

Reference: 20190401

16 July 2019



s9(2)(a)

Dear s9(2)(a)

Thank you for your Official Information Act request, received on 18 June 2019. You requested the following:

How many staff do you employ?
Do you measure the gender make-up of your staff?
What percentage of your staff are female?
What percentage of your senior management are female?
Do you measure the ethnic make-up of your staff?
What percentage of your staff are NZ European?
What percentage of your staff are Māori?
What percentage of your staff are Pacific Islanders?
What percentage of your staff identify as Asian?
What percentage of your staff are Middle Eastern/Latin American/African?
What percentage of your staff are of another ethnicity?
What percentage of your senior management are NZ European/Pākehā?
What percentage of your senior management are Māori?
What percentage of your senior management are Pacific Islanders?
What percentage of your senior management identify as Asian?
What percentage of your senior management are Middle Eastern/Latin American /African?
What percentage of your senior management are of another ethnicity?

Are there any plans in place to encourage diversity [diversity] in staffing and the daily [daily] operation of the Ministry/department?
What is being done to encourage diversity?
Is there any diversity training offered to staff?
Describe any diversity training offered?
How is diversity considered within your employment process? (e.g. blind CVs)
Have you had to manage any issues/complaints of racism in the workplace?
How many racism issues/complaints have you had in the last five years?
If issues/complaints of racism occurred, what happened?

Unfortunately, the Treasury does not have a Google account, so we are unable to provide this information in the format requested, however we are providing the answers to your questions below.

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<https://treasury.govt.nz>

Please also note, the provision of ethnicity information is optional for Treasury staff. If provided at the time of their employment, it is manually entered into the Treasury's human resources information system. Staff can ask for their details to be changed at any time during their tenure. Therefore the information provided below only covers what is captured in our system and not all employee's information.

Additionally, as per our previous correspondence on 2 July 2019, "senior management" is classified as the executive leadership team comprising of seven people.

Information Being Released

How many staff do you employ?	564
Do you measure the gender make-up of your staff?	Yes
What percentage of your staff are female?	50%
What percentage of your senior management are female?	29%
Do you measure the ethnic make-up of your staff?	Yes
What percentage of your staff are NZ European?	66%
What percentage of your staff are Māori?	5%
What percentage of your staff are Pacific Islanders?	1%
What percentage of your staff identify as Asian?	10%
What percentage of your staff are Middle Eastern / Latin American / African?	0.35%
What percentage of your staff are of another ethnicity?	2%
What percentage of your senior management are NZ European/Pākehā?	57%
What percentage of your senior management are Māori?	0%
What percentage of your senior management are Pacific Islanders?	0%
What percentage of your senior management identify as Asian?	14%
What percentage of your senior management are Middle Eastern / Latin American / African?	0%
What percentage of your senior management are of another ethnicity?	0%

Are there any plans in place to encourage diversity in staffing and the daily operation of the Ministry/department?

Yes. The Treasury advocates and supports more diverse and inclusive workplaces as part of its role within the State Sector and wider via its engagement with external bodies. The Treasury is committed to being an inclusive place to work where diversity is valued in all of our people.

A number of our publicly available strategy documents that relate to diversity and inclusion are as follows:

Date	Document Title	Website Address
	The Treasury Annual Report 2017/18	https://treasury.govt.nz/sites/default/files/2018-10/ar17-18.pdf
	The Treasury Statement of Intent July 2017 – June 2021	https://treasury.govt.nz/sites/default/files/2018-03/soi-treasury-17-21.pdf
21 June 2018	Speech: Human Capital and the Living Standards Framework	https://treasury.govt.nz/publications/speech/human-capital-and-living-standards-framework
14 September 2016	Speech: Harnessing the Diversity Dynamic: Leading by Example	https://treasury.govt.nz/publications/speech/harnessing-diversity-dynamic-leading-example
6 July 2017	Media statement: Diversity and Inclusion work pays dividend for the Treasury	https://treasury.govt.nz/publications/media-statement/diversity-and-inclusion-work-pays-dividend-treasury
12 April 2017	Speech: Diversity and Inclusion: Why it Works at Work	https://treasury.govt.nz/publications/speech/diversity-and-inclusion-why-it-works-work
18 March 2016	Media statement: The Treasury Championing Change in Diversity and Inclusion	https://treasury.govt.nz/publications/media-statement/treasury-championing-change-diversity-and-inclusion
1 November 2012	Speech: The Changing Face of the Treasury	https://treasury.govt.nz/publications/speech/changing-face-treasury
8 August 2014	Speech: Stewardship, Diversity and Risk: Public Service Leadership in the Modern Era	https://treasury.govt.nz/publications/speech/stewardship-diversity-and-risk-public-service-leadership-modern-era

What is being done to encourage diversity?

The Treasury has a diversity strategy and action plan which we are working towards meeting. A Diversity Network group reviews progress and a monthly progress report is provided by the People & Wellbeing team to a sub group of senior leaders.

Is there any diversity training offered to staff?

Yes

How is diversity considered within your employment process? (e.g. blind CVs)

The Treasury's diversity programme is well-established, and it is acknowledged by leadership that hiring for and enabling diversity of thought is important to the organisation.

Our approach to recruitment is to source, attract, and select the best diverse talent in the market that can meet our current and future capabilities.

We use CV anonymization during the initial stages of the hiring process for graduates and intern positions.

At the planning stage of recruitment, diversity is considered when formulating job advertisements. When advertising, consideration is given to ensuring it reaches a wide and diverse audience. Also, certain groups are actively targeted.

At the selection stage of recruitment, diversity is considered through the methods used and how decisions are made. Also, when final appointment decisions are made, diversity is considered by ensuring remuneration takes into account internal relativity data and gender equality.

Have you had to manage any issues/complaints of racism in the workplace?

No known instances in the last five years, as at 30 June 2019.

How many racism issues/complaints have you had in the last five years?

No known instances in the last five years, as at 30 June 2019.

If issues/complaints of racism occurred, what happened?

Not applicable

This reply addresses the information you requested. You have the right to ask the Ombudsman to investigate and review my decision.

Yours sincerely

Fiona Foster
Chief People Officer