

20 March 2024

s9(2)(a)

Mālō e lelei s9(2)(a)

RESPONSE TO AN OFFICIAL INFORMATION ACT REQUEST (REF: DOIA045-2023/24)

On 27 February 2024, you contacted the Ministry for Pacific Peoples (the Ministry) requesting under the Official Information Act 1982 (OIA), information relating to disestablished roles within the Ministry. I have outlined your specific requests and my responses to each below.

1. *For the period starting 1 August 2023 and ending on 29 February 2024: How many roles has your organisation disestablished (both vacant and staffed)?*
2. *Of those disestablished roles, how many relate to:*
 - a) *Diversity, Equity, and Inclusion (DEI) in general (both internal and external facing)*
 - b) *Te Ao Māori in general (including but not limited to Crown-Māori relationship, internal training and advice on culture and language, external sector liaison, core business delivered on a By-Māori For-Māori basis, and other)?*
3. *How many of the disestablished roles were staffed (permanently or temporarily) when they were confirmed as disestablished?*

Please note, I'm not looking for the number of redundancies - I'm looking for the number of people in roles when they are confirmed as disestablished (which includes people who are later reassigned, redeployed, resign before redundancy, take voluntary redundancy or an exit package, retire, have a fixed term end/not renewed, have a secondment ended, or other reason)

In 2023, the Ministry underwent a change process to improve its functions and meet the expectations of stakeholders and the evolving needs of our Pacific communities. I have outlined in Table 1 below, a breakdown of the number of disestablished roles within the requested period and the number of staff in roles when they were confirmed as disestablished.

Table 1: Disestablished roles from 1 August 2023 to 29 February 2024

	Disestablished roles	Number of staff in roles confirmed as disestablished
Diversity, equity, and inclusion	1	1
Te ao Māori	0	0
All other roles	49	35
Total	50	36

4. *For the period starting 1 March 2024 and ending on 31 December 2024: Is your organisation planning on, or consulting on, disestablishing any roles?*
5. *If so, how many of these roles relate to:*
 - a) *Diversity, Equity, and Inclusion (DEI) in general (both internal and external facing)*
 - b) *Te Ao Māori in general (including but not limited to Crown-Māori relationship, internal training and advice on culture and language, external sector liaison, core business delivered on a By-Māori For-Māori basis, and other)?*
6. *Of the roles you are planning or consulting on disestablishing, how many are currently staffed (either permanently or temporarily)? Where a role can fit in more than one category, please allocate it to the one that fits best.*

In response to the Government's request to agencies to identify savings, the Ministry will be working through options with staff which include potential further changes to our organisational structure. As this work is currently under active consideration, I am withholding all information relating to disestablished roles within the requested period under section 9(2)(f)(iv) to maintain the constitutional conventions that protect the confidentiality of advice tendered by Ministers and officials. I am satisfied that there are no other public interest considerations that render it desirable to make the information withheld under section 9 of the OIA available.

In line with standard OIA practice, the Ministry proactively publishes some of its responses to OIA requests. As such, this letter may be published on the Ministry for Pacific Peoples' website. Your personal details will be removed, and the Ministry will not publish any information that would identify you or your organisation.

Should you wish to discuss this response with us, please feel free to contact the Ministry at: uia_requests@mpp.govt.nz.

If you are dissatisfied with this response, you have the right, under section 28(3) of the OIA, to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Mālō 'aupito



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