

OC231030

24 January 2024

Jean Roberts
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Tēnā koe Jean,

I refer to your email/letter dated 5 December 2023, requesting the following under the Official Information Act 1982 (the Act):

1 - The number of Personal Grievances raised in your Ministry, in the last 3 years broken down by year, and categories (for example: Bullying, Unjustifiably disadvantaged, constructive dismissal etc)

2021 – One was received.

2022 – One was received.

2023 – Three were received.

For the past 3 calendar years from the 5 personal grievances received they were for constructive dismissal and/or unjustified disadvantage.

2 - (in the last 3 years) The number of Mediation that took place broken down by year

One mediation took place in 2021

No mediations took place in 2022

One mediation took place in 2023

3 - (in the last 3 years) The number of successful mediation broken down by year

One mediation took place in 2021

4 - (in the last 3 years) Of the PGs raised, how many went to Employment Relations Authority broken down by year?

No mediations over the past three calendar years have gone to the Employment Relations Authority during 2021, 2022 or 2023

5 - (in the last 3 years) How many cases were found against the Ministry broken down by year?

None

6 - (in the last 3 years) How much money – in total- were paid to settle these cases / or pay the fee required by ERA broken down by year?

None

7 - How much money was covered by the Ministry's liability insurance?

None

8 - (in the last 3 years) How much money – in total – were paid to external Legal consultants to defend the cases filed in ERA or to prepare the responses to the case broken down by year?

None

9 - (in the last 3 years) How many ERA cases resulted in reinstatement of employee broken down by year?

None

10 - If a case is found against the Ministry (the Ministry lost), what are the consequences to the Manager involved in the incident?

This would be considered on a case-by-case basis should this situation present, noting we have not had a case found against the Ministry in the past three years.

You have the right to seek an investigation and review of this response by the Ombudsman, in accordance with section 28(3) of the Act. The relevant details can be found on the Ombudsman's website www.ombudsman.parliament.nz

The Ministry publishes our Official Information Act responses and the information contained in our reply to you may be published on the Ministry website. Before publishing we will remove any personal or identifiable information.

Nāku noa, nā



Suzanne Williams
Manager Human Resources