

OC250725

3 September 2025

Tēnā koe 

I refer to your email dated Thursday, 7 August 2025, requesting the following under the Official Information Act 1982 (the Act):

1. *“What data does your organisation collect about incidents or concerns related to workplace bullying, harassment or sexual harm?
- For clarity, this includes requests for advice, assistance, informal notifications or formal complaints relating to these types of behaviour.*

Response: The Ministry's People & Capability team holds relevant information in a tracker on incidents or concerns related to workplace bullying, harassment or sexual harm. For further relevant information please see answer below.

2. *Please provide a list or schema of all data fields used to record or track information about workplace bullying, harassment or sexual harm, at any stage of the process your organisation follows (from initial contact to case closure).
- Please include an explanation of the classifications used in each data field and any specific terminology, so it can be easily understood by someone from outside your organisation.*

Response: The Ministry records the date the issue or concern was raised, the name and position information of the individual who raised it, as well as relevant background information relating to the issue or concern, and what the next step should be if applicable.

3. *Please provide a list of all reports produced by your organisation that relate to workplace bullying, harassment or sexual harm?
- Please include a brief explanation for each report of:*
 - *who is responsible for its creation (i.e. the job title/role, not individual names)*
 - *how often they are produced*
 - *the purpose of the report, and*
 - *the information and any data fields contained in each report.*
 - *to whom they are distributed (job titles/roles)*

- whether the reports are shared externally (e.g. with ministerial offices, other agencies, Public Service Commission, unions and associations, the general public)

Response: Given the small size of the Ministry's workforce and low numbers of related incidents, the Ministry does not produce specific reporting on bullying, harassment or sexual harm.

Please provide responses to Q4-7 for the period 2020-2025 (inclusive), broken down by calendar year and listed under the headings of

(a) workplace bullying

Response: In responding to this question, we have interpreted the scope to be incidents or concerns relating to workplace bullying, harassment or sexual harm, which have been raised either formally or informally, and where the complainant asked for the incident or concern to be addressed.

Year	# of incidents or concerns
2020	0
2021	0
2022	1
2023	0
2024	2
2025	0 as at 1 September 2025

(b) harassment

Response: No incidents or concerns were raised for the period 2020-2025 (inclusive).

(c) sexual harm

Response: No incidents or concerns were raised for the period 2020-2025 (inclusive).

4. The total number of incidents recorded.

Please also break these down according to any sub-categorisations you use internally to differentiate types of bullying, harassment or sexual harm incidents.

Response:

Type of incident	# of incidents raised for the period 2020-2025 (inclusive)
Workplace bullying	3
Harassment	0
Sexual harm	0
Total incidents	3

5. The number of incidents that involved a formal investigation, broken down to show:

- internal investigations (i.e. those conducted by people employed by your organisation)

Response: 0 – all concerns were addressed informally as requested by the complainant or the Ministry did not agree that an investigation was necessary in order to resolve the matter.

- ii. independent external investigations (i.e. external lawyers, investigators or other 3rd parties engaged for the purpose of conducting the investigation)*

Response: 0 – all concerns were addressed informally as requested by the complainant or the Ministry did not agree that an investigation was necessary in order to resolve the matter.

- 6. The outcomes of the investigations completed in Q5 (using whatever categorisations your organisation records internally against cases).*

Response: No investigations were completed.

- 7. The number of people who have left your organisation who were:
 - a. complainants (i.e. people who raised any inquiry or complaint)*
 - b. respondents (i.e. people who were the subject of any inquiry or complaint allegations)**

Response: For workplace bullying there have been 3 complainants, all have since left the Ministry but not in relation to any complainant or concerns raised by them.

Please provide responses to Q8-9 for the period 2020-2025 (inclusive), broken down by calendar year:

- 8. The number of settlement agreements (or other legal agreements containing any form of non-disclosure requirement) signed by people leaving your organisation who were:
 - a. complainants who raised any inquiry or complaint about workplace bullying, harassment or sexual harm.*
 - b. respondents who were the subject of any inquiry or complaint about workplace bullying, harassment or sexual harm.**

Response: We are unable to provide this information as disclosure would be harmful to those involved. As such the information is withheld under section 9(2)(a) - to protect the privacy of natural persons and section 9(2)(ba)(i) – to protect information which is subject to an obligation of confidence and the making available of the information would likely prejudice the supply of similar information.

- 9. The amount spent by your organisation on external legal advice for:
 - a. legal services or advice provided in conducting independent investigations in Q5 (ii)**

Response: \$0 as no independent investigations were conducted.

- b. other advice provided about any other matters involving workplace bullying, harassment or sexual harm”*

Response: \$437.00 was spent on external legal advice about other matters relating to workplace bullying.

With regard to the information that has been withheld under section 9 of the Act, I am satisfied that the reasons for withholding the information at this time are not outweighed by public interest considerations that would make it desirable to make the information available.

You have the right to seek an investigation and review of this response by the Ombudsman, in accordance with section 28(3) of the Act. The relevant details can be found on the Ombudsman's website www.ombudsman.parliament.nz

The Ministry publishes our Official Information Act responses and the information contained in our reply to you may be published on the Ministry's website. Before publishing we will remove any personal or identifiable information.

Nāku noa, nā



Suzanne Williams
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