

Office of Hon Simeon Brown

Minister of Health
Minister for Energy
Minister for State Owned Enterprises



Hannah H

By email: fyi-request-34402-5fd53939@requests.fyi.org.nz
Ref: SBOIA26-1075

Dear Hannah

Response to your request for information

Thank you for your request under the Official Information Act 1982 (the Act) on 6 April 2026 to the Minister of Health, Hon Simeon Brown.

You requested:

"Given your role as Minister of Health, I am seeking information on national oversight, policy direction, and accountability for these systems.

1. What national policies, frameworks, or directives are currently in place to support healthcare staff (including doctors and nurses) to raise concerns or provide feedback?

2. What evidence, research, or expert advice has informed the development of these policies?

3. How is the effectiveness of "speak up" systems measured at a national level?

Please include any key performance indicators, staff survey measures, or reporting frameworks used.

4. What mechanisms exist to ensure that concerns raised by staff result in observable action or system-level change?

5. What protections are in place nationally to prevent retaliation or negative career impact for staff who raise concerns?

6. Has the Ministry of Health or Health New Zealand provided you with any reports, briefings, or evaluations on the effectiveness of these systems?

If so, please provide copies.

7. Are there any identified gaps, risks, or challenges in current "speak up" systems that have been raised at a national level?"

On 13 April 2026, the Office of Hon Simeon Brown contacted you to advise that parts of your request seek information that is more closely aligned with the functions of Health New Zealand (Health NZ):

1. *What national policies, frameworks, or directives are currently in place to support healthcare staff (including doctors and nurses) to raise concerns or provide feedback?*

2. *What evidence, research, or expert advice has informed the development of these policies?*

3. *How is the effectiveness of "speak up" systems measured at a national level?*

Please include any key performance indicators, staff survey measures, or reporting frameworks used.

4. *What mechanisms exist to ensure that concerns raised by staff result in observable action or system-level change?*

5. *What protections are in place nationally to prevent retaliation or negative career impact for staff who raise concerns?*

7. *Are there any identified gaps, risks, or challenges in current "speak up" systems that have been raised at a national level?*

For this reason, the Office partially transferred your request to Health NZ on 13 April 2026 under section 14(b)(ii) of the OIA. You can expect a response from Health NZ for this part of your request in due course.

In response to part 6 of your request Health NZ has not provided the Office with any reports, briefings, or evaluations relating to the effectiveness of "speak up" systems.

As such, your request for this information is refused under section 18(e) of the OIA as this document alleged to contain the information requested does not exist or, despite reasonable efforts to locate it, cannot be found.

Under section 28(3) of the Act, you have the right to ask the Ombudsman to review any decisions made under this request. The Ombudsman may be contacted by email at: info@ombudsman.parliament.nz or by calling 0800 802 602.

Yours sincerely



Reef Stewart
Senior Ministerial Advisor