



**MINISTRY OF SOCIAL
DEVELOPMENT**

TE MANATŪ WHAKAHIATO ORA

Sarah

fyi-request-16406-2acbf406@requests.fyi.org.nz

Tēnā koe Sarah

On 14 August 2021, you emailed the Ministry of Social Development (the Ministry) requesting, under the Official Information Act 1982 (the Act), the following information:

1. *Please advise if Building Blue is still being used by MSD and the cost per year of use.*
2. *Please share any documents assessing the success of the building blue program.*

Building Blue was a culture building programme that commenced in 2013 and is no longer active today. In total, the Ministry has undertaken three surveys (the last was in late 2017) to help the Ministry measure how a collaborative and constructive culture can be achieved. The results of the surveys helped the Ministry to improve the support for new staff, introduce coaching and development programmes for managers, and to inform the Ministry's continuing focus on workplace culture and strategic direction. The high level results from the last survey showed that overall, the Ministry's culture significantly improved from 2013.

The surveys were established in partnership with Human Synergistics. The costs for this was as followed:

Year	Costs (NZD)
2013	\$305,000
2016	\$154,755
2018	\$214,758

Since the conclusion of the Building Blue programme, the Ministry has continued to improve processes to keep engaging with employees in a variety of ways and building a culture where people at the Ministry feel motivated, connected and supported to do their best work.

There was no end of programme assessment or evaluation conducted, and therefore, no such documents exist. As such, this part of your request is refused under section 18(e) of the Act. We understood your question as not referring to the results of the Building Blue surveys. Please advise if you require the results of the surveys and this information can be provided to you.


The principles and purposes of the Act 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.

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 regarding the Building Blue programme, 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.

Nāku noa, nā

A handwritten signature in blue ink, appearing to be 'Penny Rounthwaite', written over a light blue horizontal line.

Penny Rounthwaite
Group General Manager
People