



8 November 2022

Tēnā koe,

Re: Official Information Act (OIA) Request – ethnic breakdown of staff

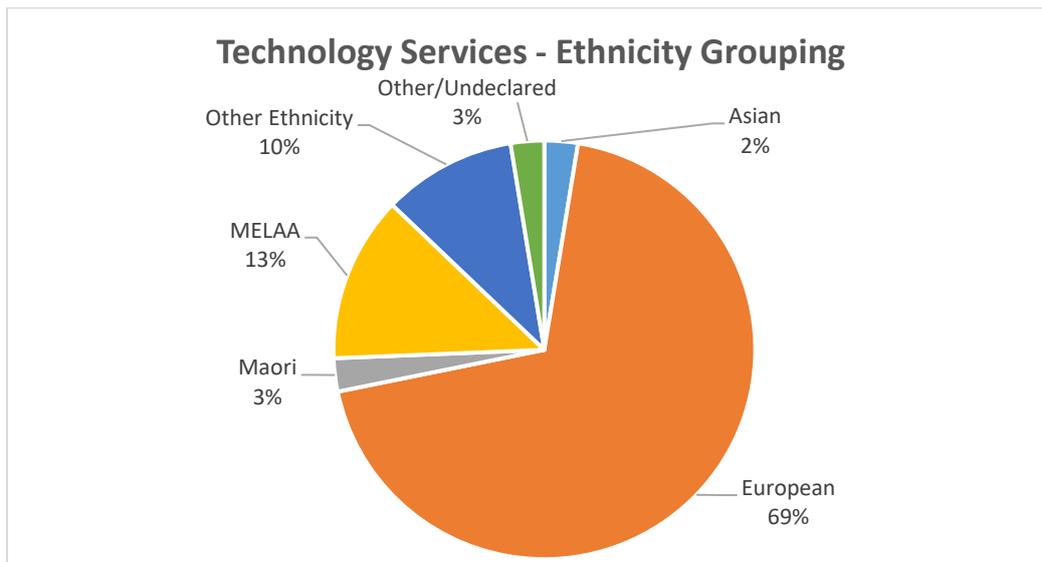
I am writing in response to your email dated 21 October 2022 in which you requested the following information:

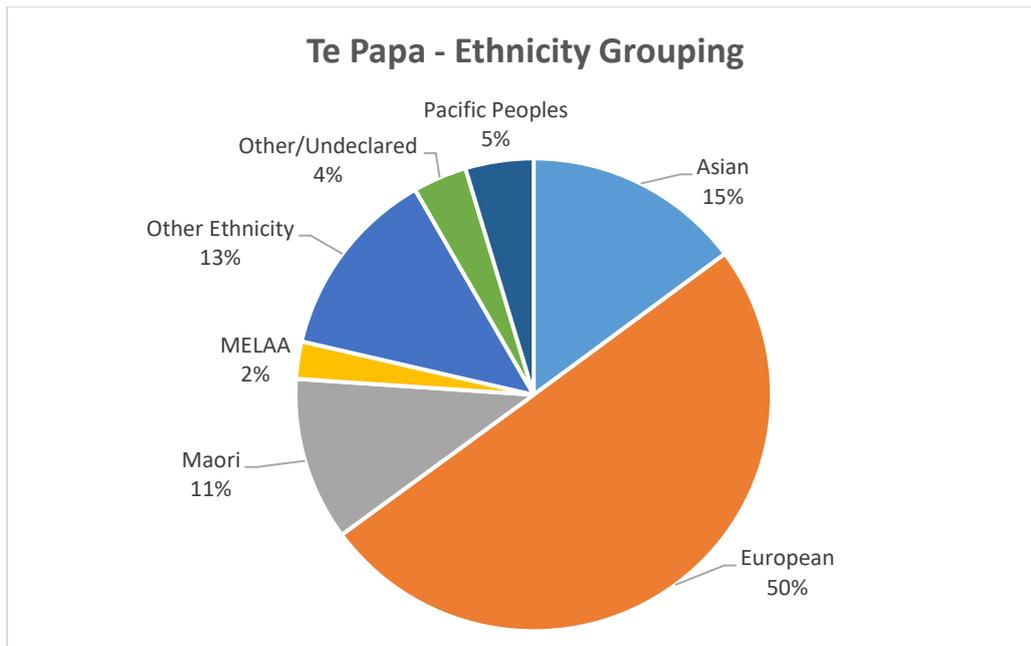
- 1. Information about Ethnic breakdown of Staff in Te papa at all Levels in IT and in Te papa as a whole. Please uses Stats NZ Level 1 ethnic Category.*
- 2. I would to see all evidence under State Sector Act that requires that staffing level to reflect NZ population since passing of this Act 1988 . If there has been a discrepancy in staffing levels at all levels , i would like to seek reasons as why they have existed since te papa has opened*
- 3. I also need to know why then NZ public needs to fund an organisation that has under representation of Pacific peoples at all levels since Te Papa became into Existence .I need that this request will be processed and request receipt*

The response to your queries is outlined below by each question.

1. Information about Ethnic breakdown of Staff in Te papa at all Levels in IT and in Te papa as a whole. Please uses Stats NZ Level 1 ethnic Category.

Te Papa's ethnic breakdown of employees at all levels in Technology Services (IT) and Te Papa as a whole is provided in the graphs below. This information represents employees as at 21 October 2022, the date of your OIA request and is provided at the StatsNZ Level 1 Ethnicity Classification level for both datasets.





2. I would like to see all evidence under State Sector Act that requires that staffing level to reflect NZ population since passing of this Act 1988 . If there has been a discrepancy in staffing levels at all levels , i would like to seek reasons as why they have existed since te papa has opened

Key principles of Te Papa's recruitment and selection policy are that in order to ensure the achievement of Te Papa's objectives, Te Papa will appoint the right people to the right jobs and undertake a fair and consistent approach to the recruitment of staff. These principles are in line with both the State Sector Act 1998 (repealed on 7 August 2020) and its subsequent replacement, the Public Service Act 2020, which states that appointments under either Act, shall give preference to the person who is best suited to the position.

As a comparatively small public service organisation, we regularly monitor our workforce diversity to ensure that we are reflective of our audiences and communities. Our four-year workforce plan has a range of activities to help maintain and increase our diversity in areas aligned to our strategic direction and priority audiences.

In addition Te Papa, along with other Crown Entities, is committed to addressing public service pay gaps through *Kia Toipoto*, the Public Service pay gaps action plan for 2021-2024. Under *Kia Toipoto*, Te Papa will (amongst other actions) have plans in place to improve gender and ethnic representation in our workforce and leadership and continue to protect against bias and discrimination in HR and remuneration policies and practices.

Te Papa's Annual Reports (<https://www.tepapa.govt.nz/about/what-we-do/annual-reports-and-key-documents>) detail our current range of practices in place to ensure we deliver on our obligations as a good employer and provide equal employment opportunities to all New Zealanders.

Te Papa has also had positive shifts, particularly within the Pacific Peoples ethnicity demographic, for those target groups that have been identified as diversity targets within the public sector for the past few years, as demonstrated by the below table from our 2021/22 Annual Report (not yet published).

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Women	56.0%	56.2%	57.0%	57.5%	56.5%	57.3%	58%
Maori	10.5%	10.1%	9.4%	10.3%	8.4%	8.4%	11.5%
Pacific Peoples	3.1%	3.6%	3.7%	4.0%	4.2%	4.6%	4.8%

3. I also need to know why then NZ public needs to fund an organisation that has under representation of Pacific peoples at all levels since Te Papa became into Existence .I need that this request will be processed and request receipt

Under the Museum of New Zealand Te Papa Tongarewa Act 1992 (s8), the Board shall in performing its functions:

- a. have regard to the ethnic and cultural diversity of the people of New Zealand, and the contributions they have made and continue to make to New Zealand's cultural life and the fabric of New Zealand society:
- b. endeavour to ensure both that the Museum expresses and recognises the mana and significance of Maori, European, and other major traditions and cultural heritages, and that the Museum provides the means for every such culture to contribute effectively to the Museum as a statement of New Zealand's identity:
- c. endeavour to ensure that the Museum is a source of pride for all New Zealanders.

As the national museum, Te Papa believes the work we undertake through our various activities, celebrates the many cultures and cultural heritages of New Zealand. Te Papa believes in by continuing to recruit for the right skills and experience required to deliver for our diverse business, we can ensure that we are delivering something for all New Zealanders.

If you are not satisfied with this response you have the right to seek an investigation and review by the Ombudsman.

Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

If you wish to discuss any aspect of your request please contact me at OIA@tepapa.govt.nz.

Yours sincerely



Frances Lawrence
Principal Advisor Strategy, Planning and Performance