

21 February 2022

Ref: OIA-22-001

John Trafalgar

By Email: [fyi-request-18279-92790636@requests.fyi.org.nz](mailto:fyi-request-18279-92790636@requests.fyi.org.nz)

Tēnā koe John,

Thank you for your email of 21 January 2022 requesting, under the Official Information Act 1982 (Act), Callaghan Innovation employee ethnicity data, information relating to pre-employment security assessments and ongoing security monitoring of staff.

For clarity, each of your questions are addressed in turn.

**1. Please advise the current number of employees and contractors who identified themselves as ethnic Chinese and was borned outside New Zealand. Please break down the number into employees vs contractors, and full-time vs part-time. Please also advise the number of identified people fitting the criteria above whose job allows access to sensitive innovation, research and development information/data.**

Callaghan Innovation does not currently have any contractors working with us who have identified themselves as Chinese.

There are currently 20 Permanent and 21 Full-time employees who identify as Chinese and whose nationality is not New Zealand.

This data cannot be broken down by the number of Fixed term or Part-time staff as it would pose a risk to the privacy of the individuals, as such this information is withheld under section 9(2)(a) of the Act. Public interest considerations weigh in favour of protecting the privacy of individuals.

Of the staff who identify as Chinese and whose nationality is not New Zealand, 19 have access to sensitive data.

Callaghan Innovation's definition of sensitive data includes the following categories:

- **Protected:** information whose disclosure or alteration would cause harm to Callaghan Innovation, it's people, customers, partners or vendors.
- **Customer Specific:** customer information that has customer specific requirements that differ significantly from Callaghan information handling requirements (e.g. cannot be stored on cloud services).

Note: this data is based on self-identified ethnicities and nationalities, and includes Chinese, Hong Kong Chinese and Malaysian Chinese.

**2. Please provide any policy, internal procedural and/or operational guidance documents on how Callaghan Innovation assesses the risks of espionage, intellectual property theft, and infiltration by the evil regime of Communist China in Callaghan Innovation before making any recruitment decision.**

As per Callaghan Innovation's Security Framework, there are processes in place to ensure that people meet the security requirements of their roles before, during and after employment.

These processes include recruitment checks as follows:

**Callaghan Innovation Employees** - references, identity/eligibility to work in New Zealand, Ministry of Justice (MoJ) criminal record check, serious misconduct check if coming to us from another public sector organisation, qualifications check if requested. Additional standard checks are The Drug Detection Agency (TDDA) tests and a Health Questionnaire.

**Contractors** - If the contract is for less than three months, a TDDA test and references are required. A Health Questionnaire is also required, if the contract is for more than three months. It should be noted that contractors largely come through the All-of-Government approved agencies where they are required to do identity/eligibility to work and MoJ checks.

It should also be noted that for immigration purposes Immigration New Zealand requires numerous background checks which will include criminal history from their country of origin.

Callaghan Innovation is currently working on strengthening processes to ensure staff comply with their obligations during and after employment including ongoing monitoring and reminding staff of their obligations when they transition out of employment.

**3. Please provide any policy, internal procedural and/or operational guidance documents on how Callaghan Innovation monitors the risks of espionage, intellectual property theft, and infiltration by the evil regime of Communist China in Callaghan Innovation by and/or in relation to current employees and contractors on a continuous basis."**

Callaghan Innovation's risk assessment processes for information security including the risk of information theft by foreign aligned actors is based on the Government Chief Digital Officer's risk assessment guidance which can be found here:

[www.digital.govt.nz/dmsdocument/3-risk-assessment-process-information-security/html](http://www.digital.govt.nz/dmsdocument/3-risk-assessment-process-information-security/html)

Callaghan Innovation's Security Framework and supporting standards provide guidance on a range of security processes relating to:

- Information classification,
- Asset management,
- People security,
- Physical security,
- Digital security,
- Access control management, and
- Security of business operations,

While these processes are not specific to monitoring risk of information theft, adherence to these processes reduces the risk of information theft.

Additionally, on-going security awareness ensures that these procedures are front of mind for staff and any risks are highlighted.

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.

Nāku noa, nā



Jen Cherrington (Feb 20, 2022 13:01 PST)

Jen Cherrington  
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**Callaghan Innovation**