

26 March 2025

By email to: [REDACTED]

Dear [REDACTED]

OFFICIAL INFORMATION ACT REQUEST 2025/10

On 28 February 2025 you made a request under the Official Information Act 1982 (the OIA) for the following information:

- 1. all preparatory briefings for the Employment Relations Authority hearing of PAULSEN v THE ELECTORAL COMMISSION.*
- 2. all internal correspondence relating to the Electoral Commission's defence of PAULSEN v THE ELECTORAL COMMISSION*
- 3. all internal correspondence following the ERA determination in PAULSEN v THE ELECTORAL COMMISSION*
- 4. all internal guidance and processes for dealing with employment disciplinary matters*

Items 1 and 2

Preparatory briefings for the Employment Relations Authority hearing and internal correspondence relating to the Electoral Commission's defence are withheld under section 9(2)(h) of the OIA on the ground that the withholding of the information is necessary to maintain legal professional privilege and under section 9(2)(a) on the ground that the withholding of the information is necessary to protect the privacy of natural persons. I am satisfied that the reasons for withholding of the information are not outweighed by other considerations which render it desirable, in the public interest, to make that information available.

Item 3

We have assumed from the context of your request that you are requesting all internal correspondence following the ERA determination in *PAULSEN v THE ELECTORAL COMMISSION* about the case. Internal correspondence requested is withheld under section 9(2)(h) of the OIA on the ground that the withholding of the information is necessary to maintain legal professional privilege. I am satisfied that the reasons for withholding of the information are not outweighed by other considerations which render it desirable, in the public interest, to make that information available.

Item 4

Copies of the Electoral Commission's policies are attached.

The Commission has carefully reviewed and is working to address the Court's findings in the [case](#) including improving our induction, onboarding and disciplinary processes.

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