



7 April 2025

Tēnā koe

### **Official Information Act request**

Thank you for your email of 31 March 2025, requesting information about Compassionate payment and Tenure payment policies at the Ministry of Social Development (the Ministry).

I have considered your request under the Official Information Act 1982 (the Act). Please find my decision on your request set out below.

The Ministry does not have a Tenure Payment, although some employees retain grand-parented retirement provisions that could be a factor when assessing a Compassionate Grant. If the employee had Long Service Leave entitlements, this would be paid out in any final pay.

### ***Compassionate Grant***

Provision for a compassionate grant is within the employment agreement, so it forms a term and condition of employment. However, the payment is discretionary, as is the amount. Wording is consistent across collective and individual agreements. The following wording is taken from the National Office and Ministry of Youth Development collective agreement:

#### ***12.9 Compassionate grant***

*On the death of a staff member MSD may approve a cash grant to:*

- *The surviving partner; or*
- *Dependent children; or*
- *The estate of the deceased employee.*

*This cash grant will be calculated in accordance with retiring leave tables. Where the deceased employee had an entitlement to retiring leave prior to their death the cash grant, where approved, will be in lieu of any retirement leave entitlement (that may otherwise have become due) and is not in addition to any retirement leave entitlement that may otherwise have become due. For employees who are not eligible for retiring leave then their calculation will be based on a payment of at least 65 days.*

Upon the death of an employee, payment of an amount is assessed within the parameters above. On average, the Ministry processes approximately 10 compassionate payments a year.

### ***Personal Accident Insurance***

In addition to the Compassionate Grant, the Ministry provides Personal Accident Insurance as a benefit for employees. This can provide lump sum amounts for death or injury by accident. It is important to note that this is an insurance policy of which the Ministry is not involved in assessing or deciding the claim.

All decisions on whether to accept or decline a claim, or the quantum, is at the sole discretion of the insurer. As part of pastoral care, the Ministry does assist relatives in having an awareness of the ability to claim and to complete the necessary paperwork.

Please see attached the Personal Accident insurance webpage.

I will be publishing this decision letter, with your personal details deleted, on the Ministry's website in due course.

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 my decision on your request, 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

pp. 

Anna Graham  
**General Manager**  
**Ministerial and Executive Services**