

27 April 2022

Tony
fyi-request-18977-dbf2ca88@requests.fyi.org.nz

Dear Tony

Thank you for your requested dated 27 March 2022 to the Reserve Bank of New Zealand – Te Pūtea Matua under the Official Information Act 1982 (OIA) for the following information:

The number of people who have resigned from your organisation between 1 January 2021 and today.

Of those who resigned, the number who stated that they were a victim of bullying or harassment, or said they observed bullying or harassment. For example, they may have said it in the leaving survey/interview.

I would like the above information broken down per area/function if you have it.

Response

The table below sets out the number of resignations from the RBNZ per month by business area between 1 January 2021 and 31 March 2022.

Monthly resignations 1 January 2021 to 31 March 2022	
Business Operations	32
Finance	1
Financial Stability	24
Governance, Strategy and Corporate Relations	13
Money	25
Transformation and People	10
Total	105

Of the 105 resignations, one person said they had been the victim of bullying or harassment. This information was provided during their exit interview. The report of alleged bullying by an employee was taken seriously, with appropriate actions taken and resolved. All staff are obliged to follow our organisational code of conduct and the expectation of all employees is to treat each other with respect and courtesy.

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Employee exit surveys are offered to all employees exiting the RBNZ to understand their experience as an employee, reasons for leaving and to provide further insight into how the RBNZ can continue to successfully retain its people. Reasons for employees leaving gathered from exit surveys in the period 1 January 2021 to 31 March 2022 included pursuing development opportunities, returning to study, remuneration, location, retirement, and work-life balance. The RBNZ continually assesses exit trends, closely monitors employee turnover and implements action plans to address trends as appropriate.

As you may be aware, during 2021 the RBNZ implemented a leadership review to strengthen its foundations, ensure it is fit to deliver on its mandate for the future and meet governance expectations under new legislation. Information about this review is available on the RBNZ website at <https://www.rbnz.govt.nz/research-and-publications/information-releases/2021/ir-2021-05>.

Further information about staffing is available in the RBNZ's 2020/21 Annual Review submission to the Finance and Expenditure Committee available on the Parliament website at https://www.parliament.nz/resource/en-NZ/53SCFE_EVI_116069_FE2699/1abf084050ab9ea30f3750748ce26304e9a3510d

The OIA allows charges to be imposed for the preparation of information in response to requests. The RBNZ is resourced to meet disclosure obligations for a reasonable level of requests and the cost of providing free responses to official information requests is generally borne by taxpayers. However, the RBNZ believes that requesters should bear some of the costs, where allowable under the OIA, when requests are made for large amounts of information, where a response is particularly complex, or where individuals or organisations make frequent requests. In this instance, no charge is being made under the OIA.

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

Please note that we intend to publish a copy of this response on the RBNZ's website at www.rbnz.govt.nz/research-and-publications/official-information-requests. Responses to requests are published in order to improve public transparency and provide an additional resource for anyone seeking similar information.

Yours sincerely



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Reserve Bank of New Zealand - Te Pūtea Matua