

16 May 2023

DOIA23/110
DOIA23/109

s9(2)(a)

Tēnā koe s9(2)(a)

I refer to your requests received on 1 May 2023, which has been considered under the Official Information Act 1982 (OIA), for the following information:

1. *Please provide a breakdown of all the bonuses/pay awards your organisation has given out to its employees in the 2022/2023 financial year.*
 - *Please ensure this breakdown includes job title, position description, salary band and an indication of the value of the salary band.*
 - *By breakdown I mean the number of bonuses/pay awards given out and the value of each bonus.*
 - *For any senior officials within the department, I would like the same information in a separate summary.*
2. *For 2020/21, 2021/22 and 2022/23 (to date) broken down by year please provide:*
 - *Staff sickness absence figures for each team in your Department. Also detail each team's average sickness days against departmental sickness targets.*
3. *For 2020/21, 2021/22 and 2022/23 (to date) broken down by year please provide:*
 - *Number of resignations within each team. If you do not collate resignation figures for each department please provide figures for the Department as a whole.*

Before responding it is important to advise you that this type of information is often reported as part of the Parliament's Select Committee processes which are undertaken yearly and published on Parliament's website. In particular, we refer you to the Ministry's annual review document for the 2021/22 financial year which can be found here:

<https://selectcommittees.parliament.nz/v/1/7b33e358-41ca-49ab-bf8b-752eb2bda29c>. You may wish to note questions 93 (page 62) and question 83 (page 58) which cover the topics you have raised in your request.

Regarding **bonuses**: no bonuses/pay awards were given to employees in 2022/2023. The Government Expectations on Employment Relations in the State Sector, released in April 2018, required Public Service departments to work towards removing performance bonuses from pay. No lump sum payments have been made since that date. This applies to employees at all levels.

Regarding **sick leave usage**, I refer you to the table below:

Sick leave	2022/23	2021/22	2020/21
Average days	6.3 days (at 31/3/23)	4.5 days	3.8 days

Please note, this information is not easily extractable by 'team'. As such, figures provided are Ministry wide.

Finally regarding **resignations**, see the below table noting total Ministry figures (note, this includes retirement):

Resignations	2022/23	2021/22	2020/21
<i>Total</i>	23 (at 31/3/23)	33	30

If you wish to discuss this decision with us, please feel free to contact oia@mch.govt.nz.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Nāku noa, nā
s9(2)(a)

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