



13 February 2025

s 9(2)(a)

Official information request

Our ref: R00741

Tēnā koe s 9(2)(a)

Thank you for your Official Information Act 1982 (OIA) request received on 5 January 2025. The information you requested is outlined in **Appendix A**.

For ease of response, I will be responding to your questions in turn.

Item 1 – Internal Policies and Procedures

The Ministry for Regulation (the Ministry) does not hold internal policies or procedures that specifically relate to the development and maintenance of staff capability to engage with Māori, and to understand Māori perspectives. Your request for this information is therefore refused under section 18(e) of the OIA as the document alleged to contain the information requested does not exist.

Item 2 – Recruitment data

The Ministry did not have its own recruitment system until 2 July 2024 and was unable to collect the level of data you have requested prior to this date. From 2 July 2024, each job applicant was sent an anonymous optional survey, which currently has a 60% response rate. The Ministry received total of 672 responses from 2 July 2024 to 5 January 2025.

The table on the following page outlines the demographic statistics that were captured as part of this optional survey. The table shows the available ethnic category choices, the number of applicants who indicated they identified with each ethnicity, broken down by the number that were selected for an interview. The data provided is self-reported by each applicant and is multi-choice. As this survey was multi-choice, the total 'number of applicants who selected this ethnicity' column is higher than the total number of responses received due to some respondents selecting more than one ethnicity.

Your request for the information broken down by ethnicity into Samoan, Cook Islands Māori, Tongan, Niuean, Fijian, Tokelauan, Tuvaluan or Kiribati, as well as information prior to 2 July 2024 is refused under section 18(g) of the OIA, as the information is not held by the Ministry for Regulation, and we have no reason to believe it is held by another agency.

Ethnicity option	Number of applicants who indicated that they identified with this ethnicity	Number of applicants who indicated they identified with this ethnicity, and were selected for an interview
Asian	134	14
Māori	47	4
Middle Eastern, Latin American and or African (MELAA)	36	3
NZ European/European/Pākehā	439	55
Pacific People	31	2
Other Ethnicity	54	3
Prefer not to Answer	11	1
Total	752	82

Item 3 – Staff employed by the Ministry who identify as Māori

The below table outlines the staff demographics reported on 12 December 2024, which included 77 staff members. This data is self-selected and is not multi choice. The ‘unknown’ category represents staff who did not indicate that they identified with an ethnicity.

Ethnicity	Number of Staff
Māori	3
Pākehā/European	28
Chinese	2
Filipino	2
Korean	1
Indian	2
Pitcairn Island	1
Fijian-Indian	1
Unknown	37
Total	77

Your request for the number of staff who identify as Samoan, Cook Islands Māori, Tongan, Niuean, Fijian, Tokelauan, Tuvaluan, or Kiribati, as well as information prior to 12 December 2024 is refused under section 18(g) of the OIA, as the information is not held by the Ministry, and we have no reason to believe that it is held by another agency.

Your request for the number of staff who do not identify as Māori, Samoan, Cook Islands Māori, Tongan, Niuean, Fijian, Tokelauan, Tuvaluan, or Kiribati is represented in the above table, however it is reiterated that 37 people have not completed the survey.

Right of review

If you wish to discuss this decision with us, please contact hello@regulation.govt.nz.

You have the right to seek an investigation and review by the Ombudsman of this decision.

Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that we may publish this response (with your details removed) on the Ministry for Regulation website.

Ngā mihi

s 9(2)(a)



Aisling Risdon

Head of Ministerial Services

Ministry for Regulation

Proactively Released

Appendix A

1. Internal Policies and Procedures

Please provide copies of all internal policies, procedures, and internal communications relating to the Ministry's responsibility to:

- a) *Development and maintenance of the capability of staff to engage with Māori, and their understand Māori perspectives.*

2. Recruitment Data

Please provide the following information from the establishment of the Ministry of Regulation:

- a) *The total number of candidates who applied for roles with the Ministry and identified their ethnicity as Māori, and of these, and the number interviewed.*
- b) *The total number of candidates who applied for roles with the Ministry and identified their ethnicity as Samoan, Cook Islands Māori, Tonga, Niuean, Fijian, Tokelauan, Tuvaluan, or Kiribati, and of these, and the number interviewed.*
- c) *The total number of candidates applied for roles with the Ministry who did not identify as Māori, Samoan, Cook Islands Māori, Tongan, Niuean, Fijian, Tokelauan, Tuvaluan, or Kiribati, and the number interviewed.*

3. Staff Demographics

Please provide the following information:

- a) *The number of staff employed by the Ministry who identify as Māori since its establishment.*
- b) *As of 5 January 2025, the total number of staff employed by the Ministry, broken down as follows:*
- c) *The number of staff who identify as Māori.*
- d) *The number of staff who identify as Samoan, Cook Islands Māori, Tongan, Niuean, Fijian, Tokelauan, Tuvaluan, or Kiribati.*
- e) *The number of staff who do not identify as Māori, Samoan, Cook Islands Māori, Tongan, Niuean, Fijian, Tokelauan, Tuvaluan, or Kiribati.*