



Jean Roberts  
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Dear Jean Roberts

Thank you for your email of 5 December 2023 to the Ministry for the Environment (the Ministry) requesting the following under the Official Information Act 1982 (the Act):

*I am doing a research on the cost of Personal grievance that the Government is incurring in the last 3 years:*

- 1. The number of Personal Grievances raised in your Ministry, in the last 3 years broken down by year , and categories (for example: Bullying, Unjustifiably disadvantaged, constructive dismissal etc).*
- 2. (in the last 3 years) The number of Mediation that took place broken down by year.*
- 3. (in the last 3 years) The number of successful mediation broken down by year.*
- 4. (in the last 3 years) Of the PGs raised, how many went to Employment Relations Authority broken down by year?*
- 5. (in the last 3 years) How many cases were found against the Ministry broken down by year?*
- 6. (in the last 3 years) How much money – in total- were paid to settle these cases / or pay the fee required by ERA broken down by year?*
- 7. How much money was covered by the Ministry's liability insurance?*
- 8. (in the last 3 years) How much money – in total – were paid to external Legal consultants to defend the cases filed in ERA or to prepare the responses to the case broken down by year?*
- 9. (in the last 3 years) How many ERA cases resulted in reinstatement of employee broken down by year?*
- 10. If a case is found against the Ministry (the Ministry lost), what are the consequences to the Manager involved in the incident?*

Below is a response to each part of your request.

- 1. The number of Personal Grievances raised in your Ministry, in the last 3 years broken down by year , and categories (for example: Bullying, Unjustifiably disadvantaged, constructive dismissal etc).**

The following table provides a breakdown of Personal Grievances raised in the past 3 years.

<b>Year</b>	<b>Bullying</b>	<b>Harassment</b>	<b>Unjustifiable Action</b>
2023	0	0	1
2022	0	1	0
2021	1	0	0

- 2. (in the last 3 years) The number of Mediation that took place broken down by year.**

In the past 3 years, the Ministry did not have any cases that required mediation.

- 3. (in the last 3 years) The number of successful mediation broken down by year.**

Please refer to response for question 2.

- 4. (in the last 3 years) Of the PGs raised, how many went to Employment Relations Authority broken down by year?**

In the past 3 years, no cases have gone to the Employment Relations Authority (ERA).

- 5. (in the last 3 years) How many cases were found against the Ministry broken down by year?**

In the past 3 years, no cases have been found against the Ministry.

- 6. (in the last 3 years) How much money – in total- were paid to settle these cases / or pay the fee required by ERA broken down by year?**

In the past 3 years no cases have gone to the ERA. Therefore, no money has been paid to settle cases or pay the fee required by ERA.

- 7. How much money was covered by the Ministry's liability insurance?**

The Ministry has had no cases go to the ERA in the past three years. Therefore, no costs were covered by the Ministry's liability insurance.

- 8. (in the last 3 years) How much money – in total – were paid to external Legal consultants to defend the cases filed in ERA or to prepare the responses to the case broken down by year?**

In the past 3 years, the Ministry has had no cases go to the ERA, therefore, no costs were incurred.

- 9. (in the last 3 years) How many ERA cases resulted in reinstatement of employee broken down by year?**

In the past 3 years no cases have gone to the ERA.

- 10. If a case is found against the Ministry (the Ministry lost), what are the consequences to the Manager involved in the incident?**

No cases have gone to the ERA.

You have the right to seek an investigation and review by the Office of the Ombudsman of my response relating to this request, in accordance with section 28(3) of the Act. The relevant details can be found on their website at: [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz).

Please note that due to the public interest in our work the Ministry for the Environment publishes responses to requests for official information on our [OIA responses page](#) shortly after the response has been sent. If you have any queries about this, please feel free to contact our Ministerial Services team: [ministerials@mfe.govt.nz](mailto:ministerials@mfe.govt.nz).

Yours sincerely

A handwritten signature in black ink that reads "adewischnowsky". The signature is written in a cursive, lowercase style with a large, looping 'y' at the end.

Adelyn Wischnowsky  
General Manager – People and Capability  
Ministry for the Environment | Manatū Mō Te Taiao