

18-D-02830

s 9(2)(a)

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Dear s 9(2)(a)

Official information request

Thank you for your email of 20 December 2018 requesting the following under the Official Information Act 1982 (the Act):

For the period between from 2014 -2018 (please provide information per year and region).

1. *How many (formal and verbal) personal grievances and workplace bullying complaints have been laid by current/former staff /contractors at the Ministry for the Environment?*
2. *Please provide a general breakdown of the nature of the personal grievances and complaints - for example workplace bullying, or sexual harassment, employment related (performance).*
3. *How many were resolved?*
4. *How many of the complainants (broken down by reason) left on sick leave/ stress leave /anxiety/ PG /resigned etc as a result of their case?*
5. *How many were offered exit interviews?*
6. *How many took up an exit interviews?*
7. *How many still work for the Ministry?*
8. *What role was the alleged bully in - eg manager, supervisor, another employee.*
9. *Please provide a general breakdown of the nature of these complaints, per year?*
10. *For the same time period, by year, how many of the employee complaints were received by 'Human Resources'?*
11. *How many of those complaints were investigated internally by 'Human Resources'?*
12. *How many were made to an external organisation?*
13. *How many were externally investigated?*
14. *Please provide the outcome of all investigations.*
15. *Has the ministry been made aware of any cases where suicide was a result of alleged bullying or was attempted/contemplated?*
16. *Does the Ministry have a bullying policy?*

In response to the request, the Ministry can confirm the following for the period between from 2014 -2018:

1. *How many (formal and verbal) personal grievances and workplace bullying complaints have been laid by current/former staff /contractors at the Ministry for the Environment?*

The Ministry is only able to confirm formal complaints and grievances which we have recorded. We can confirm the number of cases of this nature during this period is less than three.

- 2. Please provide a general breakdown of the nature of the personal grievances and complaints - for example workplace bullying, or sexual harassment, employment related (performance).**

Due to the low number of cases, we are withholding this information under section 9(2)(a) of the Act to protect the privacy of natural persons.

- 3. How many were resolved?**

The Ministry can confirm all cases of this nature have been resolved following a formal investigation.

- 4. How many of the complainants (broken down by reason) left on sick leave/ stress leave /anxiety/ PG /resigned etc as a result of their case?**

Due to the low number of cases, we are withholding this information under section 9(2)(a) to protect the privacy of natural persons.

- 5. How many were offered exit interviews?**

All leavers of the Ministry during this time were offered the opportunity to complete an online exit interview anonymously.

- 6. How many took up an exit interviews?**

Due to exit interviews during this time being completed anonymously, the Ministry is unable to confirm whether the individuals affected completed exit interviews.

- 7. How many still work for the Ministry?**

Due to the low number of cases, we are withholding this information under section 9(2)(a) to protect the privacy of natural persons.

- 8. What role was the alleged bully in - eg manager, supervisor, another employee.**

Due to the low number of cases, we are withholding this information under section 9(2)(a) to protect the privacy of natural persons.

- 9. Please provide a general breakdown of the nature of these complaints, per year?**

Due to the low number of cases, we are withholding this information under section 9(2)(a) to protect the privacy of natural persons.

- 10. For the same time period, by year, how many of the employee complaints were received by 'Human Resources'?**

During this time period, the Ministry can confirm all formal complaints and grievances were received by Human Resources.

11. How many of those complaints were investigated internally by 'Human Resources'?

The Ministry can confirm all of the complaints of this nature during this period were investigated internally by Human Resources.

12. How many were made to an external organisation?

None of the cases received were made to an external organisation.

13. How many were externally investigated?

None of the cases received were externally investigated by an external organisation.

14. Please provide the outcome of all investigations.

Due to the low number of cases, we are withholding this information under section 9(2)(a) to protect the privacy of natural persons. However, as stated in question 3 all of the complaints were resolved.

15. Has the ministry been made aware of any cases where suicide was a result of alleged bullying or was attempted/contemplated?

The Ministry has not been made aware of any cases where suicide was a result of alleged bullying or was attempted/contemplated.

16. Does the Ministry have a bullying policy?

Enclosed is the Ministry's Bullying, Harassment and Discrimination Policy which sets out the definitions, responsibilities and expectations of our staff and management. Additionally, all Ministry staff are expected to follow the professional standards set out in the State Services Commission Standards of Integrity (found on their website <http://www.ssc.govt.nz/integrityandconduct>) and the MfE – Caring for our People – Our Responsibilities policies, which is enclosed for you.

You have the right to seek an investigation and review by the Ombudsman of my decision on this request, in accordance with section 28(3) of the Act. The relevant details can be found at: www.ombudsman.parliament.nz.

If you have any queries, please feel free to contact our Executive Relations team.

Sincerely



Neil Hurley
Director – People and Culture