

14 May 2024

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OIA 29287

Tēnā koe Jake Lotter

I refer to your email of 5 April 2024 in which you request the following under the Official Information Act 1982 (OIA):

*'Could you please provide a summary of intern or fixed term junior roles offered by the Ministry or any of its High Commissions/Missions over the last 5 years.*

- *In particular, details about the location and number of roles offered.*
- *Secondly, I am requesting an analysis of these roles offered overseas, and how the employment terms would compare if mapped against minimum employment standards in NZ, including:*
  - *- Minimum Wage compliance*
  - *- Holiday Pay/ annual leave entitlements*
  - *- Sick leave and forge types of leave*
  - *- work hours and after hours contracts'*

On 15 April 2024, you refined your request to be for roles in North America and of an internship nature only (e.g. for a short/fixed period and targeted at early career individuals).

Please see below for a summary of intern roles offered by the Ministry of Foreign Affairs and Trade (the Ministry), based in North America over the past five years:

<b>Year</b>	<b>New York</b>	<b>Washington</b>	<b>Mexico</b>
2019	9	1	0
2020	3	0	0
2021	2	0	0
2022	9	0	0
2023	9	1	0
2024	9	0	1

The following table is a rundown of the requested conditions of employment for the above roles:

<b>New York</b>	<b>Washington</b>	<b>Mexico</b>
Compliant with New York employment law above minimum wage and other minimum labour requirements of New York.	Compliant with Washington DC employment law and total payment was above minimum wage and other minimum labour requirements of Washington DC.	Compliant with Mexico employment law and total payment was above minimum wage and other minimum labour requirements of Mexico.
Paid a set stipend, higher than New York minimum wage, amount irrespective of if the intern is sick or takes annual leave.	Paid a set stipend, higher than NZ minimum wage, amount irrespective of if the intern is sick or takes annual leave.	Paid a set scholarship, higher than NZ minimum wage, amount irrespective of if the intern is sick or takes annual leave.
37.5 hours per week	30 hours per week	30 hours per week

All interns are paid above minimum wage and other labour requirements in their respective locations.

Please note that a comparison of the employment terms of the above roles, and those of similar roles offered in New Zealand, cannot be done due to the fact interns are paid stipends, which are not comparable with salary or hourly wages. Therefore, this part of your request is refused under section 18(e) of the OIA, as the information requested does not exist.

It is our policy to proactively release our responses to official information requests where possible. Therefore, our response to your request (with your personal information removed) may be published on the Ministry website: [www.mfat.govt.nz/en/about-us/contact-us/official-information-act-responses/](http://www.mfat.govt.nz/en/about-us/contact-us/official-information-act-responses/)

If you have any questions about this decision, you can contact us by email at: [DM-ESD@mfat.govt.nz](mailto:DM-ESD@mfat.govt.nz). You have the right to seek an investigation and review by the Ombudsman of this decision by contacting [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Nāku noa, nā



Sarah Corbett  
for Acting Secretary of Foreign Affairs and Trade