

1 September 2025

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## RESPONSE TO AN OFFICIAL INFORMATION ACT REQUEST (REF: DOIA008-2025/26)

On 7 August 2025, you contacted the Ministry for Pacific Peoples (the Ministry) requesting under the Official Information Act 1982 (OIA), information relating to workplace bullying, harassment, and sexual harm. I have outlined your specific request and my response below.

- 1. What data does your organisation collect about incidents or concerns related to workplace bullying, harassment or sexual harm?  
- For clarity, this includes requests for advice, assistance, informal notifications or formal complaints relating to these types of behaviour.*
- 2. Please provide a list or schema of all data fields used to record or track information about workplace bullying, harassment or sexual harm, at any stage of the process your organisation follows (from initial contact to case closure).  
- Please include an explanation of the classifications used in each data field and any specific terminology, so it can be easily understood by someone from outside your organisation.*

In response to Question 1-2, the Ministry records formal complaints and claims of workplace bullying, harassment, or sexual harm in a high-level Employment Relations (ER) tracker. The Ministry uses general descriptors for the fields in the tracker rather than Ministry-specific classifications or terminology. The fields in the tracker are as follows:

- The claimant's name.
- The date of the claim.
- The type of issue.
- High-level detail of the issue.
- An outcome summary.

### Auckland

9 Ronwood Ave, Manukau  
PO Box 97005,  
South Auckland Mail Centre 2240  
P: 09 265 3200

### Wellington National Office

Level 7, 1 Bowen House  
Wellington, 6011  
PO Box 833, Wellington 6143  
P: 04 473 4493

### Christchurch

Level 1, BNZ Centre  
120 Hereford St  
Private Bag 4741,  
Christchurch 8011

- Whether a Personal Grievance (PG) was raised.
  - The date the PG was lodged (if applicable).
  - A mediation date (if applicable).
3. *Please provide a list of all reports produced by your organisation that relate to workplace bullying, harassment or sexual harm?*
- *Please include a brief explanation for each report of:*
- *who is responsible for its creation (i.e. the job title/role, not individual names)*
  - *how often they are produced*
  - *the purpose of the report, and*
  - *the information and any data fields contained in each report.*
  - *to whom they are distributed (job titles/roles)*
  - *whether the reports are shared externally (e.g. with ministerial offices, other agencies, Public Service Commission, unions and associations, the general public)*

Please note, the Ministry does not produce system-level reporting on workplace bullying, harassment, or sexual harm. These matters are addressed on a case-by-case basis through individual ER processes. Where appropriate, a formal investigation report may be generated, depending on the nature and circumstances of the claim.

Investigation reports are prepared by the appointed investigator, who may be internal or external to the Ministry. These reports typically include interviews with the claimant, respondent, and relevant witnesses. The purpose of an investigation report is to determine whether a claim can be substantiated.

There are no standardised data fields for these reports, as each investigation is tailored to the specific circumstances of the case and scope outlined in the Terms of Reference (TOR).

Access to the investigation report is governed by the TOR, which generally includes the claimant, the respondent, and decision-maker. In some cases, additional parties may be granted access, depending on the TOR provisions.

Investigation reports are part of an internal employment process and are not shared externally with relevant parties unless the matter progresses through a formal process – such as when a PG is raised.

*Please provide responses to Q4-7 for the period 2020-2025 (inclusive), broken down by calendar year and listed under the headings of*

*(a) workplace bullying*

*(b) harassment*

*(c) sexual harm*

4. *The total number of incidents recorded.  
Please also break these down according to any sub-categorisations you use internally to differentiate types of bullying, harassment or sexual harm incidents.*
5. *The number of incidents that involved a formal investigation, broken down to show:*
  - i. *internal investigations (i.e. those conducted by people employed by your organisation)*
  - ii. *independent external investigations (i.e. external lawyers, investigators or other 3rd parties engaged for the purpose of conducting the investigation)*
6. *The outcomes of the investigations completed in Q5 (using whatever categorisations your organisation records internally against cases).*
7. *The number of people who have left your organisation who were:*
  - a. *complainants (i.e. people who raised any inquiry or complaint)*
  - b. *respondents (i.e. people who were the subject of any inquiry or complaint allegations)*

The Ministry is refusing the information it holds regarding these matters under section 53(b)(i) of the Privacy Act, as the low number of recorded incidents increases the risk of individuals being identified, leading to an unwarranted disclosure of personal affairs. Additionally, the Ministry cautions against drawing a direct correlation between the number of complainants and respondents, and the number of staff departures referenced in Q7.

*Please provide responses to Q8-9 for the period 2020-2025 (inclusive), broken down by calendar year:*

8. *The number of settlement agreements (or other legal agreements containing any form of non-disclosure requirement) signed by people leaving your organisation who were:*
  - a. *complainants who raised any inquiry or complaint about workplace bullying, harassment or sexual harm.*
  - b. *respondents who were the subject of any inquiry or complaint about workplace bullying, harassment or sexual harm.*

Please note, the Ministry holds information on settlement agreements from mid-2023 onwards only. During this period, there have been no settlement agreements or other legal agreements containing any form of non-disclosure requirement signed by staff leaving the Ministry who were complainants or respondents.

9. *The amount spent by your organisation on external legal advice for:*
  - a. *legal services or advice provided in conducting independent investigations in Q5 (ii)*
  - b. *other advice provided about any other matters involving workplace bullying, harassment or sexual harm.*

Please note, the Ministry does not record legal expenditure in a way that allows for disaggregation by specific issues such as workplace bullying, harassment, or sexual harm. As such, please find a breakdown of the Ministry's total spend on employment-related legal advice from 2020 to 2025 by financial year in the table below.

FINANCIAL YEAR	SPEND
2019/20	\$2,676.88
2020/21	\$71.89
2021/22	N/A
2022/23	\$10,303.43
2023/24	\$39,427.21
2024/25	\$26,064.95
2025/26	\$20,688.59
<b>TOTAL SPEND (GST INCL)</b>	<b>\$99,232.95</b>

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](mailto: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](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

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Tuaepepe Brian Fiatele  
**Acting Deputy Secretary**  
**Corporate & Support Services**