



14 June 2024

Matthew

[fyi-request-26645-b495b2af@requests.fyi.org.nz](mailto:fyi-request-26645-b495b2af@requests.fyi.org.nz)

Tēnā koe Matthew,

### **Official Information Act request**

Thank you for your email of 6 May 2024, requesting information about employing a team of cultural specialists/advisors and the subsequent refinement email received on 26 May 2024, specifically asking for the specialists working in the 'People Experience' team.

I have considered your request under the Official Information Act 1982 (the Act). For the sake of clarity I will respond to each part of your request in turn in my decision below.

- a) *Total amount of Remuneration paid to this group. The amount spent on this training per organisation, per financial year.*

The People Experience team is a small team of six people. As such, the information regarding the total remuneration paid to this group is withheld under section 9(2)(a) of the Act in order to protect the privacy of natural persons. The need to protect the privacy of these individuals outweighs any public interest in this information.

However, I am providing you with the salary ranges for the three roles in the People Experience team for the financial years ending 2020, 2021, 2022, 2023 and as at 13 June 2024. Please find this information in the enclosed **Appendix**.

Regarding the second part of your question, '*the amount spent on this training per organisation, per financial year*', this team does not have responsibility for delivering training, with an exception of occasional regional team briefings (which is at no cost).

- b) *Total number of projects that were assigned or opened by this team since 1 October 2020*
- c) *out of the ones that were opened, the total number of projects that were completed by this team*

The People Experience team (previously known as the Culture and Inclusion team before early 2023) supports a wide range of work programmes, which can be a mix of specific projects or other support and advice.

The work programme of this team focuses on the people aspects and aims to ensure our people have an experience at work that enables them to reach their potential, be included, safe and well. You can find more information on our

strategies at the following link: <https://www.msd.govt.nz/about-msd-and-our-work/about-msd/strategies/index.html>.

Some examples of the work programmes can be found here:

- Supporting the Ministry People Strategy - He Korowai Manaaki
- <https://www.msd.govt.nz/about-msd-and-our-work/publications-resources/research/positive-workplace-programme/index.html>
- <https://www.msd.govt.nz/about-msd-and-our-work/publications-resources/corporate/gender-pay-gap-action-plan/2022-2023/index.html>.
- Diversity, equity and inclusion advice, initiatives and support
- Flexible Working and Reasonable Accommodation policies and guidelines that deliver a safe, modern and flexible working environment
- Supporting a wide range of Employee Led Networks that help build a sense of community for our people so that they can contribute, belong and thrive.

Generally, this work is undertaken alongside other teams or is ongoing or cyclical, and therefore cannot be separated out into a definitive list of open and closed as requested.

As such, this part of your request would require substantial manual collation and research to locate and prepare all documents within scope of your request. I am refusing this part of your request under section 18(f) of the Act. The greater public interest is in the effective and efficient administration of the public service.

I have considered whether the Ministry would be able to respond to your request given extra time, or the ability to charge for the information requested. I have concluded that, in either case, the Ministry's ability to undertake its work would still be prejudiced.

- d) *evidence or results from projects completed by this team that shows how there (sic) projects improved services at WINZ for beneficiaries.*

The improved services for our clients is inherently achieved through our strategies which are key considerations within the work of the People Experience team:

- Te Pae Tawhiti: <https://www.msd.govt.nz/about-msd-and-our-work/about-msd/strategies/te-pae-tawhiti/index.html>
- Te Pae Tata: <https://www.msd.govt.nz/about-msd-and-our-work/about-msd/strategies/te-pae-tata/index.html>
- Pacific Prosperity: <https://www.msd.govt.nz/about-msd-and-our-work/about-msd/strategies/pacific-strategy/index.html>

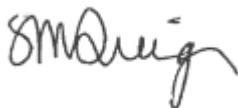
This team's focus has direct impact on MSD employees and how they go about delivering to the client, ensuring they have the right environment, cultural capability, leadership and culture that effectively supports them to deliver a good client experience.

I will be publishing this decision letter, with your personal details deleted, on the Ministry's website in due course.

If you wish to discuss this response with us, please feel free to contact [OIA\\_Requests@msd.govt.nz](mailto:OIA_Requests@msd.govt.nz).

If you are not satisfied with my decision on your request, 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](http://www.ombudsman.parliament.nz) or 0800 802 602.

Ngā mihi nui

pp. 

Magnus O'Neill  
**General Manager**  
**Ministerial and Executive Services**