

13 September 2024

John Voss

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Kia ora John

Your Official Information Act request, reference: GOV-034577

Thank you for your request of 17 August 2024, asking for the following information under the Official Information Act 1982 (the Act):

1. *The total number of staff employed by ACC.*
2. *The percentage of staff who identify as male, female, do not wish to share, or other.*
3. *The number of different ethnicities represented in the staff.*
4. *The percentage of Māori, Pasifika, Asian, NZ European, other European, and other ethnicity staff.*
5. *The percentage of staff with a disability, long-term illness or health condition.*
6. *What affirmative action programs are in place to ensure a diverse staff?*

Data about staff diversity

The following data is correct as of 31 July 2024:

Total Staff

4,576

Gender

Gender was disclosed by 95.5 percent of staff. Of those, 30 percent are male, 69.6 percent are female, and 0.4 percent are another gender.

Number of Ethnicities/breakdown

Ethnicity was disclosed by 86.5 percent of employees. Of those, ACC have 143 different ethnicities represented.

Of the 86.5 percent of staff that disclosed their ethnicity, 17.1 percent are Asian, 60.7 percent European, 13.1 percent Māori, 1.5 percent MELAA, 11 percent Other and 6.6 percent Pacific peoples. Please note that as staff can enter multiple ethnicities, these categories collectively exceed 100 percent.

Disability

Only 60 percent of employees have disclosed whether they have a disability or not. Of those, 12 percent said they did have a disability.

Affirmative Action Programs

ACC has many initiatives in place to offer support to a diverse workforce. Our employee networks are used to offer staff community support and collaboration. These include:

- Te Whānau āhei ki ACC | Ability @ ACC: To ensure disabled people are safe, included and valued, personally and professionally at ACC NZ.
- Te Whānua Uenuku ki ACC | Pride @ ACC: To ensure LGBTQIA+ people are safe, visible and valued by ACC.

- Te Aka Wāhine | Women's Network: To support the development, advancement and engagement of a gender-balanced workforce, encourage equality for all and enable women to achieve their personal and professional goals.
- Te Tira Mārama | Cross-Cultural Network: To ensure people and their cultures are recognised, respected and celebrated at ACC.
- Wairua o te Hinengaro | The Mind Network: To ensure people impacted by mental health complexities and neurodiversity are supported, enabled and celebrated at ACC through education and advocacy.
- Te Kōtuitui Tāngata | Kaimahi Māori Network: To foster a mana enhancing environment and advocate for the Māori voice. To honour ancestors by strengthening collective Māori identity through whanaungatanga to better serve our whānau, hapū and iwi.
- Moana Pasifika Network: The purpose of our Moana Pasifika Network Group is to provide a safe and encouraging space for Pasifika ACC employees to connect, communicate, and celebrate our unique and diverse contribution to the organisation.

Additional initiatives include:

- Signing up to the [Accessibility Tick](#) to ensure our workplace is more accessible and inclusive for staff who are disabled and/or neurodivergent.
- We have launched Gender Transitioning guidelines which advises on fair, respectful and inclusive treatment of staff who are transitioning gender.
- We have launched Menopause guidelines which advises on fair, respectful and inclusive treatment of staff who are experiencing menopause or perimenopause.
- Further initiatives focused on equity can be seen in [ACC's Pay-gap report](#).

As this information may be of interest to other members of the public

ACC may publish a copy of this response on ACC's website. All requester data, including your name and contact details, will be removed prior to release. The released response will be made available at www.acc.co.nz/resources/#/category/12

If you have any questions about this response, please get in touch

You can email me at GovernmentServices@acc.co.nz.

If you are not happy with this response, you can also contact the Ombudsman via info@ombudsman.parliament.nz or by phoning 0800 802 602. Information about how to make a complaint is available at www.ombudsman.parliament.nz.

Ngā mihi



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Government Engagement