



15 December 2022

Tēnā koe

On 31 October 2022, you emailed the Ministry of Social Development (the Ministry) requesting, under the Official Information Act 1982 (the Act), the following information:

- *Staff annual turnover rates 2011/12 and 2021/22*
- *Total employees (FTE) 2011/12 and 2021/22*
- *Average employee salary 2011/12 and 2021/22*
- *Total contractors (FTE) 2011/12 and 2021/22*
- *Total contractor spend 2011/12 and 2021/22*
- *Average contractor hourly rate 2011/12 and 2021/22*
- *Total women in executive leadership team (or similar) 2011/12 and 2021/22*
- *Total Māori in executive leadership team (or similar) 2011/12 and 2021/22*

On 29 November 2022, the Ministry emailed you to advise that more time was required to respond to your request. Under section 15(1) and 15A of the Act, the timeframe to respond was extended to 15 December 2022. The reason for the extension was that the consultations necessary to make a decision were such that a decision could not reasonably be made within the original time limit.

Please note that information from the financial year ending June 2012 included staff from the Child, Youth and Family service line. On 1 April 2017, Oranga Tamariki was established as a separate agency from the Ministry.

The Ministry has decided to provide you with the requested data as at 30 June 2012 and 30 June 2022. If you are interested in viewing an interactive data series from 2000 to present that contains information from the entire public sector, I would like to refer you to the Workforce Data reporting that is published by Te Kawa Mataaho – Public Service Commission, here: [www.publicservice.govt.nz/research-and-data/guidance-data-drilldown-and-technical-guidance/](http://www.publicservice.govt.nz/research-and-data/guidance-data-drilldown-and-technical-guidance/).

I will address each of your questions in turn for the sake of clarity.

- *Staff annual turnover rates 2011/12 and 2021/22*

Please see **Table One** below which shows the annual staff turnover rates for the financial years June 2012 and June 2022.

**Table One: Annual staff turnover rates for the financial years ending June 2012 and June 2022.**

<b>June 2012</b>	<b>June 2022</b>
10.0%	16.8%

**Notes for Table One:**

- The annual staff turnover rate is based on the unplanned turnover.
- This figure includes cessations of permanent employees due to resignations and other forms of cessation such as retirement, death and dismissal.
- It does not include cessations due to restructuring, or cessations of fixed-term employees.
- The average length of service for Ministry employees is 9.1 years.
- The 2012 data includes staff in the Child, Youth and Family service line which was part of the Ministry from mid-2006 to the end of the first quarter 2017.
- *Total employees (FTE) 2011/12 and 2021/22*

Please see **Table Two** below which shows the number of full-time equivalent employees employed by the Ministry for the financial years ending June 2012 and June 2022.

**Table Two: The number of FTE employees employed by the Ministry for the financial years ending June 2012 and June 2022.**

<b>June 2012</b>	<b>June 2022</b>
9,193.5	8,805.8

**Notes for Table Two:**

- The Ministry has included only permanent and fixed term employees in the calculation of total full-time equivalent (FTE) employees.

- The 2012 data includes staff in the Child, Youth and Family service line which was part of the Ministry from mid-2006 to the end of the first quarter 2017.
- *Average employee salary 2011/12 and 2021/22*

Please see **Table Three** below which shows the average salary of Ministry employees for the financial years ending June 2012 and June 2022.

**Table Three: The average salary of Ministry employees for the financial years ending June 2012 and June 2022.**

June 2012	June 2022
\$61,696	\$79,376

**Note for Table Three:**

- The 2012 data includes staff in the Child, Youth and Family service line which was part of the Ministry from mid-2006 to the end of the first quarter 2017.
- *Total contractors spend 2011/12 and 2021/22*

The total expenditure on contractors and consultants is available in the Ministry’s Annual Reports, which are published online.

You can view information for the financial year ending June 2012 on page 93 of the *Annual Report 2011-2012*, here: [www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/corporate/annual-report/2012/annual-report-2011-2012.pdf](http://www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/corporate/annual-report/2012/annual-report-2011-2012.pdf).

You can view information for the financial year ending June 2022 on page 128 of the *Annual Report 2021-2022*, here: [www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/corporate/annual-report/2022/annual-report-2021-2022.pdf](http://www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/corporate/annual-report/2022/annual-report-2021-2022.pdf).

- *Total contractors (FTE) 2011/12 and 2021/22*
- *Average contractor hourly rate 2011/12 and 2021/22*

The Ministry is unable to provide you with either the total number of contractors or the average hourly rate for contractors as it is not recorded centrally. In order to provide you with this information, the Ministry would need to divert personnel from their core duties and allocate extra time to complete this task. The diversion of these resources would impair the

Ministry's ability to continue standard operations and would be an inefficient use of the Ministry's resources. As such, your request is refused under section 18(f) of the Act, requires substantial collusion. The greater public interest is in the effective and efficient administration of the public service.

I have considered whether the Ministry would be able to respond to your requests given extra time, or the ability to charge for the information requested. I have concluded that, in either case, the Ministry's ability to undertake its work would still be prejudiced.

- *Total women in executive leadership team (or similar) 2011/12 and 2021/22*
- *Total Māori in executive leadership team (or similar) 2011/12 and 2021/22*

The Ministry has interpreted your request for the 'executive leadership team' to align with the Senior Management group as reported in the Annual Workforce data to Te Kawa Mataaho – Public Service Commission

Please see **Table Four** below which shows the number of employees in the Ministry's Senior Management group for the financial years ending June 2012 and June 2022, broken down by gender and ethnicity.

**Table Four: The number of employees in the Ministry's Senior Management group for the financial years ending June 2012 and June 2022, broken down by gender and ethnicity.**

	<b>June 2012</b>	<b>June 2022</b>
<b>Total employees in the Ministry's Senior Management group</b>	86	80
<b>Total number of women in the Ministry's Senior Management group</b>	48	48
<b>Total number of Māori in the Ministry's Senior Management group</b>	9	10

**Notes for Table Four:**

- The Ministry does not require staff members to report their ethnicity.
- Please note that the ethnicity reporting in the table above is based on the staff who reported their ethnicity.

- The Chief Executive is excluded from this data as they are employed by Te Kawa Mataaho – Public Service Commission.
- The 2012 data includes staff in the Child, Youth and Family service line which was part of the Ministry from mid-2006 to the end of the first quarter 2017.

The principles and purposes of the Official Information Act 1982 under which you made your request are:

- to create greater openness and transparency about the plans, work and activities of the Government,
- to increase the ability of the public to participate in the making and administration of our laws and policies and
- to lead to greater accountability in the conduct of public affairs.

This Ministry fully supports those principles and purposes. The Ministry therefore intends to make the information contained in this letter and any attached documents available to the wider public. The Ministry will do this by publishing this letter and attachments on the Ministry's website. Your personal details will be deleted, and the Ministry will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this response with us, please feel free to contact [OIA\\_Requests@msd.govt.nz](mailto:OIA_Requests@msd.govt.nz).

If you are not satisfied with this response regarding Ministry employees, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or 0800 802 602.

Ngā mihi nui



Cain McLeod  
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