

28 March 2025

By email to: [REDACTED]

Dear [REDACTED]

OFFICIAL INFORMATION ACT REQUEST 2025/11

On the evening of Thursday 27 February, 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 for the year of 2020 and categories (for example: Bullying, Unjustifiably disadvantaged, constructive dismissal etc)*
- 2- *for 2020 the number of Mediations that took place broken down by year*
- 3- *for 2020 the number of successful mediation broken down by year*
- 4- *for 2020, of the PGs raised, how many went to Employment Relations Authority broken down by year?*
- 5- *for 2020 how many cases were found against the agency broken down by year?*
- 6- *for 2020, how much money – in total- were paid to settle these cases / or pay the fee required by ERA? 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 2020 how much money – in total – were paid to external Legal consultants to defend the cases filed in ERA or to prepare the responses?*
- 9- *on 2020 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 were the consequences to the Manager involved in the incident?"*

Responses to each of your questions are listed below:

1. *The number of Personal Grievances raised in your agency for the year of 2020 and categories (for example: Bullying, Unjustifiably disadvantaged, constructive dismissal etc)*
One personal grievance was raised for bullying in the workplace.
2. *for 2020 the number of Mediations that took place broken down by year*
Nil.
3. *for 2020 the number of successful mediation broken down by year*
Nil.

4. *for 2020, of the PGs raised, how many went to Employment Relations Authority broken down by year?*
Nil.
5. *for 2020 how many cases were found against the agency broken down by year?*
Nil.
6. *for 2020, how much money – in total- were paid to settle these cases / or pay the fee required by ERA? This includes cases that did not go to ERA, but was paid compensation according to the Employment Act.*
Nil.
7. *how much money was covered by the agency's liability insurance?*
Nil.
8. *in 2020 how much money – in total – were paid to external Legal consultants to defend the cases filed in ERA or to prepare the responses?*
Nil.
9. *on 2020 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 were the consequences to the Manager involved in the incident?"*
There were no ERA cases in 2020.

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