

18 May 2020

C121159

Tania Te Whenua
fyi-request-12657-54b198e3@requests.fyi.org.nz

Dear Ms Te Whenua

Thank you for your email of 20 April 2020, requesting information about applications by Māori women for Tier 1 and Tier 2 positions at the Department of Corrections. Your request has been considered under the Official Information Act 1982 (OIA).

We understand the importance of ensuring diversity and equal opportunities across our workforce, and recognise that our team should reflect the diversity of the communities we serve. As at 30 June 2019, 21 percent of the almost 10,000 Corrections' staff identified as Māori. Additionally, as at June 2019, 48 percent of Corrections' staff, and 47 percent of our senior leaders, were women. Furthermore, the gender pay gap at Corrections is 1.1 percent, as compared to a public sector average of 12 percent.

For more information about Corrections' workforce, including breakdowns by gender, role designation, remuneration, age, and ethnicity, you may refer to Appendix Eight: Profile of our people on pages 176-180 of Corrections' Annual Report 2018/19, at: www.corrections.govt.nz/_data/assets/pdf_file/0008/38852/Annual_Report_2018_2019_Web_Version_Final.pdf.

You requested, for the past three years:

- a) How many Maori women (and what percentage of the total number of applicants) applied for Tier 2 roles or above?*
- b) How many Maori women (and what percentage of the total number of successful applicants) were successfully appointed to the jobs which they applied for at Tier 2 or above?*

Over the past three years, seven applications for Tier 2 vacancies at Corrections were from individuals who identified as Māori women, which is 5.1 percent of the total number of applicants. None of the seven applicants were employed in Tier 2 roles.

Regarding Tier 1 roles, the State Services Commission (SSC) is responsible for Public Sector Chief Executive appointments. The SSC has confirmed they will respond to you directly with this information.

I trust the information provided is of assistance. Should you have any concerns with this response, I would encourage you to raise these with Corrections. Alternatively, you are advised of your right to also raise any concerns with the Office of the Ombudsman. Contact details are: Office of the Ombudsman, PO Box 10152, Wellington 6143.

Please note that this response may be published on Corrections' website. Typically, responses are published monthly, or as otherwise determined. Your personal information including name and contact details will be removed for publication.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Richard Waggott', with a stylized flourish extending to the right.

Richard Waggott
Deputy Chief Executive
Corporate Services