



05 May 2026

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Tēnā koe Erika

Your Official Information Act request OIA – 2526 – 1062

I write regarding your Official Information Act (the Act) request, which was received by the Department of Internal Affairs (the Department) on 27 March 2026.

You have requested:

I understand the government vaccination mandates were dropped sometime around Sept 2022 with the revoking of certain Covid19 orders by the state.

- 1. What number of staff did DIA terminate or place on any form of " extended leave" due to vaccination mandates in 2021/2022?*
- 2. When did you initiate and then remove your policy for only employing vaccinated staff?*
- 3. Would you please kindly share the emails and correspondence regarding this decision to initiate and then remove this policy for only hiring vaccinated staff?*
- 4. Please share a copy of the policy in its draft and final form 5. Please share the workplace risk assessment for the Covid-19 disease*

Response to your request

Please find below the response to your request:

- 1. What number of staff did DIA terminate or place on any form of " extended leave" due to vaccination mandates in 2021/2022?*

The Department did not terminate any employees due to vaccination mandates in 2021/2022. Twelve employees were placed on special paid leave.

- 2. When did you initiate and then remove your policy for only employing vaccinated staff?*

The Department first consulted on a COVID-19 policy in November 2021 with that policy being implemented with effect from 1 February 2022.

This policy was reviewed in March 2022, May 2022 and October 2022. The requirement to be vaccinated was removed from the policy effective from May 2022.

3. *Would you please kindly share the emails and correspondence regarding this decision to initiate and then remove this policy for only hiring vaccinated staff?*

The Executive Leadership Team papers that detailed the consultation and decisions on the COVID-19 policy are attached. The legal advice provided and included in these papers is redacted under Section 9(h) of the Act to maintain legal professional privilege.

4. *Please share a copy of the policy in its draft and final form*

The policy in draft and final forms are attached either as part of the ELT papers or individually.

5. *Please share the workplace risk assessment for the Covid-19 disease*

The workplace risk assessments are attached.

We intend to publish our response to your request on www.dia.govt.nz. This letter, with your personal details removed, will be published in its entirety. Publishing responses increases the availability of information to the public and is consistent with the Act's purpose of enabling more effective participation in the making and administration of laws and policies and promoting the accountability of Ministers and officials.

If you have any feedback or questions about the Department's response, please let us know at OIA@DIA.govt.nz. If you have any concerns with the information in this response, you have the right to request an investigation and review by the Ombudsman under section 28(3) of the Act. Information about how to do this is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Ngā mihi



Simon George
General Manager, Human Resources - Pūmanawa Tangata