

1/08/2024

By email to: [REDACTED]

Dear [REDACTED]

OFFICIAL INFORMATION ACT REQUEST 2024/48

On Friday, 5 July 2024 you made a request under the Official Information Act 1982 (the OIA) for the following information:

- 1- The number of Personal Grievances raised in your agency in the last 3 years broken down by year , and categories (for example: Bullying, Unjustifiably disadvantaged, constructive dismissal etc)*
- 2- (in the last 3 years) The number of Mediation that took place broken down by year*
- 3- (in the last 3 years) The number of successful mediation broken down by year*
- 4- (in the last 3 years) Of the PGs raised, how many went to Employment Relations Authority broken down by year?*
- 5- (in the last 3 years) How many cases were found against the agency broken down by year?*
- 6- (in the last 3 years) How much money – in total- were paid to settle these cases / or pay the fee required by ERA broken down by year? This includes cases that did not go to ERA, but was paid compensation according to the Employment Act.*
- 7- How much money was covered by the agency's liability insurance?*
- 8- (in the last 3 years) How much money – in total – were paid to external Legal consultants to defend the cases filed in ERA or to prepare the responses to the case broken down by year?*
- 9- (in the last 3 years) How many ERA cases resulted in reinstatement of employee broken down by year?*
- 10- If a case is found against the agency (the agency lost), what are the consequences to the Manager involved in the incident?*

Please find answers to your questions below.

Please note that figures for the 2023/24 year included mediation undertaken with temporary employees who worked at the 2023 General Election. The Electoral Commission employed more than 20,000 temporary staff in the 2023/24 year to assist with the General Election.

Figures have been provided per financial year: 1 July – 30 June the following year.

1. *The number of Personal Grievances raised in your agency in the last 3 years broken down by year, and categories (for example: Bullying, unjustifiably disadvantaged, constructive dismissal etc)*

Year	Number raised	Category
2023/2024	1	Hurt & Humiliation
	5	Unjustifiably disadvantaged
2022/2023	0	N/A
2021/2022	0	N/A

2. *(in the last 3 years) The number of Mediation that took place broken down by year*

Year	Number raised
2023/2024	11
2022/2023	2
2021/2022	2

3. *(in the last 3 years) The number of successful mediation broken down by year*

Year	Number raised	Number successful
2023/2024	11	8
2022/2023	2	2
2021/2022	2	2

4. *(in the last 3 years) Of the PGs raised, how many went to Employment Relations Authority broken down by year?*

Year	Number went to Employment Relations Authority
2023/2024	0
2022/2023	0
2021/2022	0

5. *(in the last 3 years) How many cases were found against the agency broken down by year?*

Year	Number of cases found against the Commission
2023/2024	0
2022/2023	0
2021/2022	0

6. *(in the last 3 years) How much money – in total- were paid to settle these cases / or pay the fee required by ERA broken down by year? This includes cases that did not go to ERA, but was paid compensation according to the Employment Relations Act.*

Year	Settlement
2023/2024	\$236,440.28
2022/2023	\$74,066.06
2021/2022	\$45,967.83

7. *How much money was covered by the agency's liability insurance?*

Nil

8. *(in the last 3 years) How much money – in total – were paid to external Legal consultants to defend the cases filed in ERA or to prepare the responses to the case broken down by year?*

Nil

9. *(in the last 3 years) How many ERA cases resulted in reinstatement of employee broken down by year?*

Nil

10. *If a case is found against the agency (the agency lost), what are the consequences to the manager involved in the incident?*

Consequences for a manager involved in an incident of this nature would be considered on a case-by-case basis and would be managed at the discretion of the Electoral Commission.

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 or by phoning 0800 802 602.

Yours sincerely



Lucy Hickman
Deputy Chief Executive Enterprise Services