

All staff meeting Friday 14 February 2025

[REDACTED]

[REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

- [REDACTED]
- [REDACTED]

- [REDACTED]
- [REDACTED]

[REDACTED]

- [REDACTED]
- [REDACTED]

[REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

[REDACTED]

- [REDACTED]
- [REDACTED]

[REDACTED]

ERA case

- On a slightly related matter, you may be aware that there has recently been an Employment Relations Authority case published
- I won't talk specifically about that situation as obviously that's an employment matter, but I do want to acknowledge that we are aware the case has now been published
- The case makes it clear that the security of all our systems is critically important, particularly during an election, and this was a focus in this situation
- The case did raise a couple of processes where we can do better, specifically around induction, onboarding and disciplinary processes
- We acknowledge this and we're working to address where we can improve.

[REDACTED]

■ [REDACTED]

[REDACTED]

■ [REDACTED]

[REDACTED]

From: [Jessie \[REDACTED\]](#)
To: [Karl Le Quesne](#); [Lucy Hickman](#)
Cc: [Karen \[REDACTED\]](#)
Subject: All staff meeting talking points
Date: Thursday, 13 February 2025 11:18:00 am
Attachments: [image001.png](#)
[image002.png](#)

Kia ora Karl

Please see talking points for tomorrow's all staff meeting here: [14022025 All Staff meeting.docx](#)

After our conversation yesterday, I have added in some notes on the final page in yellow around the publication of the ERA case. [@Lucy Hickman](#) – we have had a couple of questions come in about this and Karl is happy to front foot it – could you please look at what we've drafted as well.

Any questions, let me know.

Ngā mihi

Jessie

Jessie [REDACTED] (she/her) | Organisational Communications Lead | Electoral Commission | Te Kaitiaki Take Kōwhiri | PO Box 3220 | Level 4, 34-42 Manners Street | Wellington | [vote.nz](#) | [elections.nz](#)



10/02 2:42 pm

Hi Jo, anonymous question for the all of staff meeting that relates to a recent Employment Relations Authority judgement which I will attach. Question is below



Paulsen judgement - ERA 1.pdf



In light of the recent public release of the ERA decision involving a former IT team member, what comments would you like to share, how are you supporting the current IT team, and what measures will you implement to prevent a similar situation from arising in the future? Overall, how are you going to strengthen the employment relations processes and educate all managers on being a good faith employer?

Definitely anonymous please 😊





Jo [REDACTED] 10/02 2:54 pm

Leave it with me [REDACTED] Will definitely keep it anonymous but will talk to Jessie about how it's worded. When was the judgement released?

10/02 2:57 pm



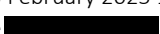



late January I think




From: [Karl Le Quesne](#)
To: [Jessie](#)  [Lucy Hickman](#)
Cc: [Karen](#) 
Subject: RE: All staff meeting talking points
Date: Thursday, 13 February 2025 1:49:27 pm
Attachments: [image001.png](#)
[image002.png](#)

Thanks

Karl

From: Jessie  <@elections.govt.nz>
Sent: Thursday, 13 February 2025 11:19 am
To: Karl Le Quesne @elections.govt.nz; Lucy Hickman <@elections.govt.nz>
Cc: Karen  @elections.govt.nz>
Subject: All staff meeting talking points

Kia ora Karl

Please see talking points for tomorrow's all staff meeting here:  [14022025 All Staff meeting.docx](#)

After our conversation yesterday, I have added in some notes on the final page in yellow around the publication of the ERA case. [@Lucy Hickman](#) – we have had a couple of questions come in about this and Karl is happy to front foot it – could you please look at what we've drafted as well.

Any questions, let me know.

Ngā mihi

Jessie

Jessie  (she/her) | Organisational Communications Lead | Electoral Commission | Te Kaitiaki Take Kōwhiri | PO Box 3220 | Level 4, 34-42 Manners Street | Wellington | [vote.nz](#) | [elections.nz](#)



From: [Lucy Hickman](#)
To: [Jessie \[REDACTED\]](#) [Karl Le Quesne](#)
Cc: [Karen \[REDACTED\]](#)
Subject: RE: All staff meeting talking points
Date: Thursday, 13 February 2025 11:37:48 am
Attachments: [image001.png](#)
[image002.png](#)


Thanks Jessie – I am happy with what you have drafted

Ngā mihi

Lucy Hickman (she/her) | Deputy Chief Executive, Enterprise Services

From: Jessie [REDACTED] [REDACTED]@elections.govt.nz>
Sent: Thursday, 13 February 2025 11:19 am
To: Karl Le Quesne [REDACTED]@elections.govt.nz>; Lucy Hickman <[REDACTED]@elections.govt.nz>
Cc: Karen [REDACTED] [REDACTED]@elections.govt.nz>
Subject: All staff meeting talking points

Kia ora Karl

Please see talking points for tomorrow's all staff meeting here:  [14022025 All Staff meeting.docx](#)

After our conversation yesterday, I have added in some notes on the final page in yellow around the publication of the ERA case. [@Lucy Hickman](#) – we have had a couple of questions come in about this and Karl is happy to front foot it – could you please look at what we've drafted as well.

Any questions, let me know.

Ngā mihi

Jessie

Jessie [REDACTED] (she/her) | Organisational Communications Lead | Electoral Commission | Te Kaitiaki Take Kōwhiri | PO Box 3220 | Level 4, 34-42 Manners Street | Wellington | [vote.nz](#) | [elections.nz](#)

