



19 October 2022

Tēnā koe

On 20 September 2022, you emailed the Ministry of Social Development (the Ministry) requesting, under the Official Information Act 1982 (the Act), the following information:

- *What are the [education and ethnicity] distributions of your ministry's current workforce at 01/07/2022?*
- *What are the [education and ethnicity] distributions of job applicants from 01/07/2021 to 01/07/2022?*
- *What is the number of total applicants and accepted candidates for job applicants from 01/07/2021 to 01/07/2022 [broken down by education and ethnicity]?*

For clarity, I will respond to each section of your request in turn. Some sections of your request are grouped together.

- *What are the distributions of your ministry's current workforce at 01/07/2022?*

Please find attached **Appendix One** containing **Table One** showing the ethnicity breakdown of Ministry staff (both permanent and fixed-term) as at 1 July 2022.

The Ministry does not centrally record information on the education level of employees. To provide you with this information, the Ministry would need to assess each employee's file to determine their education level. As such, I refuse this section of your request under section 18(f) of the Act. The greater public interest is in the effective and efficient administration of the public service.

I have considered whether the Ministry would be able to respond to your request given extra time, or the ability to charge for the information

requested. I have concluded that, in either case, the Ministry's ability to undertake its work would still be prejudiced.

In the spirit of being helpful, information on the highest qualification of Ministry employees was collected in Te Taunaki – New Zealand's first Public Service census. This started on 11 May 2021 and closed in early June 2021. This information is available on Te Kawa Mataaho's (Public Service Commission's) website at this link: www.publicservice.govt.nz/research-and-data/workforce-data-working-in-the-public-service/workforce-data-capability/. If you scroll to the 'Higher Qualifications' breakdown, you will be able to select the Ministry as an option to assess the education breakdown of staff as at June 2021.

More general information on Te Taunaki and other breakdowns are available, at the following link: www.publicservice.govt.nz/research-and-data/te-taunaki-public-service-census-2021/.

- *What are the [education and ethnicity] distributions of job applicants from 01/07/2021 to 01/07/2022?*
- *What is the number of total applicants and accepted candidates for job applicants from 01/07/2021 to 01/07/2022 [broken down by education and ethnicity]?*

From 1 July 2021 to 1 July 2022, the Ministry received a total of 36,459 job applications. The total number of accepted candidates for this period was 3,948.

The Ministry's HR system (myHR) records each job application as a separate applicant. As a result, applicants who applied for multiple jobs with the Ministry will be counted for each application made. The number of accepted candidates includes external applicants (new hires) as well as internal applicants. These numbers include the following employee types: permanent, fixed-term, contractors, committee members and casual.

The Ministry does not collate information on the ethnicity and education levels of job applicants. As such, I am refusing this section of your request under section 18(g) of the Act as the information you have requested is not held by the Ministry and I have no grounds to believe that the information is either held by or closely connected to the functions of another department, Minister of the Crown or organisation.

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 and any attached documents available to the wider public. The Ministry will do this by publishing this letter and attachments 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
Group General Manager
People

Appendix One

Table One: The ethnicity breakdown of Ministry staff (both permanent and fixed-term) as at 1 July 2022.

Categorisation Factor	Ethnic group	
Number and Percentage	Māori	2,061 (24%)
	Pacific	1,547 (18%)
	European	5,009 (59%)
	Asian	1,415 (17%)
	Middle Eastern/Latin American/African (MELAA)	151 (2%)

Notes:

- Ethnicity is reported as the percentage of staff who recorded an ethnicity in the Ministry's HR System (myHR).
- People who report more than one ethnicity are counted once in each group, and as a result the employee numbers by ethnicity may add up to more than the Ministry's total number of staff (or more than 100%).