



OIAD-978

25 March 2024

9(2)a

Tēnā koe 9(2)a,

Thank you for your email of 27 February 2024 to the Ministry for the Environment (the Ministry) requesting the following under the Official Information Act 1982 (the Act):

My request is detailed below, and I have attached a spreadsheet for you to fill with the data.

Many public sector employers have recently disestablished roles, or are planning on disestablishing roles. I would like to know how these changes are affecting govt services in relation to Māori and other disadvantaged groups (both internally and externally). My requests are:

Request 1 - For the period starting 1 August 2023 and ending on 29 February 2024:

- How many roles has your organisation disestablished (both vacant and staffed)?*
- Of those disestablished roles, how many relate to:*
 - o Diversity, Equity, and Inclusion (DEI) in general (both internal and external facing)*
 - o Te Ao Māori in general (including but not limited to Crown-Māori relationship, internal training and advice on culture and language, external sector liaison, core business delivered on a By-Māori For-Māori basis, and other)?*
- How many of the disestablished roles were staffed (permanently or temporarily) when they were confirmed as disestablished? Please note, I'm not looking for the number of redundancies - I'm looking for the number of people in roles when they are confirmed as disestablished (which includes people who are later reassigned, redeployed, resign before redundancy, take voluntary redundancy or an exit package, retire, have a fixed term end/not renewed, have a secondment ended, or other reason)*

Request 2 - For the period starting 1 March 2024 and ending on 31 December 2024:

- Is your organisation planning on, or consulting on, disestablishing any roles?*
- If so, how many of these roles relate to:*
 - o Diversity, Equity, and Inclusion (DEI) in general (both internal and external facing)*
 - o Te Ao Māori in general (including but not limited to Crown-Māori relationship, internal training and advice on culture and language, external sector liaison, core business delivered on a By-Māori For-Māori basis, and other)?*

- *Of the roles you are planning or consulting on disestablishing, how many are currently staffed (either permanently or temporarily)?*

Where a role can fit in more than one category, please allocate it to the one that fits best.

In response to the first part of your request, I have provided the relevant data in the attached spreadsheet.

As you may be aware, in late 2023 the Ministry underwent an Operating Model review that affected Tier 2 and 3 leaders. Through this process, five roles that fell into the categories of Diversity, Equity, and Inclusion or Te Ao Māori in general (as defined in your request) were disestablished. However, an equivalent number of roles in these same categories were subsequently established within the Ministry's new structure.

Regarding the second part of your request, no decisions have been made regarding any future consultation processes or organisation-wide changes that may result in the disestablishment of roles for the period 1 March 2024 to 31 December 2024. I must therefore refuse this part of your request under section 18(g)(i) of the Act, as the Ministry does not hold the information requested and I have no reason to believe this information is held by another department.

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

Please note that, due to the public interest in our work, the Ministry publishes responses to requests for official information on our [OIA responses page](#) shortly after the response has been sent. If you have any queries about this, please feel free to contact our Ministerial Services team: ministerials@mfe.govt.nz.

Ngā mihi,



Tracey Kaio
General Manager – People and Capability
Ministry for the Environment | Manatū Mō Te Taiao