



8 November 2022

Tēnā koe

On 12 October 2022, you emailed the Ministry of Social Development (the Ministry) requesting, under the Official Information Act 1982 (the Act), the following information *about employees currently employed by MSD who have been officially diagnosed and are registered as having an **intellectual** or **learning** disability*:

1. *Number of employees with an intellectual or learning disability*
2. *Number of hours employed per week by employees with an intellectual or learning disability*
3. *Length of service for employees with an intellectual or learning disability*
4. *Job Titles & Job Descriptions for employees with an intellectual or learning disability*
5. *Total number of employees (with and without a disability) currently employed by MSD.*

Disability status is self-reported by employees and can and does change over time. For example, an individual may not have, or may not report, a disability when they join the Ministry, but they may acquire or self-identify a disability at some point in the future.

Disabled people may prefer to access support through their manager (if needed) and are not required to self-report the disability.

The Ministry has not previously reported on the number of Ministry staff with a self-declared disability that the Ministry has hired. The actual number of disabled staff is likely to be higher than what is indicated from the self-reported numbers. Staff or people applying for roles at the Ministry may not self-report having a disability for varied reasons. This may include the disability not impacting their ability to do their job, preferring to keep their

medical information private, or being concerned about the possibility of discrimination in a job application process.

For the sake of clarity, your questions will be addressed in turn below:

1. Number of employees with an intellectual or learning disability

I can advise that there were 7 self-reported employees with an intellectual disability as at 30 September 2022.

2. Number of hours employed per week by employees with an intellectual or learning disability

The table below shows the recorded standard weekly hours and working days per week for the 7 self-reported employees with an intellectual or learning disability:

Standard weekly hours	Working days per week
16.5	3
34	4
40	5
40	5
40	5
40	5
40	5

3. Length of service for employees with an intellectual or learning disability

The table below shows the length of service for the 7 self-reported employees with an intellectual or learning disability:

Length of service	Count
Less than one year	3
1-2 years	2
Over or equal to 20 years	2

4. *Job Titles & Job Descriptions for employees with an intellectual or learning disability*

This information is withheld under section 9(2)(a) of the Act in order to protect the privacy of natural persons. Given the small number of staff who have self-reported an intellectual or learning disability, providing this information would identify individuals. The need to protect the privacy of these individuals outweighs any public interest in this information.

5. *Total number of employees (with and without a disability) currently employed by MSD.*

The table below shows the recorded disability status of Ministry staff as at 30 September 2022:

Disability Status	Count
No disability	2753
Unknown	5806
Declared disability	386
Total	8945

Table Notes:

- This is a count of fixed term and permanent employees. The data does not include contractors, casual employees or select committee fee members.
- Individuals have the option to self-report up to two disabilities when applying for employment with the Ministry or when changing their status.
- The Table has counted both the above response reporting scenarios when reporting the individual numbers who have indicated each category of disability. An individual person who has reported two different disabilities will be counted in both groups that they have identified.

The principles and purposes of the Official Information Act 1982 under which you made your request are:

- to create greater openness and transparency about the plans, work and activities of the Government,
- to increase the ability of the public to participate in the making and administration of our laws and policies and
- to lead to greater accountability in the conduct of public affairs.

This Ministry fully supports those principles and purposes. The Ministry therefore intends to make the information contained in this letter available to the wider public. The Ministry will do this by publishing this letter on the Ministry's website. Your personal details will be deleted, and the Ministry will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this response with us, please feel free to contact OIA_Requests@msd.govt.nz.

If you are not satisfied with this response, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Ngā mihi nui



Cain McLeod
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People