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Jean Roberts

By email: [fyi-request-24482-9581becb@requests.fyi.org.nz](mailto:fyi-request-24482-9581becb@requests.fyi.org.nz)  
Ref: H2023032516

Tēnā koe Jean

### Response to your request for official information

Thank you for your request under the Official Information Act 1982 (the Act) to Manatū Hauora (the Ministry of Health) on 20 October 2023 for information regarding the cost of Personal Grievance (PG) that the Government is incurring in the last 3 years. Please find a response to each part of your request below:

*1. The number of Personal Grievances raised in your Ministry, in the last 3 years broken down by year, and categories (for example: Bullying, unjustifiably disadvantaged, constructive dismissal etc)*

Please see the information requested in the table below, broken down by category of PG. Please note that the information for 2023 is accurate as of the date of your request (20 October 2023).

*Table 1: Number & Category of Personal Grievance's raised between 2020 and 2023*

Year	Bullying	Health and Safety	Unjustified Disadvantage
2020	0	0	0
2021	1	0	4
2022	0	0	0
2023	0	2	0

*2. (in the last 3 years) The number of Mediation that took place broken down by year*

Please see the information requested in the table below:

*Table 2: Number of workplace mediations between 2020 - 2023*

Year	Number of mediations
2020	0
2021	2
2022	0
2023	3

*3. (in the last 3 years) The number of successful mediations broken down by year*

The Ministry and the other parties involved successfully resolved all the mediations listed in the table above.

4. (in the last 3 years) Of the PGs raised, how many went to Employment Relations Authority broken down by year?

5. (in the last 3 years) How many cases were found against the Ministry broken down by year?

6. (in the last 3 years) How much money – in total- were paid to settle these cases / or pay the fee required by ERA broken down by year?

7. How much money was covered by the Ministry's liability insurance?

Manatū Hauora has had no cases go to the Employment Relations Authority in the last 3 years. Therefore, there have been no payments to settle cases or fees because of Employment Relations Authority proceedings, or costs covered by the Ministry's liability insurance.

8. (in the last 3 years) How much money – in total – were paid to external Legal consultants to defend the cases filed in ERA or to prepare the responses to the case broken down by year?

As indicated above, the Ministry has had no cases go to the Employment Relations Authority because of a personal grievance in the last 3 years and has therefore not paid external Legal consultants to defend or prepare a case response for this.

9. (in the last 3 years) How many ERA cases resulted in reinstatement of employee broken down by year?

As indicated above, the Ministry has had no cases go to the Employment Relations Authority in the last 3 years. Therefore, the Ministry has had no employees reinstated.

10. If a case is found against the Ministry (the Ministry lost), what are the consequences to the Manager involved in the incident?"

The Ministry has not had any cases go to the Employment Relations Authority, therefore has not lost a case, and therefore cannot answer this question.

I trust this information fulfils your request. If you wish to discuss any aspect of your request with us, including this decision, please feel free to contact the OIA Services Team on: [oiagr@health.govt.nz](mailto:oiagr@health.govt.nz).

Under section 28(3) of the Act, you have the right to ask the Ombudsman to review any decisions made under this request. The Ombudsman may be contacted by email at: [info@ombudsman.parliament.nz](mailto:info@ombudsman.parliament.nz) or by calling 0800 802 602.

Please note that this response, with your personal details removed, may be published on the Manatū Hauora website at: [www.health.govt.nz/about-ministry/information-releases/responses-official-information-act-requests](http://www.health.govt.nz/about-ministry/information-releases/responses-official-information-act-requests).

Nāku noa, nā



Celia Wellington  
**Deputy Director-General**  
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