



12 September 2023



Ref: OIA-2023/24-0150

Dear

Official Information Act request relating to the number of settlements paid out to staff for complaints against DPMC, and non-disclosure agreements

Thank you for your Official Information Act 1982 (the Act) request received on 15 August 2023. You requested:

“Can you please answer the following questions:

- how many settlements have been paid out to staff for complaints against the department/agency over the last year, the last five years and the last ten years?*
- how many of those settlements included non-disclosure agreements?”*

We have interpreted your request for the number of settlements paid out to staff for complaints against the department as being settlements paid out to staff who have taken a personal grievance against the Department of the Prime Minister and Cabinet (DPMC) or the National Emergency Management Agency (NEMA), a departmental agency hosted by DPMC.

The following table provides the number of settlements paid to staff for personal grievances against DPMC or NEMA in the last year, five years and ten years.

Year of settlement	Count of settlements
This year (2023 to date)	1
Last five years (2019 – 2023)	3
Last ten years (2013 – 2023)	4
Total	4

Notes about the data

Please refer to the following information when reviewing this data:

- The ‘count of settlements’ provides the number of settlements paid to staff in the given time period which are recorded in DPMC’s system as personal grievances.
- The data is provided in calendar years (1 January – 31 December).
- The data for 2023 is for a partial year (1 January – 6 September 2023).
- NEMA was established in 2019. Data provided for the period prior to 2019 includes that related to its predecessor, the Ministry for Civil Defence & Emergency Management.

Information to be withheld

Personal grievances are managed within the relevant employment legislation. Information relating to staff employment including relationship issues is confidential. To the extent that the information exists, it is withheld under section 9(2)(a) of the Act to protect the privacy of natural persons.

All records of settlements between DPMC or NEMA and employees identified were signed by a mediator from Employment Mediation Services within the Ministry of Business, Innovation and Employment and included provisions for confidentiality. All settlement agreements between DPMC or NEMA and its employees in the above cases included provisions for confidentiality.

In making my decision, I have considered the public interest considerations in section 9(1) of the Act. No public interest has been identified that would be sufficient to override the reasons for withholding that information.

You have the right to ask the Ombudsman to investigate and review my decision under section 28(3) of the Act.

This response will be published on DPMC's website during our regular publication cycle. Typically, information is released monthly, or as otherwise determined. Your personal information including name and contact details will be removed for publication.

Yours sincerely



Clare Ward
Executive Director
Strategy, Governance and Engagement