



28 MAY 2020

Tania Te Whenua
fyi-request-12749-c86b5d12@requests.fyi.org.nz

Tēnā koe Tania Te Whenua

On 1 May 2020, you emailed the Ministry of Social Development (the Ministry) requesting, under the Official Information Act 1982 (the Act), the following information:

- *Over 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 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?*

The State Services Commission is responsible for the appointment of Public Service Chief Executives and will respond in relation to Tier One roles. The Ministry will address the Tier Two aspect of your request.

The Ministry defines Tier Two roles as managers appointed by the Chief Executive. This would include the Ministry's six Deputy Chief Executives and the Director of the Office of the Chief Executive.

The Ministry's recruitment application form does not ask applicants to provide information regarding their gender or ethnic/cultural identity for any of our roles, including those at Tier Two. Therefore, we are unable to answer either question regarding the gender or ethnicity of applicants. As such, your request is refused under section 18(e) of the Act as this information does not exist or, despite reasonable efforts to locate it, cannot be found.

You may be interested to know that once on-boarded, Ministry employees can choose to provide self-identified gender and ethnicity information via their online HR profile. However, this information does not capture the gender and ethnicity of all Ministry employees as it is not mandatory. Employees may also choose to provide more than one ethnicity type. Therefore, this information does not accurately reflect the demographic breakdown within the Ministry.

If you would like to know more information about the people currently in Tier Two roles, profiles on the Ministry's leadership team can be found here: www.msd.govt.nz/about-msd-and-our-work/about-msd/leadership-team/index.html.

Information regarding the Ministry's approach to diversity and inclusion is available at: www.msd.govt.nz/about-msd-and-our-work/publications-resources/corporate/annual-report/2018-2019/improving-our-organisational-capability-so-we-can-deliver-high-quality-services/index.html.

You may also be interested in the following statistical workplace data provided by the States Services Commission on government agencies: www.ssc.govt.nz/resources/2019-workforce-data-published.

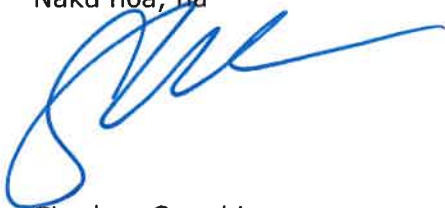
The principles and purposes of the Official Information Act 1982 under which you made your request are:

- to create greater openness and transparency about the plans, work and activities of the Government,
- to increase the ability of the public to participate in the making and administration of our laws and policies and
- to lead to greater accountability in the conduct of public affairs.

If you wish to discuss this response with us, please feel free to contact OIA_Requests@msd.govt.nz.

If you are not satisfied with this response regarding the number of Māori women who applied for Tier Two roles or above, 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.

Nāku noa, nā



Stephen Crombie
Deputy Chief Executive, People and Capability