



12 April 2024

MBIE ref: DOIA 2324-2169

Privacy of natural persons  
[Redacted]

Tēnā koe [Redacted]

Thank you for your email of 3 April 2024 to the Ministry of Business, Innovation and Employment (MBIE) requesting, under the Official Information Act (the Act), the following information:

- *I'm just after your policies for staff on Diversity, Equity and Inclusion, and specifically in relation to disabled people. This is just for a comparison on DEI policies across Government.*

#### **Diversity, Equity and Inclusion Policy for Staff**

MBIE does not have a specific policy for staff on Diversity, Equity and Inclusion. For this reason, your request is refused under section 18(e) as the document alleged to contain the information requested does not exist or, despite reasonable efforts to locate it, cannot be found.

However, MBIE does have an inclusion and diversity strategy, *Nō Konei – Belong*, and has nine employee-led networks that have been set up by our employees for them to connect and feel a sense of belonging. In addition, MBIE has a comprehensive induction course for staff which includes a suite of inclusion and diversity modules:

- **Mana Aki**, to help people reflect on their own cultural interactions, and the richness of cultural differences. Mana Aki allows people to learn about differences in perspectives and expectations that occur from working with people from different backgrounds.
- **Nō Konei – Belong**, which reflects the things that are important to us at MBIE. Nō Konei supports engagement with a diverse range of experiences, perspectives and backgrounds.
- **The Wall Walk**, is designed to raise collective awareness of key events in New Zealand's history of bicultural relations, to lift bi-cultural capability across the Ministry.

In 2023, MBIE undertook a project to engage with employees who identify as being neurodivergent, and/or having medical, physical, mental or neurological illnesses, disabilities, impairments, conditions or disorders and learn about their experiences and those of their caregivers and support people. MBIE is currently working on the recommendations generated by the project to learn how we can better support and enable our community to belong and thrive.

You can read further Information about diversity, equity and inclusion at MBIE in our 2022/23 Annual Report, publicly available at the following website link:

## **Policy for Disabled Staff**

MBIE's practice is to provide a fit-for-purpose workplace for all of our people. Reasonable accommodation in relation to a disability could mean different things for different people and requests are managed on a case-by-case basis. Examples of actions MBIE has taken to accommodate disabled employees include flexible working arrangements and provision of specialised equipment, establishment of a disability and neurodiversity employee led network, and a wellbeing/accessibility lens over property projects (site fit outs, flexible working environment design, fleet and parking arrangements).

For your information, MBIE's Flexible Working Policy is publicly available here:

<https://www.mbie.govt.nz/about/who-we-are/flexible-working-at-mbie-policy/>


MBIE does not have a stand-alone policy regarding accommodating disabled employees. However, the MBIE Wellbeing, Health and Safety Policy (updated in September 2023) includes MBIE's Disability Statements. The Statements as an extract are released to you in full and are attached to this letter.

Please note that this response and enclosed documents, with your personal details removed, may be published on the MBIE website: <https://www.mbie.govt.nz/about/open-government-and-official-information/published-official-information-act-requests/>

If you wish to discuss any aspect of your request or this response, or if you require any further assistance, please contact [OIA@mbie.govt.nz](mailto:OIA@mbie.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](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Nāku noa, nā



Jennifer Nathan  
**Chief People Officer**  
**People and Culture**  
**Corporate Services, Finance and Enablement**

# Disability Statements

Mahi Tahi – We are better together.

MBIE is committed to reasonably accommodating the needs of people living with disabilities and supporting their good health. Taha hinengaro (mental health), taha whānau (family health), taha wairua (spiritual health), and taha tinana (physical health).

MBIE will work to ensure wellbeing, continued participation and performance before and during employment of people living with disabilities, at a level that is suitable for their circumstances.

This policy and associated standards, procedures and guidelines outline the wellbeing, health and safety responsibilities of MBIE (as the PCBU), MBIE's Senior Leadership Team (as officers) and MBIE's workers, including managers.

The following policy statements are underpinned by Standards within the Wellbeing, Health and Safety Framework:

1. At MBIE people are at the centre of everything we do, and we will, so far as reasonably practicable, provide a safe and healthy environment for everyone using our facilities and those over which MBIE has an influence. We collaborate and share our knowledge, believing that we're better together – Mahi Tahi - and ensure that workers have access to the information they need to stay safe and well while at work or working (including those living with disabilities)
2. MBIE will ensure workers and other persons are given the appropriate level of protection, so far as is reasonably practicable, against harm to their wellbeing, health, and safety from hazards and risks arising from MBIE's work. To keep our most valuable taonga – our people – safe from harm, we will act in good faith in all matters relating to wellbeing, health and safety.
3. At MBIE, we are committed to engaging with our workers living with disabilities, providing ongoing opportunities for worker participation with regards to wellbeing, health and safety practices. Pae Kahurangi - we will build our future by growing great talent and listening to lead the way.
4. MBIE will support workers with disabilities by promoting and endorsing internal and external groups and organisations that advocate and support workers living with disabilities.
5. MBIE is committed to the wellbeing of all our staff. If someone experiences a disability before or during their employment, we will work support them and to reasonably accommodate their needs to continue in our employment at a level that is suitable for their circumstances.
6. MBIE is an equal opportunities employer and makes recruitment decisions based on merit regardless of the health or disability of a candidate, provided it does not directly affect their ability to perform their role safely.
7. MBIE complies with associated legislation relating to disability rights and support including the *New Zealand Bill of Rights Act 1990* and the *Human Rights Act 1993*.



**Carolyn Tremain**

**Date 18/09/2023**

Chief Executive

Ministry of Business, Innovation and Employment

Title:	Wellbeing, Health, and Safety Policy	Date of Issue:	June 2020	Dep Sec Sponsor:	Deputy Secretary Corporate Services, Finance & Enablement
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