

14 July 2026

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OIA 30998

Paul David

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Tēnā koe Paul David

Thank you for your email of 7 June 2026, in which you request the following under the Official Information Act 1982 (OIA):

1. *Since the current NZ Consul General in Los Angeles took up her posting, how many staff at the Los Angeles Consulate General have either retired, resigned, been made redundant, were dismissed from their role or been placed on leave without pay?*
2. *Since the current NZ Consul General in Los Angeles took up her posting, how many staff at the Los Angeles Consulate General have received formal letters concerning their employment status?*
3. *Since the current NZ Consul General in Los Angeles took up her posting, how many staff at the Los Angeles Consulate General considered to be performing poorly have been placed on a performance improvement programme (PIP)?*
4. *Since the current NZ Consul General in Los Angeles took up her posting, how many Engagement or Pulse Surveys have been conducted and what percentage of staff considered they were engaged and how did the post compare to other offshore posts?*
5. *Has the Deputy Head of Mission (Washington) visited staff at the NZ Consulate General in Los Angeles to discuss the outcome of any Engagement or Pulse Surveys. Was a report on that visit produced and if so, what were the key findings?*
6. *Are NZ Consulate General - Los Angeles local staff contracts established under New Zealand labour laws or US labour laws?*

On 3 July 2026, the timeframes for responding to your request were extended by an additional 6 working days because responding to your request necessitated the review of a large quantity of information (section 15A(1)(a) of the OIA refers).

Response to your request

1. *Since the current NZ Consul General in Los Angeles took up her posting, how many staff at the Los Angeles Consulate General have either retired, resigned, been made redundant, were dismissed from their role or been placed on leave without pay?*

Four staff.

2. *Since the current NZ Consul General in Los Angeles took up her posting, how many staff at the Los Angeles Consulate General have received formal letters concerning their employment status?*

Ten staff. These include letters relating to employment offers, contract extensions, disciplinary, and employment status confirmation letters.

3. *Since the current NZ Consul General in Los Angeles took up her posting, how many staff at the Los Angeles Consulate General considered to be performing poorly have been placed on a performance improvement programme (PIP)?*

No staff have been placed on a Performance Improvement Programme (PIP) during the tenure of the current Consul-General.

4. *Since the current NZ Consul General in Los Angeles took up her posting, how many Engagement or Pulse Surveys have been conducted and what percentage of staff considered they were engaged and how did the post compare to other offshore posts?*

Three. As participation in the surveys was voluntary, the data represents only employees who completed the survey. The Los Angeles post's engagement score was 42% in September 2024, 50% in May 2025 and 50% in November 2025. The overall offshore post engagement score was 78% in September 2024, 78% in May 2025, and 77% in November 2025.

5. *Has the Deputy Head of Mission (Washington) visited staff at the NZ Consulate General in Los Angeles to discuss the outcome of any Engagement or Pulse Surveys. Was a report on that visit produced and if so, what were the key findings?*

No, the Deputy Head of Mission (Washington) has not visited staff at the New Zealand Consulate-General, Los Angeles to discuss the outcome of any engagement or pulse survey. As no such visit occurred the remainder of this part of your request is refused under section 18(e) of the OIA, as the information requested does not exist.

6. *Are NZ Consulate General - Los Angeles local staff contracts established under New Zealand labour laws or US labour laws?*

Locally employed staff at the New Zealand Consulate-General, Los Angeles are employed under US labour laws.

Please note that it is our policy to proactively release our responses to official information requests where possible. Therefore, our response to your request (with your personal information removed) may be published on the Ministry website:

www.mfat.govt.nz/en/about-us/contact-us/official-information-act-responses/

If you have any questions about this decision, you can contact us by email at: DM-ESD@mfat.govt.nz. You have the right to seek an investigation and review by the Ombudsman of this decision by contacting www.ombudsman.parliament.nz or freephone 0800 802 602.

Nāku noa, nā

A handwritten signature in black ink, appearing to be 'Owen Thornber', with a long horizontal stroke extending to the right.

Owen Thornber
for Secretary of Foreign Affairs and Trade