



28 September 2022

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s 9(2)(a)

By email: s 9(2)(a)
Ref: H2022011502

Tēnā koe s 9(2)(a)

Response to your request for official information

Thank you for your request under the Official Information Act 1982 (the Act) to Manatū Hauora (Ministry of Health) on 30 August 2022 for information regarding organisational training. You requested:

- 1) the total amount the Ministry has spent on internal training for diversity, inclusion, equity, and anti-racism initiatives since recording began;
- 2) the names of the organisations that provided the training;
- 3) the names of the training sessions; and
- 4) whether the training sessions are compulsory for staff.

Part of your request for “since recording began” is difficult to interpret as a time period for this request. As such, in the absence of further detail and to provide a response as soon as practicable, Manatū Hauora has compiled information in the table below from our centralised team that is responsible for the delivery of organisational development from the last two years up to the date of your request.

The information provided is for training sessions only offered to the wider organisation, therefore it does not capture sessions where directorates may have organised their own independent training.

Training Session	Organisation	Staff Attendance
Te reo and tikanga programme/s (Level 1 & 2)	Te Awa Māori	Optional
Te Tupuranga Programme	Te Awa Māori	Optional
ELT Coaching	Manatū Hauora employees	Optional
Engaging with Māori workshops	Te Arawhiti	Optional
Wall Walk Sessions	Dr Simone Bull	Optional
Te Rito e-learning	Kia Māia	Optional
Toro Mai e-learning	Massey University	Optional
Unconscious bias e-learning	Developed by Department of Internal Affairs	Compulsory
Unconscious Bias Workshop (People & Capability Team)	Diversity Works	Compulsory
Noho Marae (Te Tiriti & Equity)	Facilitated by Organisational Development Team	Optional

In the last two financial years, approximately \$252,784 (including gst) was spent on costs associated with internal training for diversity, inclusion, equity, and anti racism initiatives. When considering this figure, please note the following:

- The costs are an estimate and only cover the 2021/22 financial year and those costs we have paid for in the 2022/23 financial year to date
- Engaging with Māori workshops, Unconscious Bias e learning and Toro Mai e learning are free of charge
- This overall figure only includes facilitator costs, except for the Noho Marae which includes the total costs including catering and venue hire.
- It does not include costs related to the Unconscious Bias e learning session because this module was provided by another agency free of charge.
- Costs associated to the unconscious bias workshop cannot be found. This was facilitated for the People & Capability Team and delivered by Diversity Works. It does not include any costs for independent training that may have been organised at the directorate level.

I trust this information fulfils your request unless you wish to be more specific about your time period. 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 or by calling 0800 802 602.

Please note that this response, with your personal details removed, may be published on the Manatu Hauorā website at: www.health.govt.nz/about_ministry/information_releases/responses-official-information-act-requests.

Nāku noa, nā



Fergus Welsh
**Acting Deputy Director-General
Corporate Services**