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27 March 2023



Ref: H2023021444

Tēnā koe 

Response to your request for official information

Thank you for your request under the Official Information Act 1982 (the Act) to Manatū Hauora (the Ministry of Health) on 7 March 2023 for information regarding Pasifika staff at the Ministry. Each part of your request is responded to below in turn.

1. Number of Pacific peoples employed in the Ministry of Health in 2014 to 2022. The list would provide specific racial background of Pacific employees such as Samoans, Cook Islands Maori, Tokelauans, Tongans and people of Niue, Tuvalu and Kiribati ethnicities. Staff information must also specify the gender, age group and disability background.

Please find in Appendix 1 a document detailing the information requested. This has been released to you in full.

2. Copy of the latest Human Resource Plan

3. Inclusiveness and diversity policy documents (guidance to employ a diverse front-line staff or policies to deliver inclusive front-line services).

4. Other documents that may help us understand how your organisation is working towards promoting ethnic, gender and disability representativeness in the front-line services.

5. Please consider adding to the OIA request, information about the main duties of front-line or front-desk in your organization. I would appreciate if I could get copies of the post descriptions for the front-line staff.

As you were advised on 16 March 2023, parts 3 to 5 of your request have been transferred under section 14(b)(ii) of the Act to Te Whatu Ora – Health New Zealand as they are the agency that employs front line health care workers. You can expect a response from Te Whatu Ora in due course.

On 16 March 2023 you also clarified part 2 of your request. You stated:

In addition to the OIA request, I would also need the most update Workforce Plan for the Ministry of Health. Below is the description of the information I'm seeking from your good office:

The Ministry of Health may have a different template or style of doing a Workforce Plan. I also understand the limitation to provide personal information about employees. However, what I am expecting to find out is detailed information of your Ministry's practice or strategy to provide human resources for its registered Full-time Equivalent positions/jobs. Hence, I am expecting information that shows the total number of FTE positions within the Ministry of Health and whether they are occupied or vacant (including Police and non-Policeman). I am also seeking the Ministry of Health plan to recruit for existing vacant positions and to fill-in vacant positions for the next 3 years based on retirement, termination and so forth.

As of 28 February 2023, Manatū Hauora has 727 filled positions, 213 available vacancies (however these are subject to business planning and budgeting approvals being met), and 89 unavailable vacancies (roles that are held vacant due to the substantive incumbent being on leave without pay, parental leave, or a secondment).

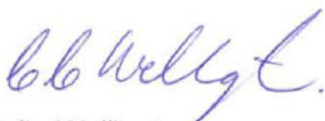
All of the above figures are full-time equivalents.

The Ministry does not have a workforce plan that details how these vacant positions are to be filled over the next 3 years. Vacancies are filled as each directorate prioritises its budget and business plan for the year.

I trust this information 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 or by calling 0800 802 602.

Please note that this response, with your personal details removed, may be published on the Manatū Hauora website at: www.health.govt.nz/about-ministry/information-releases/responses-official-information-act-requests.

Nāku noa, nā



Celia Wellington
Deputy Director-General
Corporate Services | Te Pou Tiaki

Please note the below when considering these data:

1. The numbers in the disability and ethnicity tables may add up to more than the actual number of employees due to employees being able to choose multiple options.
2. The data only includes employees and not contractors or consultants.
3. The data includes any person employed during the year, so will be higher than any specific date in the year as people join and leave the Ministry.
4. The data includes 46 employees that transferred out of the Ministry of Health due to Government health reforms in mid-2022.

Year: 2014

Disability	Number of Employees
Physical - Agility	1
Physical - Other	1
Sensory - Hearing	1
Sensory - Seeing	0
Other	2
No Disability	54
Unknown	2
Total	61

Sex	Number of Employees
F	43
M	17
Total	60

Ethnicity	Number of Employees
Cook Islands Māori	9
Fijian	0
Indigenous Australian	0
Niuean	2
Pitcairn Islander	1
Samoan	18
Solomon Islander	0
Tokelauan	3
Tongan	0
Other Pacific Peoples	1
Pacific Peoples nfd	31
Total	65

Year: 2015

Disability	Number of Employees
Physical - Agility	1
Physical - Other	1
Sensory - Hearing	1
Sensory - Seeing	0
Other	2
No Disability	47
Unknown	2
Total	54

Sex	Number of Employees
F	35
M	18
Total	53

Ethnicity	Number of Employees
Cook Islands Māori	7
Fijian	0
Indigenous	0
Australian	0
Niuean	3
Pitcairn Islander	1
Samoan	18
Solomon Islander	0
Tokelauan	2
Tongan	0
Other Pacific Peoples	1
Pacific Peoples nfd	26
Total	58

Year: 2016

Disability	Number of Employees
Physical - Agility	0
Physical - Other	1
Sensory - Hearing	1
Sensory - Seeing	0
Other	2
No Disability	45
Unknown	2
Total	51

Sex	Number of Employees
F	34
M	16
Total	50

Ethnicity	Number of Employees
Cook Islands Māori	5
Fijian	0
Indigenous	0
Australian	0
Niuean	4
Pitcairn Islander	1
Samoan	21
Solomon Islander	0
Tokelauan	2
Tongan	1
Other Pacific Peoples	0
Pacific Peoples nfd	21
Total	55

Year: 2017

Disability	Number of Employees
Physical - Agility	0
Physical - Other	1
Sensory - Hearing	1
Sensory - Seeing	1
Other	2
No Disability	57
Unknown	1
Total	63

Sex	Number of Employees
F	43
M	19
Total	62

Ethnicity	Number of Employees
Cook Islands Māori	4
Fijian	1
Indigenous	0
Australian	0
Niuean	3
Pitcairn Islander	1
Samoan	27
Solomon Islander	1
Tokelauan	3
Tongan	2
Other Pacific Peoples	0
Pacific Peoples nfd	25
Total	67

Year: 2018

Disability	Number of Employees
Physical - Agility	0
Physical - Other	1
Sensory - Hearing	1
Sensory - Seeing	1
Other	2
No Disability	63
Unknown	1
Total	69

Sex	Number of Employees
F	47
M	21
Total	68

Ethnicity	Number of Employees
Cook Islands Māori	4
Fijian	1
Indigenous	0
Australian	0
Niuean	3
Pitcairn Islander	1
Samoan	30
Solomon Islander	1
Tokelauan	3
Tongan	2
Other Pacific Peoples	0
Pacific Peoples nfd	29
Total	74

Year: 2019

Disability	Number of Employees
Physical - Agility	0
Physical - Other	1
Sensory - Hearing	1
Sensory - Seeing	1
Other	2
No Disability	70
Unknown	1
Total	76

Sex	Number of Employees
F	51
M	24
Total	75

Ethnicity	Number of Employees
Cook Islands Māori	5
Fijian	1
Indigenous Australian	0
Niuean	3
Pitcairn Islander	1
Samoan	31
Solomon Islander	1
Tokelauan	3
Tongan	1
Other Pacific Peoples	0
Pacific Peoples nfd	35
Total	81

Year: 2020

Disability	Number of Employees
Physical - Agility	1
Physical - Other	1
Sensory - Hearing	1
Sensory - Seeing	1
Other	1
No Disability	78
Unknown	1
Total	84

Sex	Number of Employees
F	56
M	27
Total	83

Ethnicity	Number of Employees
Cook Islands Māori	3
Fijian	2
Indigenous Australian	1
Niuean	4
Pitcairn Islander	1
Samoan	26
Solomon Islander	0
Tokelauan	2
Tongan	2
Other Pacific Peoples	0
Pacific Peoples nfd	47
Total	88

Year: 2021

Disability	Number of Employees
Physical - Agility	1
Physical - Other	1
Sensory - Hearing	1
Sensory - Seeing	1
Other	1
No Disability	102
Unknown	1
Total	108

Sex	Number of Employees
F	68
M	39
Total	107

Ethnicity	Number of Employees
Cook Islands Māori	4
Fijian	2
Indigenous Australian	1
Niuean	5
Pitcairn Islander	1
Samoan	33
Solomon Islander	1
Tokelauan	4
Tongan	4
Other Pacific Peoples	0
Pacific Peoples nfd	65
Total	120

Year: 2022

Disability	Number of Employees
Physical - Agility	1
Physical - Other	1
Sensory - Hearing	2
Sensory - Seeing	0
Other	1
No Disability	122
Unknown	1
Total	128

Sex	Number of Employees
F	80
M	47
Total	127

Ethnicity	Number of Employees
Cook Islands Māori	4
Fijian	3
Indigenous Australian	1
Niuean	5
Pitcairn Islander	1
Samoan	39
Solomon Islander	2
Tokelauan	6
Tongan	8
Other Pacific Peoples	0
Pacific Peoples nfd	82
Total	151