



19 July 2024

Tēnā koe

Official Information Act request

Thank you for your email of 5 June 2024, requesting information about Information on Pacific People and their roles in the Ministry, and for providing your definition of what constitutes a Pacific role.

I have considered your request under the Official Information Act 1982 (the Act).

On 3 July 2024, the Ministry extended the timeframe to respond to your request to 19 July 2024.

Please find my decision on your request set out below.

Question 1: As of Friday 12, October 2023, how many Pacific people did the Ministry of Social Development employ, their roles and at what tier these roles were based?

Question 2: As of 31 May 2024, how many Pacific people did the Ministry of Social Development employ, their roles and at what tier these roles were based?

Please refer to the **Appendix, Table One** which provides the number of FTE Ministry employees that identify as Pacific, by Job Code and Tier.

As-at 14 June 2024, 18% of Ministry staff identified as Pacific. The number of staff who have identified as Pacific has decreased from 1653.7 to 1615.0 from 12 October 2023 to 31 May 2024 (representing a 2.3% decrease). This is less than the reduction for Non-Pacific Ministry staff during the same period (which experienced a 4.4% decrease).

Question 3: Between Friday 12 October 2023 and 31 May 2024, how many Pacific focused roles have been or are in the process of being dis-established at the Ministry of Social Development?

There has been no disestablishment of any Pacific focused roles within the Pacific and Community Capability Programmes (PCCP) team, and there are no Pacific focused roles within the PCCP team that are currently in the process of being disestablished.

Question 4: How many Pacific staff between 12 October 2023 and 31 May 2024, where their roles have been disestablished, have been deployed into other jobs at the Ministry of Social Development?

Question 5: For those that have been deployed into other roles, have these roles been a lesser or higher tier than their original role?

Between 12 October 2023 and 31 May 2024, we have not identified any Pacific staff that have had their roles disestablished. Therefore, these parts of your request are refused under section 18(e) of the Act as this information does not exist or, despite reasonable efforts to locate it, cannot be found.

Question 6: How many Pacific staff employed by the Ministry of Social Development between 12 October 2023 and 31 May 2024 have opted for voluntary redundancy?

Please refer to the **Appendix, Table Two** which provides Pacific Voluntary Redundancy applications that were approved between 12 October 2023 and 31 May 2024

Question 7: Are any Ministry of Social Development specific programs aimed at improving outcomes for Pacific people and their families being cancelled, having funding reduced or withdrawn, or a proposal is underway to cancel, reduce or withdraw funding.

The Social Sector Capability Fund which was for new and emerging Māori and Pacific collective providers, supporting the Social Sector Commissioning and Kotahitanga programmes of work, was cancelled.

We are providing you with publicly available information available on the Te Kawa Mataaho (Public Service Commission) website which provides data about leadership in the Public Service, public servant remuneration/pay, diversity and inclusion and Māori Crown engagement and understanding, as well as public sector composition: www.publicservice.govt.nz/research-and-data?Search=&Classification=Datasheet&Topics%5B0%5D=188-Workforce%2BData.

Additionally, we are providing you with publicly available information available on the Te Kawa Mataaho website which provides Workforce Data tables and visualisations showing demographic summaries, workforce metrics and detailed workforce views and experience: www.publicservice.govt.nz/research-and-data/guidance-data-drilldown-and-technical-guidance.

I will be publishing this decision letter, with your personal details deleted, on the Ministry's website in due course.

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 my decision on your request, 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



Magnus O'Neill
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