



21 DEC 2020

Tēnā koe

On 14 November 2020, you emailed the Ministry of Social Development's (the Ministry) requesting, under the Official Information Act 1982 (the Act), the following information:

- *The latest data as both numbers and % breakdown re above?*

As it was unclear exactly what information you were after, on 23 November 2020, you clarified your request with the Ministry to be for the following information:

- *Can you please supply the latest ethnicity among MSD staff and covering all offices in the Auckland area (numbers and percent)?*

On 3 December 2020, the Ministry emailed you to further clarify your request, and you confirmed you were interested in the following information:

- *Can you please supply the latest ethnicity among MSD staff, for each of the Auckland area offices, in numbers and percent?*

The Ministry currently employs approximately 8,400 staff who provide income assistance and services to more than one million New Zealanders each year. As at 30 October 2020, there were 1,978 Ministry employees based in Auckland, of which 95.4 percent recorded their ethnicity.

Please note, Ministry employees can choose to provide self-identified ethnicity information via their online HR profile. However, this information does not capture the ethnicity of all Ministry employees as it is not mandatory. Employees may also choose to provide more than one ethnicity type. Therefore, any information the Ministry can provide does not accurately reflect the demographic breakdown within the Ministry.

In regard to your request, please find the following table attached as **Appendix A**, showing percentile data for ethnicity amongst Ministry employees based in Auckland, broken down by Auckland office area and ethnicity type:

- **Table One:** Ethnicity amongst Ministry of Social Development staff members based in Auckland, broken down by percentage, ethnicity type and service centre, as at 30 October 2020.

In regard to employee numbers for each of the Auckland offices, the Ministry is unable to provide you with the exact numbers per service centre, as releasing this information is likely to risk identifying the individuals, as a large portion of the numbers are small. Under section 9(2)(a) of the Act, these numbers would need to be suppressed, to protect individual privacy, and as such, would likely result in the loss of meaningful information.

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To meet the intent of your request, the Ministry is providing you with the following table, showing a breakdown of ethnicity for all Ministry employees based in Auckland, as at 30 October 2020.

Ethnicity	Number of Employees who identify as...	Percentage (%)
Asian	627	33.2
Pacific	618	32.7
European	599	31.7
Māori	296	15.7
Middle Eastern/Latin American/African	37	2.0
unknown / unreported	90	4.6

Please note, as staff can identify with more than one ethnicity, they may be represented more than once in the Number section.

Furthermore, staff numbers refer to active permanent and fixed term employees and as such, excludes staff on long term leave without pay, parental leave, casual staff members or contractors.

More information about the ethnicity of Ministry employees is provided as part of the Select Committee Annual Review process. Information for the last two financial years is available at the following links:

- 2018/2019 financial year: www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/corporate/annual-report/2019/annual-report-2018-19.pdf
- 2019/2020 financial year: www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/corporate/annual-report/2019-2020/msd-2019-20-annual-report.pdf

If you are interested in more information about ethnic diversity within the public service, the Public Service Commission regularly publish information on ethnicity. This information is available here: www.publicservice.govt.nz/our-work/workforce-data/ethnic-diversity/

The principles and purposes of the Official Information Act 1982 under which you made your request are:

- to create greater openness and transparency about the plans, work and activities of the Government,
- to increase the ability of the public to participate in the making and administration of our laws and policies and
- to lead to greater accountability in the conduct of public affairs.

This Ministry fully supports those principles and purposes. The Ministry therefore intends to make the information contained in this letter and the attached Appendix available to the wider public. The Ministry will do this by publishing this letter on the Ministry of Social Development's website. Your personal details will be deleted, and the Ministry will not publish any information that would identify you as the person who requested the information.

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 this response to your request for ethnicity data of Ministry staff in Auckland, 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



PR Penny Rounthwaite
**Group General Manager,
People Group**

Appendix A

Table One: Ethnicity amongst Ministry of Social Development staff members based in Auckland, broken down by percentage, ethnicity type and service centre, as at 30 October 2020.

Service Centre	% Maori	% Pacific	% Asian	% European	% MELAA
Albany	7	14	43	50	0
Auckland Regional Office	15	25	29	46	2
Avondale	11	42	37	32	5
Clendon	28	44	28	32	0
Glenfield	18	18	41	41	0
Glenmall	12	23	42	42	0
Grey Lynn	15	38	23	31	0
Helensville	50	17	0	50	0
Highland Park	8	17	63	13	0
Hunters Corner	6	50	33	6	6
Mangere	14	74	12	10	0
Manukau	31	54	15	23	0
Manurewa	23	55	18	20	0
Mt Albert	14	29	57	7	0
Mt Eden	0	9	55	36	0
New Lynn	17	57	30	13	0
Onehunga	33	28	28	39	0
Orewa	6	0	0	100	0
Otahuhu	35	53	6	29	0
Otara	19	63	15	7	0
Papakura	17	22	22	49	2
Papatoetoe	13	63	25	6	0
Pukekohe	39	4	17	70	4
Queen Street	22	43	19	24	5
Takapuna	11	7	37	52	0
Tamaki	14	58	14	26	2
Three Kings	21	45	28	28	0
Waiheke Island	0	0	0	100	0
Waitakere	25	25	26	37	3
Waiuku	43	29	0	57	0
Warkworth	40	0	0	90	0
Westgate	16	20	36	36	0

Notes:

- The percentage ethnicity is based on the total of disclosed ethnicity.
- Ethnicity is double counted where someone indicates they belong to more than one ethnicity in different ethnic groupings. As a result, the sum of the percentages may add to more than 100%.
- The Office location is based on the "team" as it is recorded in the HR System.
- Data is as at 30 October 2020.
- MELAA refers to Middle Eastern/Latin American/African.