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11 March 2019



Tēnā koe 

OFFICIAL INFORMATION ACT REQUEST

I refer to your official information request received on 18 February 2019 for:

Please supply the following information under the Official Information Act 1982:

- *A demographic breakdown of your Ministry staff with the following fields:*
 - i. *The ethnic split – how do you decide this demographic*
 - ii. *Highest academic qualification*
 - iii. *Age grouping*
 - iv. *Years of experience at Team Leader, Middle Manager or above, and*
 - v. *Status Tier 1, Tier 2, Tier 3 or other employee level in your Ministry*
- *What is the total number of permanent employees and total number of contractors in your Ministry?*

Please provide the information in the form of the below tables by tiers (tier 1, tier 2, tier 3 and below tier 3), which will allow me to explore the relationship between ethnicity, education and managerial level. I have purposely done it in this format, to split the tables up by age and experience level to help protect the privacy of your staff.



The Ministry does not collect the information to the detail that you have requested as part of our human resources system.

For further information on the Ministry workforce, we recommend reviewing the Public Service Workforce Data at <http://www.ssc.govt.nz/public-service-workforce-data/> which is current to 30 June 2018.

You may like to know that the Ministry had 29 permanent staff (20 full time, nine part time) and seven fixed term employees at 30 June 2018.

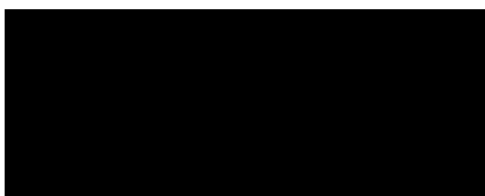
The Ministry has a number of strategies to ensure it has a diverse and inclusive workforce. These include; flexible working arrangements, developing an inclusive organisational culture, and a recruitment focus on diversity.

Our commitment to diversity is about not only our own workforce, but also the wider system. We recognise the important role that the Ministry plays in this system, and the unique opportunities that we have to influence others on diversity and inclusion, as well as learning from other organisations that have expertise in this area.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

We encourage you to contact us if there are other ways we can be of assistance. Please contact Peter Noble, Director Corporate Services, [REDACTED]

Nāku noa, nā



Margaret Retter
Acting Chief Executive