



12 March 2026

Ref: DOIA-REQ-0027662-Jess

Jess

Email: fyi-request-33724-e9107613@requests.fyi.org.nz
fyi-request-33726-479601c9@requests.fyi.org.nz

Tēnā koe Jess

Thank you for your email of 14 February 2026 to the Ministry of Business, Innovation and Employment (MBIE) requesting, under the Official Information Act 1982 (the Act), the following information:

Under the OIA, please provide below information:

1 - Please provide the percentage of positions who are eligible to claim wellness benefit vs percentage of positions who cannot claim wellness benefit within MBIE. i.e. out of 100% positions what percentage can claim vs percentage that cannot claim.

2 - Please also provide information or policy document regarding wellness benefit which provides information on why few positions within MBIE are ineligible to make this claim.

The Hauora/Wellbeing Allowance is an annual contribution of \$465, which MBIE employees are able to claim towards the purposes of caring for their own individual non-work-related health and wellbeing needs. The allowance is a contractual entitlement, therefore needs to be included in an employee's employment agreement to be claimable. There are a range of healthcare services which the allowance can be claimed for, these are detailed in MBIE Employment Agreements, excerpts of which are included in Appendix 1.

MBIE employees are eligible to claim the wellbeing allowance, if they meet the following criteria:

- have the benefit included in their terms and conditions of employment; and
- have been continuously employed by MBIE for 12 months or more.

As individual employees rather than positions are eligible for the allowance, a percentage of positions who are entitled to claim this contribution does not exist. MBIE is therefore refusing your request under section 18(e) of the Act, as the information requested does not exist.

Due to eligibility requiring continuous employment by MBIE for 12 months or more, the number of employees who are able to claim this contribution will change on a day-by-day basis.

If you wish to discuss any aspect of your request or this response, or if you require any further assistance, please contact xxx@xxx.xxx.nz.



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 or freephone 0800 802 602.

Nāku noa, nā

A handwritten signature in blue ink, appearing to read 'Kerry Jarvis', with a stylized flourish at the end.

Kerry Jarvis
Acting Chief People Officer
People and Culture
Corporate and Digital Shared Services

Appendix 1: Section 61 Hauora/Wellbeing Allowance excerpt from MBIE - Public Service Association (PSA) Collective Employment Agreement 2025 – 2026

61. Hauora/Wellbeing allowance

- 61.1** From commencement of employment, employees are entitled to an annual contribution of \$465 (gross) once every 12 months of service, for the purposes of caring for their own individual non-work-related health and wellbeing needs.
- 61.2** This contribution may only be claimed once within each entitlement year and may be made up of one or more receipts spanning the list of healthcare services and providers below:
- General practitioner, including annual health checks and nursing services
 - Mental health support, including counselling, psychologist, psychiatrist, psychotherapists, and other therapists
 - Optician
 - Dentist or orthodontist
 - Audiologist
 - Podiatrist
 - Massage, mirimiri, and milimili
 - Physiotherapist, chiropractor, or osteopath
 - Acupuncturist
 - Dietician or nutritionist
 - Gym membership, personal trainer
 - Mole mapping, or its equivalent
 - Kaupapa Māori hauora provider services
 - Gender affirming healthcare services
 - Health insurance
- Prescription or treatment costs as prescribed by health care services and providers on the above list may also be claimed.
- 61.3** For the purpose of this clause, each entitlement year will commence annually on the anniversary of the employee's start date with MBIE. Any receipts being claimed must be dated within the relevant entitlement year and claimed within 15 months of the start of the relevant entitlement year, except as outlined in clause 61.4.
- 61.4** Employees in their first 12 months of service with MBIE may collect receipts for services, prescriptions or treatment(s) from commencement of employment. The first claim, however, cannot be made until after the first anniversary of their start date and must be claimed within 15 months of the date they commenced employment with MBIE. Any receipts being claimed must be dated within the employee's first 12 months of service with MBIE.
- 61.5** For the avoidance of doubt, this is a gross taxable allowance that attracts PAYE and any other applicable deductions (e.g. Kiwisaver and student loan deductions).
- 61.6** Any unclaimed portion of this allowance will not be carried over to the following entitlement year.

Section 32 Hauora/Wellbeing Allowance excerpt from MBIE Individual Employment Agreement

32. HAUORA/WELLBEING ALLOWANCE

32.1 From the effective date of this agreement, you are entitled to an annual contribution of \$465 (gross less PAYE and other applicable deductions) once every 12 months of service, for the purposes of caring for your own individual non-work-related health and wellbeing needs.

32.2 This contribution may only be claimed once within each entitlement year and may be made up of one or more receipts spanning the list of healthcare services and providers below:

- General practitioner, including annual health checks and nursing services
- Mental health support, including counselling, psychologist, psychiatrist, psychotherapists, and other therapists
- Optician
- Dentist or orthodontist
- Audiologist
- Podiatrist
- Massage, mirimiri, and milimili
- Physiotherapist, chiropractor, or osteopath
- Acupuncturist
- Dietician or nutritionist
- Gym membership, personal trainer
- Mole mapping, or its equivalent
- Kaupapa Māori hauora provider services
- Gender affirming healthcare services
- Health insurance

32.3 Prescription or treatment costs as prescribed by health care services and providers on the above list may also be claimed.

32.4 For the purpose of this clause, each entitlement year will commence annually on the anniversary of your start date with MBIE. Any receipts being claimed must be dated within the relevant entitlement year and claimed within 15 months of the start of the relevant entitlement year, except as outlined in clause 32.5.

32.5 If you are in the first 12 months of service with MBIE, you may collect receipts for services, prescriptions or treatment(s) from commencement of employment. Your first claim, however, cannot be made until after the first anniversary of your start date and must be claimed within 15 months of the date you commenced employment with MBIE. Any receipts being claimed must be dated within your first 12 months of service with MBIE.

32.6 Any unclaimed portion of this allowance will not be carried over to the following entitlement year.