

5 April 2022

s 9(2)(a)

By email: **s 9(2)(a)**
Ref: H202203865

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 the Ministry of Health (the Ministry) 11 March 2022. I will respond to each part of your request in turn.

1: What is your policy on employing disabled people in roles where they can influence the experience of fellow disabled people?

The Ministry does not have a specific disability employment policy, however there are equal opportunities recruitment guidelines.

The Ministry's recruitment policy commits to actively promote and support diversity by ensuring its recruitment processes enable candidates from a wide range of backgrounds, perspectives, and experiences, including lived experiences to apply.

The Ministry's selection panel guidelines provide guidance on how to best support people with a range of differing needs through the selection process.

All Ministry staff are treated fairly and equitably, regardless of individual differences such as disability, race, ethnic origin, age, gender, sexual orientation, marital status, ethical or religious beliefs, or family responsibilities. The Ministry values lived experience, and proactively reaches out to a wide range of networks within the disabled community to promote employment opportunities, particularly for roles which interface with the disabled community.

2: How many staff work in the area of disability service provision in any and all parts of your organisation?

As of Monday 28 March, the Ministry's Disability Directorate has 155 staff occupying the equivalent of 135.49 full time equivalent positions. This includes a work programme focussing on policy development and commissioning (including designing, implementing, monitoring and operating) a sustainable system that supports disabled people and their whānau/families. Of these, 49 staff occupy the equivalent of 47.62 full time equivalent positions that provide service provision to disabled people through the Enabling Good Lives (EGL) prototypes in Christchurch and Mid-Central (Mana Whaikaha). Please note several staff are on less than 1.0 FTE.

You can find information on total staff numbers in the table below.

	Total Staff	Total FTE	Contractors	Vacancies
All except EGL	106	87.87	25	11
EGL	49	47.62	0	1
Total	155	135.49	25	12

3: How many staff working in disability service provision in any and all areas of your organisation themselves experience disabling barriers related to significant impairment(s)?

Across the Ministry, 85 staff (4.7%) have self-identified as having a disability. Within the Disability Directorate, 21 staff (17.8%) have self-identified as having a disability. There are 12 staff across EGL and Mana Whaikaha who have self-identified as having a disability.

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 Ministry 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**