

Monthly Highlight Report: 31 January - 28 February 2021

Violent Extremism	
Detecting, investigating and providing advice about threats to the wellbeing of New Zealanders	s6(a) [Redacted content]

Our Workforce

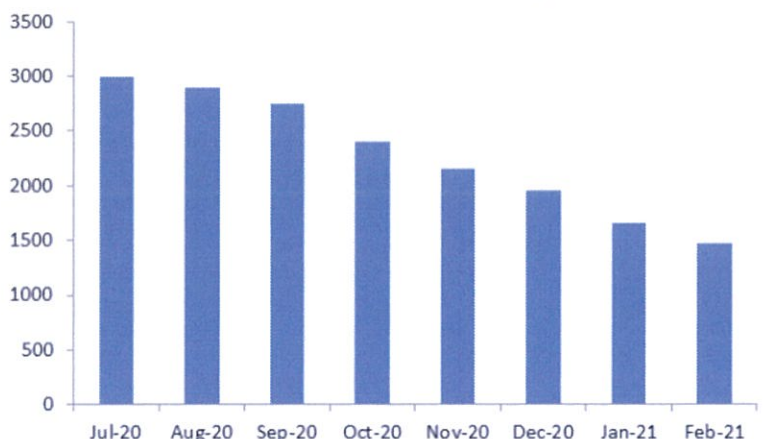
Recruitment: We are continuing to see the benefits of our recruitment video campaign, launched on 20 October, and the significant recruitment effort put in by managers and our people and capability team at the end of 2020. During this period we had a significant number of vacancies advertised and we received a significant increase in the number of applicants applying for work with us. We have seen the fruits of this effort in January and February with over 70 new people joining both the NZSIS and GCSB. As a result of our efforts we are on track to achieve our end of year funded FTE by 30 June 2021 or soon after once vetting is complete.

Retention: We continue to focus on implementation of a range of initiatives captured in our NZSIS and GCSB retention strategy focused on retaining the great people we have. Pleasingly core turnover within the NZSIS continues to decline and at 31 January 2021 was sitting at 8.38%. While we appreciate that Covid-19 and associated job security will be a factor in this, this will in part be as a result of our focused attention on retention and the range of initiatives we have in place.

Diversity and Inclusion: A key priority focus area for us continues to be diversity and inclusion. We have a range of initiatives underway and/or planned for FY2021/22 that support our focus on attracting a more diverse workforce, and ensuring that our workplace is truly inclusive, where all staff are respected, valued, and able to be their full selves. The NZSIS together with the GCSB have agreed to a range of essential (or mandatory) learning and development that will be provided to all leaders, and staff within the NZIC. We will jointly fund this initiative over the next 2 - 3 years in order to build further our agencies' capability. We continue to have a particular focus on increasing the number of female staff within the NZSIS, and increasing ethnic diversity. While we have a way to go, and will continue to drive for further progress, we are making progress. This was evidenced in our last diversity and inclusion report where we had 47.2% female representation, slightly above our goal, and an increase of 3.2% since 30 June 2017. Our ethnic representation is also tracking above our goal of 13.1% at 14.33%, an increase of 4.22% since 30 June 2017.

6(a)


The NZSIS and GCSB are in the process of developing a refreshed NZIC Diversity and Inclusion Strategy to replace the current 2017 - 2020 strategy. We will provide you and your office with a copy of our new strategy once complete for your information and awareness.

	<p>Maori Cultural Capability: The NZSIS and GCSB have been on a journey over the last 2 – 3 years of building our Maori cultural capability and have implemented a range of initiatives in this area. Notwithstanding, we are committed to further building our capability and commenced a new initiative in December 2020 to inform our future progress. We are using the Office for Maori-Crown Relations Te Arawhiti Framework on Organisational Capability as a guide to inform our work. We ran a series of workshops over February 2021 with a range of internal staff focused on completing an internal assessment of our current capability, identifying priority areas for development together with initiatives / actions that would be required in order to make the desired progress. From there a formal programme of work for the NZIC will be developed, which we anticipate will have an initial 3 – 4 year timeframe.</p>																		
Developing and Enhancing Organisation Capabilities	<p>Work has begun on a pilot declassification project. This has the potential to address specific recommendations from the Royal Commission of Inquiry into the Christchurch terrorist attacks about declassification, though it is aligned to our NZSIS Discover Strategy and our need to develop greater social licence.</p>																		
Protective Security																			
Protective Security Services	<p>Protective Security Requirements (PSR): A particular focus for the Protective Security Requirements team in February was to provide significant help to government agencies that are in the final stages of completing their annual PSR self-assessment process. We are also finalising the publication of a new piece of guidance, alongside Universities New Zealand and Science New Zealand, aimed at how universities and other research institutions can protect their research collaborations.</p> <p>Vetting: Reduction in total inventory: The positive trend in reducing the vetting backlog continued in January and February. The graph below shows the total number of security clearance applications waiting to be completed.</p> <div style="text-align: center;"><h3>Total Inventory</h3><table border="1"><thead><tr><th>Month</th><th>Total Inventory</th></tr></thead><tbody><tr><td>Jul-20</td><td>3000</td></tr><tr><td>Aug-20</td><td>2900</td></tr><tr><td>Sep-20</td><td>2750</td></tr><tr><td>Oct-20</td><td>2400</td></tr><tr><td>Nov-20</td><td>2150</td></tr><tr><td>Dec-20</td><td>1950</td></tr><tr><td>Jan-21</td><td>1650</td></tr><tr><td>Feb-21</td><td>1469</td></tr></tbody></table></div> <p>By the end of February there were 1,469 total cases in the inventory. This is a</p>	Month	Total Inventory	Jul-20	3000	Aug-20	2900	Sep-20	2750	Oct-20	2400	Nov-20	2150	Dec-20	1950	Jan-21	1650	Feb-21	1469
Month	Total Inventory																		
Jul-20	3000																		
Aug-20	2900																		
Sep-20	2750																		
Oct-20	2400																		
Nov-20	2150																		
Dec-20	1950																		
Jan-21	1650																		
Feb-21	1469																		

reduction of over 50% compared with July 2020. Throughout this period there was a monthly reduction in the total inventory of roughly 200 cases a month. We anticipate that this trend will continue throughout 2021.

Vetting: reduction in queue: The graph below represents the total number of applications waiting for the security clearance assessment to start. In line with the trend for the total inventory, the number of cases in the queue has also been steadily declining. In terms of our key performance indicators for the year ending 30 June 2021:

- Our target is to have a maximum of 860 applications in the queue. The current total is 813.
- The target for CONFIDENTIAL clearances is 150 in the queue. As at the end of February there were only 39 cases waiting to be assigned.
- The target for SECRET clearances is 350 in the queue. As at the end of February only 44 cases were waiting to be assigned.
- There is strong confidence that the TOP SECRET target (250 in the queue) and TOP SECRET SPECIAL target (110 in the queue) will be achieved by 30 June 2021.

