

26 February 2024

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Tēnā koe Jean

***Request for information***

Thank you for your Official Information Act 1982 (OIA) request of 8 December 2023. You requested information about personal grievance claims.

*I am doing a research on the cost of Personal grievance that the Government is incurring in the last 3 years. Can I request under the Official Information Act*

*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?*

While Police records information on individual employee files in relation to Personal Grievances and Mediations, Police does not hold the information sought in a readily retrievable format to be able to provide you with the requested breakdowns of data. Accordingly, Police is refusing these parts of your request under section 18(g) of the OIA, as the information requested is not held.

*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?*

Police is withholding the information requested in these parts of your request, in accordance with the following sections of the OIA:

- s9(2)(ba)(i), to protect information which is subject to an obligation of confidence or which any person has been or could be compelled to provide under the authority of enactment, where making available of the information would be likely to prejudice the supply of similar information, or information from the same source
- s9(2)(j), where withholding is necessary to enable a Minister of the Crown or any public service agency or organisation holding the information to carry out, without prejudice or disadvantage, negotiations (including commercial and industrial negotiations).

Police considers the interests requiring protection by withholding the information are not outweighed by any public interest in release of the information.

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



Jenny Catran  
Director – Employment Relations  
New Zealand Police