

12 January 2022

s 9(2)(a)

Ref: H202116626

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### Response to your request for official information

Thank you for your request under the Official Information Act 1982 (the Act) on 19 November 2021 for:

*“RNZ requests MOH release in fully searchable format, per quarter (or whatever reporting period you use typically) since the start of 2021:*

*Details of any team - its name, its staffing levels, briefly what it does – that works on govt policy re covid*

*And with respect to any and all of those teams, per team, for the periods as above:*

*Total staff turnover, by number, and by percentage*

*Unplanned turnover*

*Planned turnover*

*Turnover of contractors or consultants other than because the contract was up – by number*

*Type of staff turnover, as it is categorised by you eg senior or junior, analyst or other(?)*

*Reasons for unplanned turnover, aggregated as categorised by you if you do that*

*Any and all summaries (or other reports without personal identifiers in them) of reasons given by staff or contractors for leaving*

*Number of personal grievances lodged by anyone doing any work for or within any team*

*Other employment complaints raised or lodged via any process formal or informal that MOH is aware of or has recorded*

*Details of any employment investigation or notifications, or the like, such as to Worksafe for bullying or harassment from any and all teams above*

*Details of any concerns at all raised at senior (Tier 3,2,1 or equiv) about attrition or disruption or discontent within teams impacting on any policy work*

*Details of how this is being managed to mitigate risks to people, and to policy*

*RNZ welcomes any comment MOH might make on the above for context”*

Within the Ministry three teams specifically work on aspects of Government policy related to COVID-19. Within the System Strategy and Policy Directorate, the teams are COVID-19 Policy 1, COVID-19 Policy 2, and COVID-19 Policy 3. They focus on the development and delivery of quality complex policy advice and urgent, innovative or operational responses supporting the Government in its decision making in response to the global COVID-19 pandemic.

All three teams are small in staffing levels and it would be misleading to use percentages to describe the level of turnover. The Ministry only reports on turnover based on permanent and

fixed-term employees and does not include contractors. The four employees that have left since January 2021 are a mix of Tier 4 and Tier 5 employees.

During the COVID-19 response – in order to manage the rapidly evolving situation – the Ministry of Health continues to work alongside other agencies and second in, or contract, expertise as required - for example, in establishing the policy which underpins the COVID-19 response framework. For this same reason, Ministry of Health staff may also be seconded for fixed periods before returning to their home teams.

Some of these engagements may be brief, or for fixed periods of time, as we utilise specialist skill sets as needed. As the policy needs of the COVID-19 response can vary, so too can its workforce.

The table below shows both the total staff headcount and turnover since January 2021:

2021 (Month)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep1	Oct	Nov
COVID-19 Policy 1						1				1	
COVID-19 Policy 2								1			1
COVID-19 Policy 3											
<b>Total Leavers</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>
<b>Total Staff Headcount</b>	<b>4</b>	<b>6</b>	<b>9</b>	<b>9</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>17</b>	<b>17</b>	<b>15</b>	<b>14</b>

The table below shows monthly turnover by team and overall monthly turnover by percentage for the three teams combined). This is based on planned and unplanned turnover:

2021 (Month)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
COVID-19 Policy 1						20%				25%	
COVID-19 Policy 2								8.3%			10%
COVID-19 Policy 3											
<b>Turnover</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>7.7%</b>	<b>0%</b>	<b>5.9%</b>	<b>0%</b>	<b>6.7%</b>	<b>7.1%</b>

Invitations to participate in exit surveys are sent to our employees to complete upon being notified of their resignation, or alternatively they are invited to meet Human Resources in person if they would prefer. Given there has only been four leavers during 2021 to date, it is not possible for the Ministry to report on the reasons for leaving as their responses have been combined into an overall Directorate report that would protect their confidentiality.

No personal grievances have been lodged from anyone within these teams, nor have there been any investigations that have been undertaken within these teams during the period requested.

I trust this fulfils your request. 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 Ministry of Health website at: [www.health.govt.nz/about-ministry/information-releases](http://www.health.govt.nz/about-ministry/information-releases).

Nāku noa, nā



Celia Wellington  
**Deputy Director-General  
Corporate Services**