in HR processes, including recruitment and promotion. Our Strategic Intentions document for 2018-2022 includes further information regarding inclusion and diversity at DPMC; this can be found online at <https://dpmc.govt.nz/about-dpmc/who-we-are/our-strategic-intentions>.

We see our efforts in inclusion and diversity as important enablers to support our strategic intention of having “an ambitious, resilient and well governed New Zealand”. We have established goals and measures that align our efforts with the direction articulated by the State Services Commission with a particular focus on improving our Māori capability, gender, ethnicity and mental health.

You have the right to ask the Ombudsman to investigate and review my decision under section 28(3) of the Act.

This response will be published on the Department of the Prime Minister and Cabinet's website during our regular publication cycle. Typically, information is released monthly, or as otherwise determined. Your personal information including name and contact details will be removed for publication.

Yours sincerely

A handwritten signature in black ink that reads "Clare Ward". The signature is written in a cursive, flowing style.

Clare Ward
Executive Director, Strategy, Governance and Engagement