

29 May 2020

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Dear Tania Te Whenua

I refer to your email of 1 May 2020 in which you request the following under the Official Information Act 1982 (OIA):

*"Over 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?"*

We have interpreted the reporting timeframe as 1 July 2017 to 30 June 2020.

In response to your first question: *"How many Maori women (and what percentage of the total number of applicants) applied for Tier 2 roles or above?"*, as the State Service Commissioner is responsible for the appointments of Public Service Chief Executives, we are advised that the State Services Commission (SSC) will be responding to your request in relation to Tier 1 roles in their response to your OIA request to them.

The Ministry of Foreign Affairs advertised three Tier 2 roles over the past three financial years. Two of the roles were advertised and filled in 2019, and one in 2020. The Ministry received almost 80 applications for one of the roles; and between 5 and 15 applications for the remaining two roles. The Ministry did not request that applicants provide information on their ethnicity or the ethnicity/ies they identify with in their applications. While applicants may have provided information on ethnicity and identity voluntarily in their applications, we have not (to date) systematically requested or collected such data from Tier 2 applicants.

Recruitment for two of the three roles was managed by an external recruitment firm and the Ministry does not hold the full range of data on all applicants (we hold the data only on those shortlisted).

We are aware that one female applicant did identify as Māori, but in the absence of complete data about the other applicants, we are unable to answer your question. As such we are refusing this part of your request under section 18(e) of the OIA, as the information does not exist or cannot be found.

The Ministry is now using a new recruitment tool 'Snaphire'. This tool will facilitate a more efficient and robust method of requesting, collecting, and reporting information on applicants, including on their ethnicity and identity, where applicants choose to provide this information. Going forward the Ministry will be able to provide a detailed breakdown of ethnicity statistics for applicants and appointees.

In response to your second question: "*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?*", as the Ministry did not collect information on ethnicity and identity in its recruitment process, we are unable to answer this in full. We can advise that, of those interviewed for the three Tier 2 roles, 50% were female but none self-identified in their applications as Māori. Of the three Tier 2 appointments made in this period, two women were appointed but neither identified as Māori.

The Ministry is improving its ability to recruit, retain and grow Māori staff, including through an improved leadership pathway. In both our People Strategy and our Diversity and Inclusion Strategy we make a commitment to recruit with a focus on attracting Māori, Pasifika and a range of diverse talent, as well as establishing diversity targets.

Please note that this letter (with your personal details redacted) may be published on the Ministry's website.

You have the right under section 28(3) of the OIA to seek a review of this response by the Ombudsman.

Yours sincerely



Wendy Adams  
for Secretary of Foreign Affairs and Trade