

8/05/2024

By email to: [REDACTED]

Dear [REDACTED]

### **OFFICIAL INFORMATION ACT REQUEST 2024/25**

On Tuesday, 9 April 2024, you made a request under the Official Information Act 1982 (the OIA) for the following information:

- *The policy around paying staff during times where games, parties, and quizzes occur when there is little work to do.*
- *Likely early in 2023. This may also include or be referred to as team bonding.*
- *The total estimated staff who would have spent work hours doing this.*
- *A estimate on the total cost of lost hours when this was happening.*

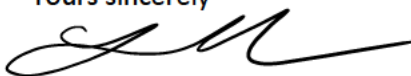
We are declining your request under section 18(e) of the Official Information Act. The Electoral Commission does not have a specific policy on payment or non-payment of staff who have spent work hours on activities such as team bonding. The Commission also does not collect information on the total estimated staff who have spent work hours on these activities, nor do we collect information on the total cost of lost hours for time spent on these activities.

As a good employer, a supportive culture is as important as the conditions we provide each staff member and while we don't have a policy on this, or track time, teams do spend time bonding through quizzes, morning teas, and other activities.

In the interests of transparency, we release responses to Official Information Act requests every 3 months. We will publish this response with your personal details redacted.

You have the right under section 28(3) of the Act to make a complaint to the Ombudsman if you are not satisfied with the response to your request. Information about how to do this is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or by phoning 0800 802 602.

Yours sincerely



Lucy Hickman  
Deputy Chief Executive Enterprise Services