



**MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT**
HĪKINA WHAKATUTUKI

ECONOMIC DEVELOPMENT, SCIENCE AND INNOVATION COMMITTEE

**Ministry of Business, Innovation and
Employment**

2020/21 Annual Review

Responses to questions 1-367

14 February 2022

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RESTRUCTURING/REVIEWS

Question 1

What restructuring occurred during 2020/21 and each of the previous four financial years? Please provide copies of any evaluations carried out prior to restructuring, and details of the structural change; the objective of restructuring; staff increases or reductions as a result; and all costs associated with the change including costs of redundancy.

The Ministry has undertaken a considerable amount of work since it was created to build a strong, responsive and agile organisation. It is a large organisation that operates in a dynamic and demanding environment which leverages off its size and scale. The Ministry continuously looks for opportunities to enhance efficiencies and better ways of doing things to achieve its goals. Any organisational changes are based on a robust case for change and organisational design principles and will follow an appropriate change management process.

In August 2021, the Ministry created a new branch, Workforce, Transformation and Change, which sits in the Ministry's corporate group, Ngā Pou o te Taumarū. The purpose of this new branch is to provide strategic support to the business, by implementing and embedding consistent enterprise approaches to change, programme and project management and workforce planning.

Please refer to Appendix 1 for significant structural changes made in 2020/21. For previous financial years, please refer to:

- 2019/20: question 1, Appendix 1 (pages 3 to 7) at [Annual Review 2019/20](#)
- 2018/19: question 1, Appendix 1 (pages 3 to 7) at [Annual Review 2018/19](#)
- 2017/18: question 5, Appendix 1 (pages 2 to 5) at [Annual Review 2017/18](#)
- 2016/17: questions 11 and 12 (pages 5 to 8) at [Estimates Examination 2017/18](#).

Question 2

Was any work conducted around mergers with other agencies in the 2020/21 year? If so, for each such project, what agencies were being considered for mergers?

There have been no mergers of departments, ministries or other government funded agencies in 2020/21 that affected the Ministry. However, there have been some cross-agency work and transfers of staff to and from the Ministry over the last year, as described below.

The Ministry, as the lead agency, has worked on the establishment of Managed Isolation and Quarantine (MIQ) as a multi-agency system since August 2020. The MIQ Group was established and has developed the structure and leadership with a number of new capabilities and supporting functions to operate the MIQ system.

In December 2020, the Minister for Social Development and Employment agreed to transition three skills and employment programmes from the Ministry to the Ministry of Social Development (MSD). These are: He Poutama Rangatahi – Youth Employment Pathways, the Māori Trades and Training Fund, and the three Jobs and Skills Hubs sitting within the Sector Workforce Engagement Programme. These programmes were administered by Kānoa, the Regional Economic Development and Investment Unit (formerly the Provincial Development Unit), within the Ministry. The transition of these programmes took place on 1 July 2021. In total, 33 positions with associated funding and 20 people transferred.

Following direction from the Minister for Economic and Regional Development, the Ministry worked with New Zealand Trade and Enterprise (NZTE) and Callaghan Innovation on transferring responsibility for the

Regional Business Partner Network programme to the Ministry. This involved the transfer of two employees from NZTE, which took effect from 1 July 2021.

Question 3

Was any rebranding undertaken in the 2020/21 financial year? If so, what did the rebranding involve, how much was spent on rebranding, why was it undertaken, and was it carried out internally or externally? What rebranding was carried out in each of the previous four financial years?

The Ministry did not undertake any rebranding in 2020/21 or in the previous four years.

Question 4

Are any inquiries or investigations currently being undertaken into performance by any external agency? If so, please provide the following details:

- The body conducting the inquiry/investigation
- The reason for the inquiry/investigation
- The expected completion date

The follow inquiries or investigations are being undertaken by external agencies.

Office of the Auditor-General inquiry into Strategic Assets Protection Programme

On 5 February 2021, the Office of the Auditor-General (OAG) announced an inquiry into aspects of the Strategic Assets Protection Programme (STAPP). The OAG announced that it will examine how applications to the STAPP from tourism businesses have been assessed against STAPP's criteria, including:

- the information available to potential applicants about the STAPP's eligibility criteria and assessment process
- how applications from tourism businesses have been assessed, including the three businesses that received funding approval before the formal application round began
- whether there is any evidence that applications have been assessed inconsistently
- any other related matter that the OAG considers desirable to report on. The OAG will not be examining the merits of individual applications or particular funding decisions.

The inquiry is still underway, and the Ministry has not had an indication of when it will be completed.

Office of the Auditor-General inquiry into Management of the Wage Subsidy Scheme

On 14 September 2020, the OAG announced an inquiry into Management of the Wage Subsidy Scheme. The OAG announced its intention to look at how the Scheme has been managed. Their inquiry covered the original 12 weeks' support (the Wage Subsidy), the extension for a further eight weeks (the Wage Subsidy Extension), and the extra two weeks when there was a resurgence of COVID-19 in August 2020 (the Resurgence Wage Subsidy).

In particular, the inquiry looked into the "high-trust" approach taken to the Wage Subsidy, and how the MSD (with assistance from Inland Revenue and the Ministry) took steps to manage or mitigate the risks associated with this approach.

The inquiry has been completed, and the OAG's finding can be found here:

<https://oag.parliament.nz/2021/wage-subsidy>.

Immigration Global Management System (IGMS)

On 1 December 2021, the Deputy Secretary Immigration New Zealand commissioned a review, led by Deputy Commissioner Transformation Inland Revenue, of the issues associated with the IGMS that Immigration New Zealand (INZ) experienced following the go-live of phase one of the 2021 Resident Visa on 1 December 2021.

The purpose of the review was to understand the issues experienced when loading material onto IGMS, to determine what occurred, the cause of the incident and recommend changes that should be made to prevent a similar event occurring again. Meetings were held with key staff involved, to capture the challenges experienced and the planned delivery of Phase Two. The review has been completed.

Managed Isolation and Quarantine (MIQ)

MIQ facilities undergo regular inspections by agencies such as the Ombudsman and WorkSafe New Zealand, in line with their regulatory responsibilities. The Ministry of Health (MOH) also conducts regular IPC (infection prevention control) audits of MIQ facilities on a quarterly basis. The Ministry and MOH commission joint agency reviews into facility-related transmission as required, such as the incidents that occurred at the Grand Mercure, Grand Millennium and Crown Plaza Managed Isolation Facilities in Auckland.

The Ministry is using an external contractor to carry out the first 'Rapid Assessment' focused on the governance of MIQ and commenced in October 2021, the findings have not yet been released.

The Ombudsman is carrying out a review of the Optional Protocol to the Convention against Torture in all MIQ facilities.

Office of the Auditor-General performance audits of Kānoa – Regional Economic and Investment Unit

The OAG has commenced two performance audits involving the Ministry's Kānoa – Regional Economic and Investment Unit:

- The first audit assesses the effectiveness of systems and processes that underpin two significant infrastructure programmes since 2019: the \$12 billion New Zealand Upgrade Programme, and the \$3 billion Infrastructure Reference Group Shovel Ready Fund.
 - These programmes were selected due to their scale, complexity, and the level of public interest. The audit focuses on four key parts relating to the planning and decision-making processes. Both the Ministry and the Treasury are key entities of focus.
- The second performance audit focuses on the changes made to the Provincial Growth Fund (PGF) to support economic recovery from COVID-19. The OAG's main question is: "Were decisions to repurpose previously allocated funding to support Covid-19 recovery the result of a robust process that was well set up to deliver on the objectives of the PGF reset?"
 - The first performance audit completion date has not been advised. The second audit started in late 2021, with an expected completion date in April 2022.

For information on reviews in previous financial years, please refer to the Ministry's previous Annual Review responses:

- Question 4 (page 3) of the [Annual Review 2019/20 responses to written questions](#)
- Question 4 (page 4) of the [Annual Review 2018/19 responses to written questions](#)
- Question 4 (page 3) of the [Annual Review 2017/18 responses to written questions](#)
- Question 4 (page 2) of the [Annual Review 2016/17 responses to written questions](#).

Question 5

How many reviews, working groups, inquiries or similar does the department operate or participate in? Please list by title.

Please refer to Appendix 2.

Question 6

For each review, working group or inquiry, what is the estimated cost for the next three financial years?

Please refer to Appendix 2.

Question 7

For each review, working group or inquiry, what are the key dates and milestones including start dates, regular reporting dates, and end dates?

Please refer to Appendix 2.

Question 8

For each review, working group or inquiry how many departmental staff are involved by head count and by FTE?

Please refer to Appendix 2.

Question 9

For each review, working group or inquiry what reports, briefings or documents have been produced? Please list by title and date produced.

Please refer to Appendix 3.

BUDGET INITIATIVES**Question 10**

For each new spending initiative introduced over the last three Budgets what evaluation (if any) has been undertaken of its effectiveness during 2020/21 and what were the findings of that initiative? Please provide a copy of the evaluation reports. Where no evaluation has been completed, what provision has been made for an evaluation to occur and what is the timeframe for that evaluation?

Please refer to Appendix 4.

COST AND SERVICE CHANGES**Question 11**

What new services, functions or outputs have been introduced in the last financial year? Please describe these and estimate their cost.

The Ministry's services, functions and outputs are developed to contribute to the achievement of the Ministry's outcomes, as set out in its [Strategic Intentions 2021-2025](#).

The Ministry's size has enabled it to flex and reprioritise to support a large increase in critical and significant government programmes during the last 12 months, while maintaining its essential core business. This has been achieved while delivering on over 100 COVID-19 related initiatives. In addition to redirecting its existing resources to the COVID-19 response (including border closures and exemption management, essential services, vaccine procurement, business travel documents, business support, and rapid antigen testing), the Ministry remains the lead agency for significant transformational work programmes like the Fair Pay Agreement system, a Social Unemployment Insurance Scheme, Industry Transformation Plans, Immigration system changes, the RSI science system, significant work programmes relating to emissions reduction and climate change adaptation plans and consumer focussed law reforms.

The following new services, functions and outputs were introduced as a result of changes in scope of existing appropriations, or due to new appropriations.

Nine new services were introduced in 2020/21:

1. *Continued Provision of Mail Services from New Zealand Post* – this initiative supports New Zealand Post (NZ Post) to maintain the social benefits associated with mail services such as connectivity and civic engagement, and addresses a revenue gap so that NZ Post’s postal delivery service obligations may be maintained. Funding is over a transitional period of three years to allow users and senders more time to manage a transition away from mail reliance. The total estimated cost is \$130 million in operating expenses over four years.
2. *Capital Investment in Callaghan Innovation* – this initiative establishes a short-term research and development (R&D) loan scheme. This scheme provides immediate cash support to R&D-performing businesses to reduce the impact of the COVID-19 pandemic on R&D investment and to position New Zealand for the economic recovery. The total estimated cost is \$38m (being the expected impairment on the \$149m of capital expenditure allocated for the loans in 2020/21) and \$6.2m in operating expenses over the five years from 2020/21.
3. *New Zealand Events Support* – this initiative supports the delivery of events that are socially, culturally, or economically significant for New Zealand, as well as events that assist the market to retain sector-critical event organisers and suppliers for the long-term viability of the industry. The total estimated cost is \$10 million in operating expenses for the 2020/21 financial year.
4. *Pacific Business Procurement Support* – the initiative builds the capability of Pacific firms to effectively bid for contracts in procurement processes. This better enables Pacific firms to survive immediate impacts of COVID-19 and support their business growth over the long term. The total estimated cost is \$6.250 million over four years.
5. *Accelerating Energy Efficiency and Fuel Switching in Industry to Reduce Emissions* - This initiative provides grants and a contestable fund for fuel switching and innovative projects in the industrial process heat sector, to accelerate the transition to clean, low-emissions energy. It increases energy efficiency and fuel switching, while stimulating economic activity. It helps overcome the significant financial barriers that prevent firms from investing in carbon abatement or energy efficiency opportunities. In addition, it funds electricity network connections where fuel switching to electricity (electrification) is identified as the best emissions abatement option. The estimated cost is \$70 million in operating expenses, and \$0.021 million in capital injections, over three years.
6. *Reducing Energy Hardship and Strengthening the Consumer Voice for Electricity Consumers* – this initiative has four components. The first is to develop a network of community-level services, and the second is to fund energy efficient household appliances. The third component is the establishment and operation of a cross-sector energy hardship group to ensure initiatives are well-considered and coordinated. The fourth component is establishment and operation of a new electricity consumer advocacy council and secretariat. This initiative reduces energy hardship and improve advocacy for small electricity consumers. The estimated cost is \$22.060 million in operating expenses and \$0.630 million in capital injections over five years.
7. *Supporting Renewable Energy Projects in Public and Māori Housing* - this initiative funds the installation of fit-for-purpose energy solutions on public and Māori housing. It targets households in energy hardship, utilising the ability to plan and deploy solutions at scale across Crown-owned properties, or through networks where the Crown is already working with Māori housing providers. It deploys a range of methods and technologies, from established energy efficiency retrofits, through to renewable energy generation solutions or storage and demand management

techniques. It delivers improved health outcomes through healthier homes and lower household energy costs. The estimated cost is \$22.060 million in operating expenses over four years.

8. *Māori Trades and Training Fund* – this initiative provides funding for programmes that support Māori apprenticeships to be sustained through the economic downturn (including through supporting group trades and training schemes). Sustaining Māori apprenticeships helps industries to hit the ground running with the skilled workers they need as the economy recovers. It also helps to sustain improvements in Māori skills, employment and earnings and, in turn, improve economic and social outcomes for whānau and Māori communities. The estimated cost is \$60 million in operating expenses over two years. As of 1 July 2021, this programme was moved to the MSD.
9. *Managed Isolation and Quarantine* – this appropriation was established in 2020/21 and initiated by a transfer from Vote Health in response to COVID-19. The estimated cost is \$1,572.5 million in operating expenses and \$168.519 million in capital expenditure over two years.

Information on major changes in services, functions or outputs introduced for the 2020/21 financial year can also be found in the main and supplementary Estimates of Appropriations for the year ended 30 June 2021 for each of the Votes administered by the Ministry. Please refer to the Supporting Information section for the following Votes within the Economic Development and Infrastructure Sector, Education and Workforce Sector, and the Social Development and Housing Sector:

Main Estimates

- Vote Business, Science and Innovation: [Economic Development and Infrastructure Sector - Estimates 2021/22](#)
- Vote Labour Market: [Education and Workforce Sector - Estimates 2021/22](#)
- Vote Building and Construction: [Economic Development and Infrastructure Sector - Estimates 2021/22](#)

Supplementary Estimates

- Vote Business, Science and Innovation: [Supplementary Estimates 2020/21](#)
- Vote Labour Market: [Vote Labour Market - Supplementary Estimates 2020/21](#)
- Vote Building and Construction: [Vote Building and Construction - Supplementary Estimates 2020/21](#)

Question 12

What services, functions or outputs have been cut, reduced, or had funding reprioritised from in the last financial year? Describe the service or function concerned and estimate the cost saving.

The Ministry's services, functions and outputs are developed to contribute to the achievement of the Ministry's outcomes, as set out in the Ministry's [Strategic Intentions 2021-2025](#).

The Ministry's size has enabled it to flex and reprioritise to support a large increase in critical and significant government programmes during the last 12 months, while maintaining its essential core business. This has been achieved while delivering on over 100 COVID-19 related initiatives. In addition to redirecting its existing resources to the COVID-19 response (including border closures and exemption management, essential services, vaccine procurement, business travel documents, business support, and rapid antigen testing), the Ministry remains the lead agency for significant transformational work programmes like the Fair Pay Agreement system, a Social Unemployment Insurance Scheme, Industry Transformation Plans, Immigration system changes, the RSI science system, significant work programmes relating to emissions reduction and climate change adaptation plans and consumer focussed law reforms.

The table below contains services, functions and outputs which had funding reprioritised in the 2020/21 financial year as part of Budget 2021.

Appropriation	Description
Departmental Output Expenses – Residential Tenancy and Unit Title Services	Reprioritisation of funding through Budget 2021 for Vote Building and Construction
Non-Departmental Output Expenses – Tourism: Strategic Tourism Assets Protection Programme	Reprioritisation of funding through Budget 2021 for Vote Business, Science and Innovation
Non-Departmental Capital Expenditure – Economic and Regional Development	
Non-Departmental Other Expenses – Economic Development: New Zealand Events Support	
Departmental Output Expenses – Commerce and Consumer Affairs: Official Assignee Functions	
Departmental Output Expenses – Commerce and Consumer Affairs: Registration and Provision of Statutory Information	
Capital Injection – Ministry of Business, Innovation and Employment - Capital Injection	
Non-Departmental Other Expenses: Employment – He Poutama Rangatahi	Reprioritisation of funding through Budget 2021 for Vote Labour Market
Departmental Output Expenses: Employment – Employment Sector Analysis and Facilitation	

Additionally, please refer to the response to Question 14 in Appendix 5 for projects, policies or programmes carried forward from the 2020/21 financial year to 2021/22. For information on the 2020 October Baseline Update and 2021 March Baseline Update adjustments, please refer to the written response to Question 35.

Question 13

What programmes or projects, if any, were delayed in the 2020/21 financial year and what was the reason for any delay in delivery or implementation?

The Ministry's size has enabled it to flex and reprioritise to support a large increase in critical and significant government programmes during the last 12 months, while maintaining its essential core business. This has been achieved while delivering on over 100 COVID-19 related initiatives. In addition to redirecting its existing resources to the COVID-19 response (including border closures and exemption management, essential services, vaccine procurement, business travel documents, business support, and rapid antigen testing), the Ministry remains the lead agency for significant transformational work programmes like the Fair Pay Agreement system, a Social Unemployment Insurance Scheme, Industry Transformation Plans, Immigration system changes, the RSI science system, significant work programmes relating to emissions reduction and climate change adaptation plans and consumer focussed law reforms.

For information relating to changes in the timing of the Ministry's programmes or projects, please refer to Appendix 5.

Question 14

How much funding for specific projects, policies or programmes has been carried forward from the 2020/21 financial year to the current financial year? For each, please provide the following details:

- Name of project, policy or programme
- Amount of funding brought forward
- Amount of funding already spent
- Amount of funding originally budgeted for the project
- Estimation completion date.

Please refer to Appendix 5.

Question 15

How many projects or contracts that were due to be completed in 2020/21 were shelved, curtailed or pushed into out years? For each, what was the project name, what was the total budgeted cost, what is the actual cost to date, what was its purpose and why it was it not completed in 2020/21?

Please refer to the responses to Question 12 for funding reprioritised in Budget 2020, and Question 14 for funding for specific projects, policies or programmes carried forward from the 2020/21 financial year to 2021/22 year and out years.

USER CHARGES**Question 16**

What user charges were collected in the last financial year and what was the revenue from each of them? How does this compare to the previous financial year?

The revenue collected by the Ministry is mainly reflected in the 14 memorandum accounts the Ministry managed during the 2020/21 financial year. Please refer to page 114 of the Ministry's [2020/21 Annual Report](#) for details.

PROPERTY/CAPITAL WORKS**Question 17**

How much funding was allocated to capital works in the last financial year? How does this figure compare to that allocated and that spent in the previous four financial years?

The Ministry's actual capital costs, funded by capital allocation, was \$78.206 million as set out on page 85 of the Ministry's [2020/21 Annual Report](#). \$16.416 million was invested in property and equipment (including \$6.6 million on the hardware for Windows 10 and MS Office productivity suite upgrade, and \$61.790 million was invested in software (including \$9.8 million for the employer-assisted temporary work visa project, \$8.6 million for the Payroll replacement project, \$6.3 million on automated decision assist, \$6.0 million on the primary biometric upgrade project and \$5.2 million on occupational licensing common platform).

Financial Year	2020/21	2019/20	2018/19	2017/18	2016/17
	\$m	\$m	\$m	\$m	\$m
Funding allocated in the Supplementary Estimates	85.308	111.705	79.528	78.553	96.366
Actual	78.206	96.675	74.484	71.269	76.999

Question 18

What land, building, and other assets were sold in 2020/21? What processes were undertaken for the disposal of these assets and how much did they sell for? How does that compare to each of the previous four financial years?

The following assets were sold by the Ministry in 2020/21 and the previous four financial years.

Year	Assets sold	\$
2020/21	Five motor vehicles	102,441
2019/20	Computer hardware	840,205
	Furniture and fittings	24,763
	Leasehold improvements and fitout	417,754
	Five motor vehicles	32,255
2018/19	25 motor vehicles	176,709
	Surplus fit-out (offshore office)	6,199
2017/18	12 motor vehicles	103,623
2016/17	49 motor vehicles	426,334
	Furniture and fittings	870
	Land and buildings	3,917,855

The Ministry's Fixed Asset policy dictates the process for disposing of assets. It states that assets may be disposed of if they no longer meet the needs of the Ministry. Assets should be disposed of in the most efficient and equitable way after satisfying all policy conditions. The goal being to maximise the net proceeds through the use of the most appropriate sale channel, such as:

- requesting prices from multiple purchasers
- advertised tender
- public auction.

Question 19

How much floor space does your department, agency or organisation lease and what is the annual cost per square metre and total cost in each building of those leases? How does this compare with each of the previous four financial years?

Please refer to Appendix 6.

For previous years please refer to:

- 2019/20 - question 19, Appendix 6 (pages 29 to 31) at [Annual Review 2019/20](#)
- 2018/19 - question 19, Appendix 6 (pages 29 to 31) at [Annual Review 2018/19](#)
- 2017/18 – question 19, Appendix 5 (page 29) at: [Annual Review 2017/18](#)
- 2016/17 – question 14, Appendix 1 (page 104) at: [Annual Review 2016/17](#).

Question 20

Were any of your offices relocated in 2020/21? In each case please provide where did the office move from and to, a breakdown of the cost of relocating, the amount of any saving or increase in rent paid resulting from the move, the floor space of the original and new office, and the reason for the relocation. Please also provide these details for each of the previous four financial years.

Please refer to Appendix 7.

Question 21

How much was spent on each renovation, refurbishment or redecoration project in offices or buildings of the department, agency or organisation that cost more than \$5,000 in the 2020/21 financial year? For each, please provide the following details:

- A description of the renovation carried out
- Location of the project
- Name of provider(s) or manufacturer(s)
- Type of product or service generally provided by the above
- Cost of the project
- Completion date
- Whether tenders were invited, if so, how many were received
- List separately any single item of furniture or fixture worth more than \$2,500 with its cost.

Please refer to Appendix 8.

Question 22

What offices were closed in 2020/21 and how much is the closure of each office expected to cost or save? What offices were closed in each of the previous four financial years?

Please see table below for the Ministry's offices that were closed or where the lease expired in the 2020/21 financial year:

Business group	Location	Annual rent \$
Kānoa - Regional Economic Development and Investment Unit	Level 2, 21 Putney Way, Manukau, Auckland	96,268
Kānoa - Regional Economic Development and Investment Unit	Part level 1, 16 Kingston Street, Auckland	249,951
Kānoa - Regional Economic Development and Investment Unit	2 Kaipatiki Road, Glenfield, Auckland	52,000
Immigration New Zealand	Levels 3,5,6 and 7, 256 Lambton Quay, Wellington	696,410.
Te Whakatairanga Service Delivery/ Ngā Pou o te Taumarū / Building, Resources and Markets (BRM)	55 Wordsworth Street, Sydenham, Christchurch	561,033
Immigration New Zealand	Part Level 2, 52 Symonds Street, Christchurch	82,208
Te Whakatairanga Service Delivery	Level 5, 1 Willis Street, Wellington	383,821
Ngā Pou o te Taumarū / Kānoa - Regional Economic Development & Investment Unit	Levels 1 to 14, 147 Lambton Quay, Wellington	3,658,185
Immigration New Zealand	Room B.07, Storage, Peninsula Court, 8735 Paseo de Roxas, Manila, Philippines	18,619
Immigration New Zealand	New Zealand High Commission, Pretoria, South Africa	48,883
Immigration New Zealand	Apt 3802, Tower 1, 6 Chaowai Avenue, Beijing, China	102,623
Immigration New Zealand	Apt 1602, Tower 22, 6 Chaowai Avenue, Beijing, China	115,451
Immigration New Zealand	Apt 2006, Tower 11, 6 Chaowai Avenue, Beijing, China	115,451
Immigration New Zealand	Apt 2201, Tower 21, 6 Chaowai Avenue, Beijing, China	66,705

Business group	Location	Annual rent \$
Immigration New Zealand	Apt 1005, Tower 13, 6 Chaowai Avenue, Beijing, China	66,705
Immigration New Zealand	71 Anderson Street, Pretoria, South Africa	51,600
Immigration New Zealand	Level 4, F-130, New Delhi, India	271,323
Immigration New Zealand	Apt 17d, Rockwell Rizal Building, Manilla, Philippines	71,395
Immigration New Zealand	Unit ED-2403, 18 Amorsolo Drive, Manilla, Philippines	71,395
Immigration New Zealand	Levels 3 and 4, 51/61 Narain Terraces, Ambedkar Road, Mumbai, India	133,860
Immigration New Zealand	Levels 3 & 4, 53/63 Narain Terraces, Ambedkar Road, Mumbai, India	133,860
Immigration New Zealand	Levels 5 & 6, 73/83 Narain Terraces, Ambedkar Road, Mumbai, India	133,860
Immigration New Zealand	504, 1118 3rd Street, Santa Monica, Los Angeles, USA	66,000

The table below shows the Ministry's offices that were closed in previous four financial years.

Year	Business group	Location	Annual saving \$
2019/20	Sub-leased	14 Hartham Place, Porirua	69,327
2019/20	Immigration New Zealand	3 Prechistenskaya Naberezhnaya, Moscow, Russian Federation	86,058
2019/20	Immigration New Zealand	Level 8, Suite 804, Don Khoi Street, Ho Chi Minh, Vietnam	147,246
2019/20	Immigration New Zealand	No. 155, Tianjin Road, Shanghai, China	1,804,892
2019/20	Immigration New Zealand	Sheikh Zayed Road, Dubai, United Arab Emirates	49,651
2019/20	Market Services/Corporate, Governance and Information (CGI)/ BRM	ASB Centre, 135 Albert Street, Auckland	777,080
2019/20	Market Services/CGI/BRM	Level 7,12,14 280 Queen Street, Auckland	420,968
2018/19	Trading Standards New Zealand	Ground floor, 69 Gracefield Road, Wellington	7,000
2018/19	CGI	Level 11, 280 Queen Street, Auckland	52,360
2018/19	Immigration New Zealand	Level 4, 280 Queen Street, Auckland	231,066
2018/19	Immigration New Zealand	9 Corinthian Drive, Auckland	421,269
2018/19	Immigration New Zealand	Level 15, 87 Wireless Road, Bangkok	119,124
2018/19	Immigration New Zealand	65th Floor, Central Plaza, No. 18 Harbour Road, Hong Kong	398,340
2017/18	Immigration New Zealand	Kordia House, 109-125 Willis Street, Wellington	357,150
2017/18	Immigration New Zealand	Ground Floor, 61-75 Rangitikei Street, Palmerston North	123,900
2017/18	Immigration New Zealand	Building 11, Remarkables Park, Queenstown	5,137
2017/18	BRM	480 Moray Place, Dunedin	18,859
2017/18	Market Services	1 Bond Street, Dunedin	5,208
2017/18	Immigration New Zealand	Level 12, 1 Willis Street, Wellington	236,070
2017/18	Immigration New Zealand	Suite 3006, TaiKoo Hui Tower 1, Guangzhou, China	7,597
2017/18	Market Services	1 Walton Leigh Avenue, Porirua, Wellington	273,329
2017/18	Market Services	678 Victoria Street, Hamilton	142,000
2016/17	Market Services	24A Domain Street, Palmerston North	13,500
2016/17	Immigration New Zealand	Remarkables Park, Queenstown	75,158
2016/17	Market Services and WorkSafe New Zealand	9 Corinthian Drive, Albany, Auckland	296,552
2016/17	Immigration New Zealand	15-05, Tower A, Orchard Road, Singapore	244,807

Question 23

What offices did your department, agency or organisation open in 2020/21 and how much is the opening of each office expected to cost or save? What offices were opened in each of the previous four financial years?

The Ministry opened the following office locations in the 2020/21 financial year and in the previous four financial years.

Date	Business group	Location	Annual Cost \$
2020/21	Te Whakatairanga Service Delivery	Level 5, 145-161 Cashel Street, Christchurch	1,133,913
2020/21	Te Whakatairanga Service Delivery	41 Coleridge Street, Christchurch	70,022
2020/21	MIQ	Part Level 4, 276 Antigua Street, Christchurch	124,384
2020/21	Te Whakatairanga Service Delivery	21 Devon Street West, New Plymouth	36,720
2020/21	Ngā Pou o te Taumaruru, BRM, Finance & Performance	Level 10 -18, 25 The Terrace, Pastoral House, Wellington	5,500,527
2020/21	Kānoa - Regional Economic Development & Investment Unit	85 Budge Street, Blenheim	3,800
2020/21	Kānoa - Regional Economic Development & Investment Unit	1 Melody Lane, Hamilton	8,136
2020/21	Project in progress for final fit out. Business Group to be allocated once fit-out is ready	Ground Floor, 162 Victoria Street, Auckland	693,806
2019/20	Provincial Development Unit	51-55 15 th Avenue, Tauranga	15,200
2019/20	Immigration New Zealand	Level 5,6 & 7 256 Lambton Quay, Wellington	540,570
2019/20	Immigration New Zealand	Ground Floor, 39 Paramount Drive, Henderson	406,331
2019/20	Market Services/CGI/BRM	Level 1, 162 Victoria Street, Auckland	918,000
2018/19	Immigration New Zealand and Market Services	Levels 3, 4, 5 & 8, 167b Victoria Street West, Auckland	1,635,635
2018/19	Immigration New Zealand	Level 5, 430 Victoria Street, Hamilton	224,161
2018/19	KiwiBuild*	Level 7, 45 Queen Street, Auckland	113,083
2017/18	Immigration New Zealand and Market Services	Levels 1 & 2, 430 Victoria Street, Hamilton	439,338
2017/18	Market Services, BRM, Immigration New Zealand	481 Moray Place, Otago House, Dunedin	110,220
2017/18	Immigration New Zealand and Regional Economic Development	L12 and L4, 160 Lambton Quay, Wellington	494,813
2017/18	KiwiBuild*	L5, 1 Willis Street, Wellington	472,005
2017/18	Immigration New Zealand	L3, 256 Lambton Quay, Wellington	155,840
2017/18	Immigration New Zealand and Market Services	7 Heriot Drive, Porirua	1,216,240
2016/17	Market Services, Immigration New Zealand, BRM	Cashel Street, Christchurch	1,506,207
2016/17	Immigration New Zealand and Market Services	MIT Building, Manukau, Auckland	1,445,264
2016/17	Market Services	117 Lambton Quay, Wellington	172,827
2016/17	Market Services	157 Lambton Quay, Wellington	392,235

*This unit was transferred to the Ministry of Housing and Urban Development when it started operating in October 2018.

Question 24

How many regional offices, other than your department, agency or organisation's head office, reduced their opening hours during the 2020/21 financial year listed by new and former opening hours, date of change, and location?

Office hours were extremely varied during 2020/21 financial due to the COVID-19 lockdown and staff working from home. While there have been no formal and consistent changes to office hours following the disruption, the changing work environment may impact this in future.

Question 25

How many vehicles did your department, agency or organisation own during the 2020/21 financial year and to what office are each of these vehicles assigned by vehicle year and vehicle model? How many were owned during each of the previous four financial years and to what office are each of these vehicles assigned by vehicle year and vehicle model?

Please refer to Appendix 9.

For previous years please refer to:

- 2019/20 - question 25, Appendix 9 (pages 39 to 42) at [Annual Review 2019/20](#)
- 2018/19 - question 25, Appendix 6 (pages 38 to 43) at [Annual Review 2018/19](#)
- 2017/18 – question 25, Appendix 6 (pages 32 to 36) at: [Annual Review 2017/18](#)
- 2016/17 – question 20, Appendix 2 (pages 5 to 9) at: [Annual Review 2016/17](#).

Question 26

What was the total amount spent on purchasing vehicles during the 2020/21 financial year and to what office were each of these vehicles assigned by vehicle year and vehicle model? How much was spent during each of the previous four financial years and to what office are each of these vehicles assigned by vehicle year and vehicle model?

The Ministry did not purchase any vehicles in 2020/21. The Ministry now leases any additional vehicles it requires. Six new leases were started in 2020/21. Please refer to Question 25 for a breakdown of all the vehicles owned and leased by the Ministry.

Year	Total cost \$	Number of vehicles	Average cost \$
2020/21	Nil	Nil	Nil
2019/20	Nil	Nil	Nil
2018/19	Nil	Nil	Nil
2017/18	492,887	10	49,287
2016/17	370,366	8	46,296

Question 27

Were any labour and/or contractor costs been capitalised into capital project costs during the 2020/21 financial year, if so, for each project what is the breakdown by project of labour vs non labour costs?

Please refer to Appendix 10 for an analysis of capital projects. Please note that in Appendix 10, the amount of labour cost has been split between contractor costs and internal labour costs. The response to this question should be considered in conjunction with the answer to Question 68, which includes a breakdown of contractor costs included within operating expenses for the 2020/21 financial year.

Question 28

Does your department, agency or organisation have a policy about the use of personal email accounts (e.g. Gmail accounts) in the workplace; if so, what policies are in place and do those policies include a prohibition on the use of such accounts for official government business? How many breaches of any such policy during the last financial year were reported and how does this compare to each of the previous four financial years?

The Ministry has an ICT Acceptable Use Policy that ensures all data, information and technology is used in the correct way and for the appropriate reason. Limited personal use is acceptable provided that it does not:

- unduly impact productivity
- threaten the security of the Ministry's ICT environment
- negatively impact system performance and cost.

The Ministry also has an *Employee Security Responsibilities Policy Statement* that supports its Security Policy. The policy statement specifically prohibits staff sending the Ministry's official information to their personal email accounts.

In the course of its investigations during 2020/21, the Ministry's Integrity team identified one substantiated instance of staff sending official information to their personal email accounts.

Year	Number of breaches
2020/21	1
2019/20	2
2018/19	1
2017/18	2
2016/17	0

Question 29

What IT projects, if any, were shelved or curtailed in the 2020/21 year and how much will have been spent on each project before it is shelved or curtailed?

The Ministry shelved or curtailed the following IT projects in 2020/21:

Project name	Rationale for cancellation	Full life cost \$	Actual finish date
Evidence and Insights Analytics Infrastructure – R development	The project was cancelled because the project could not identify a solution that met Ministry needs. The business branch is reviewing their approach with the intention to forming a new project once a solution is identified.	165,013	20/10/20

Question 30

What IT projects, if any, were completed or under way in the 2020/21 year? For each, please provide the following details:

- Name of project
- Initial estimated budget
- Initial estimated time frame
- Start date
- Completion date or estimated completion date
- Total cost at completion or estimated total cost at completion.

Please refer to Appendix 11.

Question 31

How much was spent for software licensing fees in the 2020/21 financial year and how does this compare with spending in each of the previous four financial years?

The following amount was spent on software licensing fees in 2020/21. The cost of software licences is increasing in line with the provision of more services online by the Ministry, business volume growth, and price increases.

Year	Software licence fees \$
2020/21	22,094,413
2019/20	17,871,157
2018/19	14,816,547
2017/18	12,186,906
2016/17	11,081,464

Question 32

How many websites did your department, agency or organisation run in 2020/21 and for each, what is it called, what is its URL, when was it established, what is its purpose and what is the annual cost of operating it?

The Ministry supported 36 clusters of websites in 2020/21, including business registers, tenancy tools and information, and websites to support MIQ. Please refer to Appendix 12 for the full list.

As in previous years, the Ministry is reporting its websites in clusters rather than individually. This shows the relationships where different web addresses or online tools are part of a connected suite of services.

The Ministry considers sites to be part of a web cluster when:

- their content relates to a particular function (for example building, immigration or trading standards)
- the sub-sites would not exist without there being a main site for that function.

Different portions of the web cluster may be spread over several 'sites' when:

- they need technology that is not supported on the platform used for their main site (for example interactive data, registers or online learning tools)
- campaigns call for different branding and compact messaging to communicate with specific audiences or about specific matters

- legacy sites were absorbed into main sites during the reporting year.

The provision of online channels by the Ministry allows customers to access information and services and complete their transactions more easily. This introduces significant efficiencies in service delivery.

The Ministry reports sites for programmes and agencies that are part of the Ministry, and for independent organisations where the Ministry provides ongoing administrative support. These include Te Kāhui Whakamana Rua Tekau mā Iwa – Pike River Recovery Agency, the Remuneration Authority, Standards New Zealand and the Companies Office of Niue.

The Ministry also uses web-based tools to support staff work, both within the Ministry and with other government agencies. Where these tools are not accessible by the public, they are not listed.

In order to efficiently host and manage its websites and applications, the Ministry is increasingly housing them on common infrastructure. While this has made operational and financial sense, it has limited the Ministry's ability to break running costs down by website or application.

Question 33

How many data security issues were identified in 2020/21 and how many data security issues were there in each of the previous four financial years? If there were breaches, what were they and what are the titles of any reports into them?

No security issues were reported using the Ministry's event reporting system in 2020/21.

Question 34

How many laptop computers, tablet computers and hard drives, if any, provided or paid for by your department, agency or organisation have been lost or gone missing in the 2020/21 financial year; and how many of these were returned to or found by the agency or organisation if any? How many were lost or missing and how many subsequently returned or found in each of the previous four financial years?

The following Ministry laptops were reported lost, missing, or returned.

Financial year	Lost or gone missing	Returned or found
2020/21	16	8
2019/20	8	2
2018/19	4	3
2017/18	4	3
2016/17	2	1

The Ministry identified no risks to the security of its information systems from these losses.

REPORTS, PLANNING, AND EVALUATION

Question 35

Please provide a list of all reports that were prepared in 2020/21 relating to:

- baseline update (if applicable)
- value for money
- savings identified.

The Ministry provides the Estimates of Appropriations documents for the Votes it administers. The following reports were also prepared:

- **2020 October Baseline Update (OBU)** reports for:
 - Vote Business, Science and Innovation (consisting of the Commerce and Consumer Affairs, Broadcasting, Communications and Digital Media, Economic Development, Energy and Resources, Infrastructure, Māori Development, Regional Economic Development, Research, Science and Innovation, Small Business, State Services, and Tourism portfolios)
 - Vote Building and Housing (consisting of the Building and Construction, and Housing portfolios)
 - Vote Labour Market (consisting of the ACC, Employment, Immigration, and Workplace Relations and Safety portfolios).
- **2021 March Baseline Update (MBU)** reports for:
 - Vote Business, Science and Innovation (consisting of the Commerce and Consumer Affairs, Digital Economy and Communications, Economic and Regional Development (separate reports for Economic Development and Regional Economic Development), Energy and Resources, Infrastructure, Māori Development, Public Service, Research, Science and Innovation, Small Business, and Tourism portfolios)
 - Vote Building and Housing (consisting of the Building and Construction, COVID-19 Response, and Housing portfolios)
 - Vote Labour Market (consisting of the ACC, Immigration, Social Development and Employment, and Workplace Relations and Safety portfolios).

The changes made as part of OBU and MBU are included in the Supplementary Estimates for 2020/21.

Please refer to:

- Vote Business, Science and Innovation: [Supplementary Estimates 2020/21](#)
- Vote Labour Market: [Supplementary Estimates 2020/21](#)
- Vote Building and Housing: [Supplementary Estimates 2020/21](#)

Please also refer to question 12 for functions which had funding reprioritised in the 2020/21 financial year.

Question 36

Please provide copies of the current work plan.

The Ministry's [Strategic Intentions 2021-2025](#) sets out its role and functions (pages 9 to 11) and its strategic intentions (pages 17 to 26). This document provides the focus for the Ministry's activities and delivery of outputs and services.

The Ministry has a large work programme of regulatory, service delivery and policy functions. The Ministry's work programme, projects and major policy initiatives to be progressed in the 2020/21 year are set out in the [Four Year Plan 2019–2023](#) (pages 45 to 50).

Question 37

Please list projects and major policy initiatives progressed in 2020/21.

Please refer to pages 10 to 19 and 27 to 93 of the Ministry's [2020/21 Annual Report](#) for projects and major policy initiatives progressed in the 2020/21 financial year.

Question 38

Please provide copies of any reports made to the Minister in 2020/21 about performance against the agency or organisation's Statement of Intent, Statement of Corporate Intent, Statement of Performance Expectations or Output Plan.

The Ministry does not have an output plan or performance agreement. Information on outputs and outcomes is captured in the Estimates of Appropriations. Regular reporting from the Ministry and other agencies provides sufficient information on appropriations and the supply of outputs to enable Ministers to exercise their responsibilities. Please note that financial and non-financial results reported in six-monthly reports are unaudited and not final; year-end financial and non-financial results are available in the Ministry's [2020/21 Annual Report](#).

Please refer to the separate appendix document for copies of the following reports provided to Ministers against the Ministry's Statement of Intent, Estimates of Appropriations, and Government priorities for the period July 2020 to June 2021:

- ACC
- Building and Construction
- Commerce and Consumer Affairs
- Digital Economy and Communications
- Economic and Regional Development
- Energy and Resources
- Immigration
- Kānoa - RDU
- Research, Science and Innovation
- Small Business
- Social Development and Employment
- Tourism
- Workplace Relations and Safety.

Question 39

How many evaluations of policies or programmes were completed in 2020/21? Please provide details of who carried out the evaluation, the cost of the evaluation, the date completed, and its main findings.

During 2020/21 the Ministry completed the following evaluations of policies and programmes. Copies of completed reports are available on request.

Evaluations in 2020/21	Purpose	Who conducted the evaluation	Completed	Cost GST-exclusive \$
Research and Development (R&D) Tax Incentive	<p>The R&D Tax Incentive (RDTI) operates as a tax credit to help more businesses innovate and contribute to a stronger, more productive economy that benefits all New Zealanders.</p> <p>In 2020, the Ministry commissioned an independent review of the early implementation of the scheme to identify how it was working so far and whether any parts of the process could be improved. The review comprised interviews with a range of stakeholders and focused on the experience of businesses and their advisors through the application process for the RDTI.</p>	PwC	November 2020	54,890
Wynyard Edge Alliance Value for Money (VfM) Report	<p>In April 2018, the Government and Auckland Council committed close to \$250m funding to support the 36th America's Cup (AC36) and formed the Wynyard Edge Alliance (WEA) to create the setting for AC36.</p> <p>The Ministry and Auckland Council commissioned the VfM report to assess the outcomes the project achieved against the Owners' Project Value Statements:</p> <ul style="list-style-type: none"> • Deliver on time and within funding limits • Strive for zero harm and protect wellbeing • Demonstrate commitment to social outcomes and sustainability • Recognize cultural identity and values of iwi • Build and strengthen trusted relationships • Leave a proud legacy for Auckland and New Zealand 	The Property Group Limited (commissioned by WEA) produced the report. Although the Crown is an owner participant in the WEA, the costs were not met by the Ministry.	February 2021	-
36th America's Cup Impact Evaluation	The purpose of this evaluation was to evaluate the costs and benefits to Auckland and New Zealand of hosting AC36 relative to the counterfactual of the event being hosted in another country.	Fresh Info	June 2021	351,177
Evaluation of the Earthquake Prone Building Scheme	The purpose of this evaluation was to provide early insights into the implementation of the Earthquake Prone Building Scheme, increase awareness of issues, and identify areas for learning.	Internal and Colmar Brunton	June 2021	8,210

Evaluations in 2020/21	Purpose	Who conducted the evaluation	Completed	Cost GST-exclusive \$
Evaluation of the Building Consent Accreditation Scheme (the Scheme)	The purpose of this evaluation was to evaluate the design and operation of the Scheme, to inform improvements in policy and regulation.	Litmus	September 2020	99,999
Monitoring efficiencies in building regulatory processes for Kāinga Ora housing 2020-2021	<p>The purpose of this review was to:</p> <ul style="list-style-type: none"> make an evidence-based assessment of the efficiency, effectiveness and consistency of the building consenting process for housing being developed by Kāinga Ora provide a valuable baseline for identifying efficiency gains delivered through greater use of 'MultiProof' and modular components by Kāinga Ora, and, in time, the efficiencies achieved by Kāinga Ora if accredited and registered as a building consent authority. 	Conducted by a four-member expert panel consisting of Ron Pynenburg, Rob Tierney, Mike Cox, and Martin Pratchett	June 2021	95,000
Isolation and Quarantine Management - Rapid Assessment	This report identified what would be needed to set the MIQ programme on a sustainable track for the future. It made recommendations to help ensure MIQ is sustainable and continues to improve.	Murray Jack and Katherine Corich	April 2021	119,350
Isolation and Quarantine Management – Lessons Learned Review	This evaluation focused on the isolation and quarantine of the first tranche of international mariners to arrive in New Zealand during the border closure in 2020. It made recommendations for system and process improvements for the next tranche of mariners, as well as for the wider MIQ system.	Venter Consulting	December 2020	39,600
Provincial Growth Fund (PGF)	The purpose of the evaluation was to understand how the PGF operated, identify early markers of success and opportunities in relation to how the PGF can better achieve its outcomes.	Allen + Clarke Policy and Regulatory Specialists Limited	June 2021	250,000
Global Impact Visa (GIV)	The GIV is an immigration visa designed to facilitate the attraction, selection, and integration of high impact entrepreneurs and investors. It is a partnership between Immigration New Zealand and the Edmund Hillary Fellowship. A three-year evaluation has been completed. Year 1 focused on the attraction and selection of fellows. Year 2 focused on their integration and Year 3 (final report) looked at early outcomes.	Martin Jenkins	May 2021	270,000
Financial Markets Conduct Act (FMCA) 2013	This was a phase two evaluation of the FMCA to evaluate whether the Act is contributing to its goals since its implementation in 2014 and to identify any	Sapere	November 2020	26,500

Evaluations in 2020/21	Purpose	Who conducted the evaluation	Completed	Cost GST-exclusive \$
	enhancements that could make the Act more effective.			

Question 40

What reviews of capability were started or completed in 2020/21? What aspects of capability were or are being reviewed? Who undertook or is undertaking these reviews and when were or will they be completed?

Towards the end of 2020/21, the Ministry identified, through emerging trends in the recruitment activities and contractor usage, that it is becoming increasingly harder to attract and retain key skillsets. These trends are particularly apparent in the ICT, programme delivery and policy areas. The Ministry's new branch, Workforce, Transformation and Change, has been tasked with delivering a workforce plan to respond to skills shortages, with a focus on critical roles in the current state and into future.

For the Managed Isolation and Quarantine Group (MIQ), the Ministry determined that a specific Learning Management System, Learn@MIQ, was needed. The system facilitates, shares and tracks key knowledge and learnings for the MIQ workforce across all the Group's teams, agencies and sites. In December 2020, the system was launched into Pilot Mode with key knowledge modules such as Infection, Prevention and Control (IPC), Privacy, and Staff Guide. The system was designed to be easily accessible across all platforms and devices to ensure the widest possible access for the MIQ worker community. From January 2021, Learn@MIQ was progressively deployed to all people involved in the MIQ system. As at 30 June 2021, the system had 3,642 registered users, from 24 Government and non-government agencies or businesses across 34 MIQ sites.

Question 41

Please provide details of all monitoring, evaluation and auditing of programmes or initiatives undertaken or commissioned by your department, agency or organisation in the 2020/21 financial year (including details of all performance measures, targets and benchmarks and whether programmes contributed to desired outcomes in an efficient and effective manner).

The Ministry monitors progress against its outcomes and this is reported in the Annual Report 2020/21 (pages 27 to 37). Information on the performance that contributes to the achievement of its outcomes is included on pages 39 to 91. Information on the evaluation of new Budget initiatives, and on evaluations of policies and programmes completed in 2020/21, that contribute to the Ministry's outcomes, is included in the responses to questions 10 and 39 respectively.

In addition, the following evaluations or monitoring projects were undertaken or commissioned in 2020/21. Excluded from the response is the Ministry's monitoring of the effectiveness of initiatives through its internal assurance and business processes.

Monitoring or evaluation undertaken or commissioned in 2020/21 – name of initiative	Purpose of monitoring or evaluation	Who conducted the monitoring or evaluation	If completed, which month and year was it completed? If not yet completed, what is the expected completion month and year?	Brief comment on findings that demonstrate achievement of desired outcomes
Ngā Haerenga, the New Zealand Cycle Trail - An evaluation of 1 March 2019 to 28 February 2020 - counter data from the 22 Great Rides of the New Zealand Cycle Trails	The purpose of this evaluation was to provide evidence on the use of the Great Rides of Ngā Haerenga, the New Zealand Cycle Trail.	Marilyn Northcote (en Velo) and Jonathan Kennett (Kennett Brothers)	Completed July 2020	The report provided evidence of continued growth in use of the Great Rides of Ngā Haerenga, the New Zealand Cycle Trail. Findings from the report will be used to inform an Evaluation of the Great Rides of Ngā Haerenga, the New Zealand Cycle Trail in 2021/22.
Construction Sector Accord – Quarterly KPI Monitoring	The purpose of the quarterly KPI monitoring report is to inform Accord governance groups and workstreams about progress towards Accord goals and outcomes. An online, public-facing version of this report is in development.	MBIE	Ongoing quarterly reporting	Quarterly KPI monitoring summarises relevant indicators of progress towards high-level Accord goals (ie, labour productivity statistics, and qualification profiles for the construction sector), workstream outcomes (ie, participation rates of women, Māori and Pacific people in the sector), and initiative level outputs (ie., engagement with new procurement guidance documents published online).
Construction Sector Accord – Early Outcomes Evaluation	The purpose of the evaluation is to provide insights into early progress towards Accord objectives. The evaluation includes quantitative information, similar to regular KPI reporting. It also includes qualitative evidence from sector interviews that are aimed at understanding engagement with Accord initiatives and perceptions of its added value.	Martin Jenkins, drawing on some MBIE data	Expected completion mid-December 2021	-

GIFTS AND EXTERNAL RELATIONSHIPS

Question 42

What policies were in place in 2020/21 on accepting corporate gifts or hospitality? How did this compare to the previous financial year? Please list all corporate gifts or hospitality accepted by staff in the 2020/21 financial year with the following details:

- Gift or hospitality accepted
- Position of staff member who accepted
- Estimated value
- Date received
- Name of the organisation or individual who paid for/gave the gift or hospitality.

The Ministry implemented a new Accepting Gifts, Hospitality and Entertainment Policy and Procedure in 2020/21 (published in November 2020). Gifts accepted by staff over the value of \$50 are the Ministry's property and must be declared in the Conflict of Interests Register System. Previously, gifts and hospitality were covered by the Ministry's Conflicts of Interest Policy and Procedure and Sensitive Expenditure Policy.

Please refer to Appendix 13 for a list of gifts or hospitality accepted by staff in the 2020/21 financial year.

Question 43

What policies were in place in 2020/21 on the organisation giving gifts to external organisations or individuals? How did this compare to the previous financial year? Please list all gifts given to external organisations or individuals in the 2020/21 financial year. For each, please provide the following details:

- Gift given
- Name of external organisation or individual
- Reason given
- Estimated value
- Date given.

The Ministry has a Sensitive Expenditure Policy that covers giving gifts. As a general rule, gifts should not be given to external individuals or organisations. However, the Ministry may provide gifts where there is a business custom or cultural expectation to do so which aligns with a business purpose.

Please refer to Appendix 14 for a list of all gifts given to external organisations or individuals.

Question 44

What policies were in place in 2020/21 on giving gifts to staff? How did this compare to the previous financial year? Please list all gifts given to staff exceeding \$100 in value in the 2020/21 financial year. For each, please provide the following details:

- Gift given
- Position of staff member
- Reason given
- Estimated value
- Date given.

The Ministry has a Sensitive Expenditure Policy that covers giving gifts to staff. Gifts and rewards may be:

- recognition for long service or for a staff member leaving the Ministry
- to acknowledge a significant life event such as the birth of a baby, marriage, a bereavement or serious illness
- to acknowledge performance.

Please refer to Appendix 15 for a list of all gifts given to individual staff members exceeding \$100 in value.

Question 45

What potential conflicts of interest were identified regarding the board, management or senior staff in 2020/21? For each, please provide the following details:

- Conflict identified.
- Whether or not any contract, policy, consent or other consideration has been entered into with any entity identified in any conflict in the last three financial years.
- Value of any contract, policy, consent or other consideration has been entered into with any entity identified in any conflict in each of the previous three financial years.
- Steps taken to mitigate any possible conflict in granting any contract, policy, consent or other consideration which has been entered into with any entity identified in any conflict in each of the previous three financial years.

The Ministry's Code of Conduct and Declarations of Interest Policy require all conflicts of interest to be disclosed to managers as or when they arise. Interests are declared in a central register along with any management plan required to mitigate a conflict.

The declarations are of "interests" relevant to the work that staff do and the position they hold. Not all of those interests will result in potential conflicts. Where a potential conflict may arise, an agreed management plan is put in place to avoid or mitigate that conflict.

The Ministry's Senior Leadership Team have declared the following interests for 2020/21:

Declaration Type	No.
Family or friends	3
Financial affairs	7
Personal	3
Professional obligations	1
Secondary employment	1
Wider community	3
Total	18

Each Senior Leadership Team meeting also includes an agenda item to identify and address any conflicts of interest relevant to items on the agenda.

Question 46

What non-government organisations, associations, or bodies, if any, was your department, agency or organisation a paid member of in 2020/21? For each, what was the cost for each of its memberships? How does this compare to each of the previous four financial years?

Please refer to Appendix 16.

INVOICES AND PROCUREMENT

Question 47

How many penalties for late payment of an invoice were incurred in the 2020/21 year and what was the total cost of that. How does this compare to each of the previous four financial years?

The Ministry aims to pay invoices promptly. Once an invoice has been approved, the supplier will be paid in the next payment run, regardless of the suppliers' payment terms of trade.

The Ministry does not separately identify fees and charges in relation to late payment in accordance with specific supplier invoice payment terms and conditions, and therefore cannot provide this information.

Question 48

How many and what proportion of invoices and bills received in the 2020/21 financial year were not paid on time, and how does this compare to each of the previous four financial years?

The Ministry aims to pay invoices promptly. Once an invoice has been approved, the supplier will be paid in the next payment run, regardless of the suppliers' payment terms of trade. The Ministry currently undertakes two payment runs per week as well as further payment runs on the first working day, last working day, and 20th of the month, meaning that all invoices are paid within days of being approved.

The table below shows invoices paid on time and not paid on time for 2020/21 and the previous four financial years.

Year	Paid on time	Per cent	Not paid on time	Per cent
2020/21	41,867	93.8	2,755	6.2
2019/20	47,916	93.9	3,096	6.1
2018/19	45,641	92.9	3,473	7.1
2017/18	46,571	92.2	3,917	7.8
2016/17	49,790	92.8	3,875	7.2

ADVERTISING, POLLING, AND PUBLIC RELATIONS**Question 49**

What polls, surveys or market research did your department, agency or organisation undertake in the last financial year and what were the total estimated costs of this work? Please provide a copy of the polling report(s) and the following details:

- Who conducted the work
- When the work commenced
- When it was completed (or due to be completed)
- Estimated total cost
- Whether tenders were invited; if so, how many were received.

Please refer to Appendix 17.

Question 50

How much was spent on advertising, public relations campaigns or publications in the last financial year? How does this compare to the cost of this in the previous four financial years?

The Ministry uses public information programmes to inform the public on a wide range of its services, including new legislation. The table below shows how much was spent on these programmes in the last four financial years.

Year	Cost \$
2020/21	1,075,941
2019/20	2,199,676
2018/19	2,739,064
2017/18	3,265,907

Year	Cost \$
2016/17	2,928,963

The Ministry also produced a wide range of information and guidance publications, as well as its accountability documents, and these are available on the Ministry's websites. The Ministry does not collate the total amount spent on publications; this expenditure is managed individually by business units across the department.

Expenditure in 2020/21 reduced compared to the prior year, as some of the more significant projects that incurred these expenses have either been completed (for example promotion Healthy Homes information and Education) or reprioritised to put the focus on COVID-19 response related communication (for example the Ministry's general promotional activities through Facebook, Google and Bing).

Question 51

For each advertising or public relations campaign or publication conducted or commissioned in the 2020/21 financial year, please provide the following:

- Details of the project including a copy of all communication plans or proposals, any reports prepared for Ministers in relation to the campaign and a breakdown of costs
- Who conducted the project
- Type of product or service generally provided by the above
- Date the work commenced
- Estimated completion date
- Total cost
- Whether the campaign was shown to the Controller and Auditor-General
- Whether tenders were or are to be invited; if so, how many were or will be received.

Please refer to Appendix 18.

Question 52

How many public relations and/or communications staff, contractors/consultants or providers of professional services were employed in the last financial year; what was the total salary budget for these staff and how much were these staff paid broken down by salary band? How does that compare with each of the previous four financial years? Provide a numerical and percentage breakdown of public relations or communications staff by employment status ie permanent, contractor/consultant, provider of professional service.

The Ministry's communications staff support a wide range of communications and engagement activities. These are aimed at providing easy-to-understand information to explain government policies and programmes across 19 ministerial portfolios to the public and key stakeholders, such as businesses, employers, workers and diverse communities. The Ministry does this by creating different audience-specific content for online channels (websites and social), supporting stakeholder engagement, managing media queries, announcements and events that highlight key milestones or important aspects of government policies and programmes. A key part of the Ministry's work in the last year has been to support the All of Government work in response to COVID-19 - particularly communications to business, employers and workers around business travel, essential workers, essential products, and other Alert Level guidance.

Ministry communications staff also includes engagement and communications advisors supporting 32 Managed Isolation Facilities in the MIQ system. These 20 MIQ roles develop information (print and online) for people using MIQ facilities, MIQ staff, MIQ stakeholder communities, as well as the general public.

The following table shows the number of fixed term and permanent staff employed in communications or public relations roles. The increase in total number of communications staff in 2020/21 is due to the inclusion of the new MIQ roles, and internal communications staff. In previous years, internal communications staff were excluded from the figures.

Year	Permanent FTE at 30 June	Per cent of total staff	Pro-rated salary total \$	Fixed Term FTE at 30 June	Per cent of total staff	Pro-rated salary total \$
2020/21	43.4	59	5,025,751	28.8	41	3,335,283
2019/20	26.9	76	2,916,608	8.5	24	840,305
2018/19	32.7	82	3,217,574	7	18	711,000
2017/18	32.5	94	3,327,858	2	6	*
2016/17	32.5	94	3,491,550	2	6	*

*Withheld to maintain the individual's privacy due to the low number of FTEs.

Please refer to the response to question 68 for information about contractors, consultants and professional services.

Question 53

How much was spent in 2020/21 on merchandise/promotional products (apparel, stationery, pen drives etc) carrying the branding of your department, agency or organisation or its campaigns, policies or marketing? How did this compare to each of the previous four financial years? For each invoice over \$1,000 in 2020/21 please provide the item purchased, the amount purchased, costs and the intended use.

The Ministry spent the following amounts on merchandise or promotional products in 2020/21.

Merchandise	Cost \$
Various merchandise/promotional products	1,623
Building performance event 8ft Bellavim double-sided media wall	2,130
Expo stand (branded wrap around, fold up/out display stand)	10,880
Expo hire and install for Building Nations Conference 2020. Products include three panel walls printed and installed and rental for walls, standing table and seats	1,500
Marketing campaign – printed banners	271.43
E-invoicing display banner	1,830
ADEPT lapel pins	1,855
Tote bags	1,061.11
Digital Boost branding of pods and lectern plus wayfinding	1,667.73
Digital Boost branded T-shirts	805
Digital Boost and Digital Boost Alliance Banners	8,516.67
Digital Boost branded 'lapel pins'	1,840
Employment New Zealand frisbees for career campaigns/events	3,782.50
Employment New Zealand tote bags for career campaigns/events	2,804.90
Employment New Zealand pens for career campaigns/events	1,228.60

For previous years, please refer to the responses for:

- 2019/20 – question 53 (page 24) at: [Annual Review 2019/20](#)
- 2018/19 – question 53 (page 27) at: [Annual Review 2018/19](#)

- 2017/18 – question 53 (page 31) at: [Annual Review 2017/18](#)
- 2016/17 – question 48 (page 43) at: [Annual Review 2016/17](#)

Question 54

How many press releases, if any, were released in the 2020/21 financial year? How many were released in each of the previous four financial years?

The Ministry released 154 media releases in 2020/21. In addition, the Ministry prepared approximately 259 Ministerial media releases and responded to nearly 4,500 media queries.

For previous years, please refer to the responses for:

- 2019/20 – question 54 (page 25) at: [Annual Review 2019/20](#)
- 2018/19 – question 54 (page 27) at: [Annual Review 2018/19](#)
- 2017/18 – question 54 (page 32) at: [Annual Review 2017/18](#)
- 2016/17 – question 49 (page 44) at: [Annual Review 2016/17](#)

OFFICIAL INFORMATION AND PRIVACY

Question 55

In 2020/21, did your department, agency or organisation have an internal group of staff whose primary role was to support the Minister or their Office by processing information requests such as Parliamentary questions, Official Information Act requests, and ministerial correspondence; if so, what is the name of that group, how many staff were in the group, what was the cost of this, and where were they located? What were these numbers for each of the previous four financial years?

The Ministry has dedicated ministerial services writers based in each of its business groups. Business groups coordinate, draft and respond to the information requests the Ministry receives.

A centralised team of 14 people, log, assign and track information requests received by the Ministry. This team provides support for ministerial servicing performance reporting and to the Ministry on Official Information Act 1982 (OIA) best practice and Parliamentary processes as well as coordinating the Ministry's Cabinet Paper proactive release programme.

For staff information relating to previous years, please refer to the responses for:

- 2019/20 – question 55 (page 25) at: [Annual Review 2019/20](#)
- 2018/19 – question 55 (page 28) at: [Annual Review 2018/19](#)
- 2017/18 – question 55 (page 33) at: [Annual Review 2017/18](#)
- 2016/17 – question 50 (page 44) at: [Annual Review 2016/17](#)

Question 56

What was the number of Official Information Act Requests received, responded to within 20 working days, responded to after 20 working days, transferred, and declined during 2020/21? What were these numbers for each of the previous four financial years?

The table below shows the number of OIA requests processed by the Ministry in the 2020/21 year.

	Number of requests 2019/20	Number of requests 2020/21
Received	1,743	2,834

	Number of requests 2019/20	Number of requests 2020/21
Responded*	1,687	2,801
Responded to within 20 working days	1,186	1,752
Responded to after 20 working days**	501	1,049
Transferred to another entity	65	102

*The 20-day timeframe for responding to requests means that in the period 1 July 2020 to 30 June 2021 the Ministry processed some requests which were received prior to 1 July 2020.

**Includes 677 requests in 2020/21 which had the 20-day timeframe for response extended under section 15A of the OIA.

For previous years please refer to the response to question 56 (page 28) at: [Annual Review 2018/19](#).

Question 57

What was the average response time for Official Information Act Requests during 2020/21? What was this number for each of the previous four financial years?

The average and median response times for OIA requests during 2020/21 and previous years is shown in the table below (this includes where the response time was extended).

	2016/17	2017/18	2018/19	2019/20	2020/21
Average response time – working days	25	24	21	22	23
Median response time – working days	19	21	19	19	19

Question 58

How many complaints were received under the Privacy Act or Official Information Act during 2020/21 broken down by whether each has been upheld, dismissed, or still under investigation? How does this compare to each of the previous four financial years?

The number of complaints received by the Office of the Ombudsman and the Office of the Privacy Commissioner that the Ministry was notified of are shown in the table below.

	2016/17	2017/18	2018/19	2019/20	2020/21
Official Information Act*	61	84	84	34	33
Number of OIA complaints upheld	5	4	1	8	4
Privacy Act**	30	34	37	32	22

*Data sourced from the Office of the Ombudsman.

**Data sourced from the Office of the Privacy Commissioner.

Note the Ministry does not hold centralised data on the number of Privacy Act complaints upheld and dismissed.

Question 59

What policies are in place for Official Information requests to be cleared by or viewed by the Minister's office? Have any of these policies changed since the new Government was sworn in?

The Cabinet Office Manual 2017 provides guidance on consulting or advising Ministers about departmental OIA requests:

“A department may consult its Minister about any request for official information it receives. The decision on how to respond to the request is nonetheless to be made by the department, in accordance with the Official Information Act.”

The Ministry does not require clearance from a Minister's Office prior to the release of responses to departmental OIA requests. The Ministry may, however, consult or notify a Minister's Office on a particular OIA response. The Ministry's Official Information Act 1982 Requests Policy and procedures are currently being reviewed as part of a regular policy review schedule. This review is being guided by the Cabinet Office Manual 2017 and current Ombudsman guidelines.

Question 60

Does your department, agency or organisation have specific policies or procedures that apply to requests for information from media, bloggers, political parties, or OIAs deemed 'high risk' which differ to those for regular requests; if so, please provide full details of those policies?

All requests are subject to the statutory framework of the OIA. Media enquiries and other requests under the OIA are responded to as soon as practicable. If a response cannot be provided straight away, and more time is required, it may be responded to using the Ministry's OIA process to ensure the information provided is accurate.

The Ministry's Official Information Act 1982 Requests Policy and procedures are currently being reviewed as part of a regular policy review schedule. This review is being guided by the Cabinet Office Manual 2017 and current Ombudsman guidelines.

Question 61

What instructions or directions from Ministers or their staff regarding the processing or handling of Official Information Act requests did the agency or organisation receive during 2020/21?

The Ministry consults with Ministers on particular departmental OIA requests when necessary and may receive comments or contextual information as part of the consultation. However, the Ministry makes the decision on the request. The expectations of Ministers, in terms of performance targets for processing Ministerial OIA requests, are set out in the performance information in the Estimates of Appropriations, with results provided in the Ministry's Annual Reports. Please refer to the response to Question 59 for more information.

Question 62

Were any privacy issues identified in the 2020/21 financial year and in the previous four financial years? If so, what were they and what are the titles of any reports into them?

The Ministry keeps a record of privacy events reported via the Ministry's event reporting tool. Privacy events include complaints, near-misses, and potential or actual privacy breaches. The Ministry's Privacy Team then triages each reported event to enable appropriate action to be taken where required. This includes containment, mitigation and resolution, and to identify opportunities for possible improvements to processes or practices relating to the handling of personal information.

The number of reported privacy events by year are:

Year	Number of reported privacy events
2020/21	624
2019/20	328
2018/19	426
2017/18	477
2016/17	360

PERMANENT STAFF/GENERAL STAFFING BREAKDOWNS**Question 63**

How many staff positions in the policy area were left unfilled in the 2020/21 financial year broken down by policy area in total? How did that compare with each of the previous four financial years? How is the agency or organisation continuing to carry out work in the absence of staff in these positions?

As at 30 June 2021, 99 full-time equivalent (FTE) or 21.4 per cent of the permanent positions in the Ministry's policy teams were unfilled. The data is a snapshot and is inclusive of newly established, and yet to be filled, positions. The table shows the comparison with previous years.

	30 June 2021	30 June 2020	30 June 2019	30 June 2018	30 June 2017
Unfilled policy position FTE	99	108	74	45	82

The Ministry recruits staff as required to fill vacant positions and to meet business needs. Where there are staff vacancies and where practical, the Ministry will reprioritise the work programme or timeframes. Alternatively, the Ministry uses contractors where it is economic or necessary to do so, including to cover short-term or peak periods of demand. The Ministry continues to explore the sourcing and development of policy expertise in the regions, outside Wellington.

As at 30 June 2021, there were 394 staff engaged in policy roles in the Ministry.

Question 64

How many permanent staff were employed within your department, agency or organisation during the last financial year? How does this compare to each of the previous four financial years? Please breakdown by:

- Role (e.g. policy/admin/operational)
- Classification (full and part-time)
- Office (e.g. geographical location)

Please provide detailed explanations for any fluctuations in staff numbers of plus or minus 10%.

The table below shows the number of permanent staff employed by the Ministry as at 30 June each year.

Permanent staff	30 June 2021	30 June 2020	30 June 2019	30 June 2018	30 June 2017
Headcount	4,735	4,478	3,956	3,536	3,277

Note: The numbers provided exclude offshore locally engaged staff, permanent staff on leave without pay or parental leave without pay, and fixed term staff.

Please refer to Appendix 19 for a breakdown of these numbers by role, classification and office, and the comparison with previous years.

The Ministry experienced a slight increase in permanent employee headcount of 5.7 per cent in the year to 30 June 2021.

In August 2020, the Ministry was designated as the lead agency to establish MIQ as a multi-agency system response. As MIQ is needed long term, the Ministry has looked to add more stability in the workforce across MIQ. In the last financial year, some permanent roles have been established to attract and retain the right talent. Focus has been placed on roles that may have an ongoing place in the Ministry.

Within the corporate groups of Ngā Pou o te Taumaru (formerly Corporate, Governance and Information), and Digital Data and Insights (DDI), the permanent headcounts for both groups have increased. In November 2020, the DDI group was stood up. DDI leads, connects and strengthens the Ministry's core data and insights, digital and technology capabilities, to enable the Ministry to proactively take advantage of and

manage technology changes, including cyber, in an ever-changing environment. In the last financial year, the Information, Communications and Technology's (ICT) work programme, which is converting functions previously undertaken by contractors to permanent positions, has added to the growth of the group.

Ngā Pou o te Taumarū's growth is in response to the establishment of MIQ and the subsequent support services required, in particular from the Legal and Communications teams. In addition, there has been an increase in the People and Culture team which also reflects additional support for MIQ, but also for the implementation of the new payroll system and bringing more payroll functions in-house.

Immigration New Zealand's headcount has dropped by three per cent in the last financial year, due to the freeze on recruitment post COVID-19 and greater efficiencies through change.

An increase in permanent employee numbers for Kānoa was largely due to the establishment of programmes of work as part of the government's "shovel ready" initiatives, which are in response to the economic impacts of COVID-19.

The Labour, Science and Enterprise Group permanent headcount increases were driven primarily by additional funding across three areas, in support of government priorities. The demand and growth experienced by the Labour and Immigration Policy branch, combined with additional funding to establish the Regional Skills Leadership Groups (RSLGs), meant the Ministry decided to divide this portfolio into two branches: Employment Skills and Immigration Policy (including the RSLGs team), and Workplace Relations and Safety Policy. The other two key changes that impacted the increase in staffing levels were in the Innovative Partnerships team within the Science, Innovation and International branch, and the Economic Development and Transitions branch, focused on the Industry Transformation Plans and Just Transitions.

An increase in the Finance and Performance group is largely due to the impact of MIQ coming to the Ministry and providing support to this group. Elsewhere, the E-invoicing team has built a new structure to work through its project of setting up a new way of processing invoices.

The Ministry has moved to a new way of categorising its staff. For 2020/21, the Ministry is providing the data breakdown of these numbers by role, classification and office, and the comparison with previous years.

For the purposes of this question, the Ministry has categorised roles as "policy" or "other". The "other" group includes all non-policy staff in the Ministry, such as those working in operational, corporate and service delivery roles. Roles with dual functions are categorised by their main category only.

The Ministry has also provided additional data in the appendix to this response broken down by new Critical Risk Workgroup categories. These are *field*, *front-facing (face to face)*, *front-facing (non face to face)* and *office* staff. Please see the Ministry's response to Question 67 for further detail. The Ministry intends to provide responses in future using these new categories.

Question 65

Please provide a breakdown by role (e.g. policy/administration/operational) and location of the agency or organisation's staff numbers in 2020/21 and each of the previous four financial years, by age and gender.

The table below shows the number of staff (permanent and fixed term) employed by the Ministry as at 30 June each year by role. The numbers include staff based offshore but who are paid as New Zealand employees.

The Ministry has categorised staff as "policy" or "other" in the table below. The "other" group includes all non-policy staff in the Ministry. Roles with dual functions are categorised by their main category only.

Please also refer to the Ministry's response to question 67 on frontline workers, using the new Critical Risk Workgroup classifications for 2020/21.

Permanent and fixed term staff headcount	30 June 2021	30 June 2020	30 June 2019	30 June 2018	30 June 2017
Policy staff	394	324	301	331	318
Other staff	4,907	4,448	3,936	3,392	3,133
Total staff	5,301	4,772	4,237	3,723	3,451

Note: The numbers provided exclude offshore locally engaged staff, casual staff and permanent staff on leave without pay or on parental leave.

Please refer to Appendix 20 for a breakdown of these numbers by location, age and gender.

For the purposes of this question, the Ministry has categorised roles as "policy" or "other". The "other" group includes all non-policy staff in the Ministry, such as those working in operational, corporate and service delivery roles. Roles with dual functions are categorised by their main category only.

The Ministry has also provided additional data in the appendix to this response broken down by new Critical Risk Workgroup categories. These are *field*, *front-facing (face to face)*, *front-facing (non-face to face)* and *office* staff. Please see the Ministry's response to Question 67 for further detail. The Ministry intends to provide responses in future using these new categories.

For previous years please refer to:

- 2019/20 – question 65, Appendix 20 (page 92) at: [Annual Review 2019/20](#)
- 2018/19 – question 65, Appendix 20 (page 86) at: [Annual Review 2018/19](#)
- 2017/18 – question 65, Appendix 17 (page 75) at: [Annual Review 2017/18](#)
- 2016/17 – question 60, Appendix 13 (page 43) at: [Annual Review 2016/17](#)

Question 66

If your agency or organisation has a cap on the number of Full Time Equivalent (FTE) positions in 2020/21, what was the figure at which it was capped? How many FTEs were employed in 2020/21, and how does this compare to each of the previous four financial years?

On 1 May 2018, the Cabinet agreed to remove the cap on staff in core government administration, effective from June 2017, which means that the Ministry no longer has a cap on the number of FTE positions.

The table below shows staff FTE numbers as at 30 June 2021 and for each of the previous four years, including when the cap of FTE positions existed. The staff FTE numbers include fixed term positions but exclude locally engaged offshore staff, casual staff, and staff on parental leave or leave without pay.

	30 June 2021	30 June 2020	30 June 2019	30 June 2018	30 June 2017
On board FTE	5,195	4,675	4,149	3,645	3,367

Note: The response to Question 64 provides headcount, while this table provides FTE positions with figures rounded to the nearest whole number.

Question 67

How many of the total staff employed are considered to be frontline staff and how many are considered back office staff (both in nominal terms and as a percentage of total staff) and how does that number compare to the number of frontline and back office staff in each of the past four financial years?

In preparation for the Ministry's new Payroll system introduced in late October 2020, a review of all positions was completed to include Critical Risk Workgroup classifications, to help the Ministry manage its health and safety risks. These classifications, tied to each position, determine the online learning courses required to be completed by each employee and are part of the Ministry's approach to managing and responding to critical health and safety risks.

The table below shows staff headcount totals per Workgroup classification as at 30 June 2021. In previous financial years, the Ministry did not formally categorise staff into discrete frontline and back-office staff categories.

Workgroup classification	Description	30 June 2021	%
Field (e.g. Compliance Officers and Senior Investigators)	A person required to interview or meet with external clients away from a Ministry office	457	8.6
Front-Facing (Face to Face) (e.g. Border Officers and Immigration Officers)	A person who conducts in person interviews with external clients in a Ministry controlled environment	587	11.1
Front-Facing (Non Face to Face) (e.g. Client Services Advisors, Immigration Officers and Senior Support Officers)	A person who deals with external clients via phone or email only	1,052	19.8
Office (e.g. Policy Advisors, Research and Data Analysts, Project Managers and Business Analysts)	A person who does not have regular direct contact with external clients or the public	3,205	60.5
Total staff		5,301	100

Please note that Immigration Officer is an example in three categories, Front-Facing (Face to Face, Front-Facing (Non Face to Face) and Office. Workgroup classification is not simply based on job title; factors considered in classification are the business Group that the position sits in, the nature of the work that position does, and the working location of the position.

CONSULTANTS, CONTRACTORS/ TEMPORARY CONTRACTS, PROVIDERS OF PROFESSIONAL SERVICES

Question 68

How many contractors, consultants, including those providing professional services, were engaged or employed in 2020/21 and what was the estimated total cost? How did this compare to each of the previous four financial years, both in terms of the number engaged and the total cost? For each consultant or contractor that has been engaged in the previous four financial years please provide the following details:

- Name of consultant or contractor
- Type of service generally provided by the consultant or contractor
- Details of the specific consultancy or contract
- Budgeted and/or actual cost
- Maximum hourly and daily rates charged
- Date of the contract
- Date the work commenced
- Completion date
- Whether tenders were invited; if so, how many were received
- Whether there are proposals for further or following work from the original consultancy; if so, the details of this work?

In the 2020/21 financial year, as reported in the Ministry's [2020/21 Annual Report](#), the Ministry spent \$90.337 million on contractors and consultants (both operating and capital), a decrease of \$18.562 million compared to the 2019/20 financial year. Operating and capital expenditure have fallen by \$1.319 million and \$17.243 million respectively.

The majority of contractors and consultants working at the Ministry are supporting large-scale projects, which cannot currently be delivered with existing resources and workforce. The completion of the leased cross-government office space in Pastoral House project represents the majority of the decrease in capital expenditure.

Other major projects include the payroll replacement project and the employer-assisted temporary work visa project. These projects have a limited duration – between one and two years in most cases – and will improve the quality of public services for New Zealanders.

The Ministry has disclosed the following information on contractors and consultants in its [2020/21 Annual Report](#) (refer note 6 *Contractors and Consultants* on page 118).

	2020/21 \$m	2019/20 \$m
Contractors	29.516	25.860
Contractors working on ICT projects	17.557	26.222
Total operating expense – contractors	47.074	52.082
Consulting services	21.812	18.122
Total operating expense – contractors and consultants	68.885	70.204
Contractors and consulting services capitalised to assets*	21.452	38.695
Total contractors and consultants	90.337	108.899

*See response to Question 27.

In accordance with guidance from the Te Kawa Mataaho Public Service Commission on Workforce and Contractor Information, the Ministry has included both operating and capital spending on contractors and consultants, including those working on ICT projects.

Information on proposals for further or following work from the original consultancy is not available.

In 2020/21, the Ministry spent \$58.30 million on professional services. This information is reported on page 117 of the Ministry's [2020/21 Annual Report](#).

Year	Professional Services \$m
2020/21	58.30
2019/20	48.98
2018/19	55.08
2017/18	47.89
2016/17	48.08

The Ministry engages providers of professional services for a number of different reasons. The table below provides a breakdown of the purpose for which providers of professional services were engaged in 2020/21, including a description of the nature of the expenditure. Where professional services do not fall under any of the specific categories noted below, they are allocated to the 'other professional services' category.

Category	Amount \$m	Description
Outsourced Migrant Settlement Services	12.331	Costs relating to various settlement services and programmes for migrants.
Research and Surveys	9.467	Costs relating to a variety of methods to use data to inform decision making, such as finished research reports, data to input into research, workshops, and online research techniques
Legal Services	9.463	Costs incurred from services obtained from legal firms (mainly from Crown Law), as well as various legal reviews, associated with Refugee Status Branch, Labour Inspectorate cases, Insolvency Trusts Services and Regional Economic Development and Investment Unit of its work.
Outsourced Other Service Providers	7.108	Costs relating to the external provision of general services such as security, scanning and imaging, document and website content production, website hosting, service design and vehicle monitoring.
Evaluation Services	2.422	Costs relate to the work undertaken by a third party to evaluate Management and Isolation Operating programme set up and the Provincial Growth Fund, and to prepare a report that would satisfy the Cabinet's requirements.
Interpretation, Transcription and Translation Services	1.482	Costs relating to various interpretation services across Management and Isolation Operating, Immigration New Zealand and Employment Service and Employment Relations Authority, tenancy disputes and Insurance Claims Resolution.
Advisory Panel Fees	1.438	Member fees for various panels including the Regional Research Panel, the Matariki Advisory Group Panel, the Major Events Investment Panel, the Tourism Infrastructure Fund, the Catalyst Fund, the Endeavour Fund, Housing Infrastructure Fund and Electricity Price Review panels.
Fees and Cost – Assessment, Mediation and Adjudication	1.399	Costs relating to assessment, mediation and adjudication associated with Tenancy disputes, Employment disputes,

Category	Amount \$m	Description
		Weathertight Homes Resolution Service, Insurance Claims Resolution, and Occupational licensing and compliance.
Medical Services	1.274	Costs relating to various interpretation and transcription services
Laboratory Testing	1.151	Costs relating to laboratory testing associated with, registration of intellectual property, management of criminal proceeds, fuel quality monitoring and consumer protection, and the Weathertight Homes Resolution Service.
Survey	0.155	Costs relating to surveys undertaken to collect data for analysis to inform decision making. Please refer to question 49 for more detail.
Other Audit and Assurance Fees	0.135	Costs relating to audits by external accreditation agencies as part of the Ministry International Organisation of Standards based quality management programme.
Advisory Panel Expenses	0.065	Costs relating to general expenses for the advisory panels, including catering for meetings and travel costs.
Outsourced Verification Services	0.028	Costs for background verification services.
Photographic Charges	0.009	Costs relating to various management team photos
Standards Development Purchased	0.001	Engagement of Standards NZ to create a new standard
Professional Services - Other	10.368	Please see Appendix 21 for a detailed breakdown of 'Professional Services – Other' with a contract value over \$10,000.

Please refer to Appendix 21 (separate document) for a list of contractors, consultants, and providers in the 'other professional services' category, engaged during 2020/21 with a contract value of \$10,000 or over.

The Appendix includes contracts with end dates before the start of the 2020/21 financial year, as those contracts were finalised in the 2020/21 financial year and the associated costs formed part of the Ministry's Annual Report figures.

Further information on specific contracts is available upon request.

For previous years please refer to the responses for:

- 2019/20 – question 68, Appendix 21 (page 96) at: [Annual Review 2019/20](#)
- 2018/19 – question 68, Appendix 21 (page 87) at: [Annual Review 2018/19](#)
- 2017/18 – question 68, Appendix 14 (page 80) at: [Annual Review 2017/18](#)
- 2016/17 – question 63, Appendix 14 (page 48) at: [Annual Review 2016/17](#)

Question 69

Were any contracts awarded in the last financial year which were valued at \$1 million or more? If so, please list by name of company contracted and total value of contract. How did this at compare with each of the previous four financial years?

The Ministry awarded the following 50 contracts with a whole life of \$1 million or more in the 2020/21 financial year:

Organisation	Contract Title	Contract Type
Aapc Properties Pty Limited	IBIS Rotorua	Goods and Service Agreement
Air New Zealand Limited	Air New Zealand - MIQ Travelcard	Goods and Service Agreement
Air New Zealand Limited	Air New Zealand Charter Flights	Goods and Service Agreement
Auckland Council	Funding Agreement - The Southern Initiative Uptempo Programme	Goods and Service Agreement
Auckland Unlimited Ltd	Funding Agreement Auckland Unlimited Programme	Goods and Service Agreement
Bay Plaza Hotel Limited	Bay Plaza Hotel Wellington	Goods and Service Agreement
C P Hotels Limited	Grand Mercure Auckland	Goods and Service Agreement
C P Hotels Limited	Grand Mercure Wellington	Goods and Service Agreement
Callaghan Innovation Research Limited	Partnering in delivering the Agritech Industry Transformation Plan	Goods and Service Agreement
Citizens Advice Bureau New Zealand	CAB agreement 20-22	Goods and Service Agreement
Commodore Airport Hotel Limited	Commodore Airport Hotel Christchurch	Goods and Service Agreement
Custom Street Hotel Ltd.	SO Hotel	Goods and Service Agreement
Distinction Christchurch Limited	Distinction Hotel Christchurch	Goods and Service Agreement
Distinction Hamilton Limited	Distinction Hotel Hamilton	Goods and Service Agreement
First Security Guard Services Limited	First Security Guard Services Limited	Goods and Service Agreement
Glamorton Developments Limited	Sudima Auckland Airport	Goods and Service Agreement
Glamorton Developments Limited	Sudima Rotorua	Goods and Service Agreement
GPR Hotels Limited	Pullman Hotel Auckland	Goods and Service Agreement
Hind Management (NZ) Limited	Novotel Christchurch Airport	Goods and Service Agreement
Hind Properties Limited	Sudima Christchurch Airport	Goods and Service Agreement
Hospitality Services Limited	Grand Millennium Auckland	Goods and Service Agreement
Hospitality Services Limited	M Social Auckland	Goods and Service Agreement
HRH GP Limited	Ibis Tainui Hamilton	Goods and Service Agreement
Jet Park Hotel Hamilton Limited	Jet Park Hotel Hamilton	Goods and Service Agreement
Jet Park Hotel Limited	Jet Park Hotel Auckland	Goods and Service Agreement
Johnston's Coachlines (NZ) Ltd.	Johnston's (NZ) Limited	Goods and Service Agreement
Marsden Asset Management Federal Limited	Ramada Suites by Wyndham	Goods and Service Agreement
Mc Christchurch Holdings Limited	Crowne Plaza Christchurch	Goods and Service Agreement
Microsoft New Zealand Ltd	MCSSA (2018) - Microsoft Cloud, Software and services agreement	ICT Agreement

Organisation	Contract Title	Contract Type
Mount Wellington Trust Hotels Limited	Waipuna Hotel and Conference Centre Auckland	Goods and Service Agreement
Naumi Hotels NZ Pty Ltd.	Naumi Hotel Auckland Airport	Goods and Service Agreement
New Bay Investments Limited	Rydges Auckland	Goods and Service Agreement
New Zealand Film Commission	New Zealand Film Commission	Goods and Service Agreement
New Zealand Hotel 396 Queen Management LP	Four Points by Sheraton Auckland	Goods and Service Agreement
New Zealand Technology Industry Association	New Zealand's Tech & Innovation Story	Goods and Service Agreement
New Zealand Trade & Enterprise	Partnering in delivering the Agritech Industry Transformation Plan	Goods and Service Agreement
Pacific Business Trust	Funding Agreement - Pacific Procurement Support Service	Goods and Service Agreement
Platform 4 Group	Platform 4 Group Ltd.	Goods and Service Agreement
PR Hotels Limited	IBIS Auckland Ellerslie	Goods and Service Agreement
PR Hotels Limited	Novotel Ellerslie Hotel	Goods and Service Agreement
Rayland Enterprises Limited	Sebel Auckland	Goods and Service Agreement
Rydges Rotorua Hotel Limited	Rydges Hotel Rotorua	Goods and Service Agreement
Spak (1996) Limited	Stamford Plaza Auckland	Goods and Service Agreement
Tainui Auckland Airport Hotel LP	Novotel Auckland Airport	Goods and Service Agreement
Technology One New Zealand Limited	SaaS Services and Professional Services for FMIS	ICT Agreement
The Cause Collective	Funding Agreement - The Cause Collective Programme	Goods and Service Agreement
The Institution of Professional Engineers New Zealand	Technical Project Management Services - ENZ	Engineering New Zealand SOW
The Mind Lab Limited	Small Business Digital Boost Skills Training and Support	Goods and Service Agreement
Theta Systems Limited	Theta Cloud Support Services MSA & additional related SoWs	ICT Agreement
Unispace Limited	3251 CHC Unispace Design and Build Contract	Construction

The Ministry has not provided the whole of life values for these contracts as they are commercially sensitive. All contracts are awarded using government procurement rules.

The following table shows the number of contracts with a value of \$1 million or more, awarded by the Ministry in prior years.

Year	Number of contracts
2019/20	22
2018/19	16
2017/18	28
2016/17	13

Question 70

What is the policy of your department, agency or organisation on the use of consultants, contractors or people providing professional services as opposed to regular employees? Has this policy changed in the last financial year, if so, why and how?

The Ministry uses external resources to deliver outputs where it is cost effective to do so, or when additional expertise, which is not normally found within the Ministry, is required. Consultants are engaged on a contract for professional advice or information, either directly (self-employed) or through an organisation. Consultants often work offsite but might be required to work onsite from time to time. Contractors are engaged on a contract for service, either directly (self-employed), or through an organisation. Contractors act as an additional resource for a time-limited piece of work or project, or to provide backfill or extra capacity for roles in the Ministry as required. All new contract hires and contract extensions must be approved by Deputy Secretaries.

Question 71

How many consultants, contractors or people providing professional services contracted in 2020/21 were previously employed permanently within your department, agency or organisation during the previous two financial years broken down by whether they had received a redundancy payment, severance or other termination package or not? How many contractors hired in each of the previous four financial years had previously been permanent employees in the agency or organisation in the previous two financial years?

The Ministry's policy is that all efforts are made to ensure that all work is delivered by Ministry employees wherever possible, before looking to the use of alternative resourcing. The Ministry uses contractors where it is economic or necessary to do so, including to cover short-term or peak periods of demand or consultants for short term specialist expertise or advice.

The table below shows the number of contractors engaged that were Ministry employees in the previous two years:

	2020/21
Number of former permanent employees hired back as a contractor	4
Number of staff who have received redundancy	0

The table below shows comparative data over the previous four financial years:

Year	2019/20	2018/19	2017/18	2016/17
Number of former permanent employees hired back as contractor	8	11	23	27

Question 72

Were any consultants, contractors or agencies contracted to provide communications, media or public relations advice or services in the 2020/21 financial year; if so, with whom did they contract, what was the specific purpose or project, for what length of time and at what total actual or estimated cost? How does this compare to each of the previous four financial years?

Please refer to the response to question 68 for information about contractors, consultants and professional services.

Question 73

How many temporary staff were contracted by your department, agency or organisation in the 2020/21 financial year, listed by purpose of contract, name of company or individual contracted, duration of temporary staff's service, hourly rate of payment and total cost of contract?

Please refer to Appendix 21 for an analysis of all contractor costs incurred during 2020/21 with a contract value over \$10,000.

Question 74

How many staff were hired on each of the following contract lengths: three-month or less, three-to-six month, or six-to-nine month in the 2020/21 financial year? How does this compare to the number hired on each of these contracts in each of the previous four financial years?

The table below shows the number of fixed term staff employed in each financial year on terms of less than three months, three to six months and six to nine months. These figures include those who were hired within the specified financial year.

Length of fixed term contract	2020/21	2019/20	2018/19	2017/18*	2016/17
Three months or less	42	74	52	58	27
Three to six months	91	100	119	39	19
Six to nine months	73	44	52	19	30

*Note that the previously provided 2017/18 figures were recalculated in 2019 to take into account fixed term engagements that may have been adjusted (e.g. terms extended) since the original agreement. This provides a more accurate picture in the breakdown of length of contract.

Question 75

How many staff were employed on a fixed term contract in total in 2020/21? How does this compare to each of previous four financial years?

The Ministry operates in a dynamic and demanding environment. Where services are stable over the longer term, the Ministry seeks to employ permanent staff. For changing or evolving services, to establish new policy, or meet new government priorities, the Ministry finds it makes business sense to employ short term resources to meet project needs and demands until the service settles into a business-as-usual state.

The table below shows the total number of staff the Ministry employed on fixed term agreements during each year over the last five years.

	2020/21	2019/20	2018/19	2017/18	2016/17
Fixed term employee count	604	326	363	214*	174

*Note that the previously provided 2017/18 figures recalculated in 2019 to take into account fixed term engagements that may have been adjusted (e.g. converting fixed-term to permanent) since the original agreement. This provides a more accurate picture in the breakdown of length of contract.

The total number of employees engaged on a fixed term agreement over 2020/21 increased significantly. A significant contributing factor in this increase was the establishment of the MIQ group, which has been resourced primarily by fixed term staff.

MIQ fixed term agreements made up 38 per cent of the total number of fixed term engagements in 2020/21. Other groups with a higher concentration of fixed term engagements over the year included Te Whakatairanga Service Delivery, to address demands in the Employment Services, Service Quality and Building and Tenancy areas; and Ngā Pou o te Taumarū (formerly the Corporate, Governance and Information group) in the Engagement, Communications and Ministerial Services and People and Culture

areas in response to the establishment of MIQ and subsequent support services required and service delivery upgrades including the introduction of a new payroll system.

COLLECTIVE BARGAINING AND EMPLOYMENT ISSUES

Question 76

How many staff were hired in the last financial year whose contracts included a 90-day probationary period? Please provide a breakdown by role.

Trial periods do not apply to the Ministry. From 6 May 2019, only employers with 19 or fewer employees may employ a new employee on a trial period. When trial periods were available to employers of the Ministry's size, the Ministry did not put in place any trial or probationary periods.

Question 77

Please provide a summary of any collective employment agreement negotiations completed in the 2020/21 financial year including the cost of that, and an outline and timeline of negotiations to be conducted in 2021/22?

As part of the 2018 collective agreement terms of settlement with the Public Service Association (PSA), there was agreement to establish a career and pay progression framework. A variation to the current collective agreement was ratified in October 2019. This variation introduced the new career and pay progression framework and extended the term of the collective agreement to September 2021. A further variation was recently agreed in respect of employing Security Officers within MIQ facilities on a fixed-term basis.

The National Union of Public Employees (NUPE) agreed a substantially similar career and pay progression framework and also extended the term of their collective agreement to November 2021.

The Ministry received formal bargaining notice from the PSA on 21 July 2021. Formal bargaining commenced in August 2021. This has followed positive constructive working group discussions with the PSA on joint interests and various issues that will feature in the bargaining process.

Question 78

How many staff were on collective and individual employment agreements respectively in the last financial year? How does this compare with the numbers of staff on collective and individual employment contracts for each of the previous four financial years?

The table below shows the numbers of staff on collective and individual agreements as at 30 June 2021 and for the previous four financial years. Those on a collective agreement are those employees who are confirmed union members and whose position falls within coverage of the relevant collective agreement.

Agreement type	30 June 2021	30 June 2020	30 June 2019	30 June 2018	30 June 2017
Collective	2,102	2,028	1,883	1,197	936
Individual	3,199	2,744	2,354	2,526	2,515
Total	5,301	4,772	4,237	3,723	3,451

Note: The numbers provided exclude offshore locally engaged staff, casual staff and permanent staff on leave without pay or on parental leave.

Question 79

Were any specific instructions, directions or advice received in relation to employment agreement matters from the Public Service Commission or responsible Minister in the 2020/21 financial year? If so, please provide details.

In August 2020, Te Kawa Mataaho Public Service Commission issued the Workforce Assurance Model Standards, which outline expectations for Public Service departments and statutory Crown entities when recruiting staff. The Standards also set out expectations in regard to investigations into serious misconduct and settlement agreements.

Guidance was also issued by Te Kawa Mataaho in March 2021 on the COVID-19 Vaccination Roll-Out Plan, which the Ministry has implemented.

In May 2021, Te Kawa Mataaho issued the Government Workforce Policy Statement on the Government's expectations for employment relations in the public sector. It aims to focus a consistent, efficient, and effective approach to the negotiation of employment agreements and effective management of employment relations across the agencies in scope. At the same time, Te Kawa Mataaho also issued the Public Service Pay Guidance 2021 which is intended to assist agencies to support the Government's fiscal strategy through continuing to show restraint in decisions on remuneration, particularly for higher paid staff.

The Ministry has put in place internal guidance to meet the Public Service Commission's guidance, while still honouring the Ministry's employment agreement obligations.

Question 80

How many days of annual leave did employees have accrued on average during 2020/21? How does this compare to each of the previous four years? What strategies are used to encourage employees to reduce annual leave balances?

The average annual leave balances accrued by permanent and fixed term employees for the years requested are shown in the table below (as at 30 June). The balances include the three departmental days for those employees who still have that separate entitlement. Future responses to questions related to annual holidays will be given in weeks instead of days, in accordance with section 16 of the Holidays Act 2003.

	2020/21	2019/20	2018/19	2017/18	2016/17
Average annual leave balances (weeks)	3.1				
Average annual leave balances (days)	15.49	16.21	13.10	13.94	15.12

To ensure that annual leave balances are maintained at a healthy level, the Ministry works through the various options available with staff. Employees are encouraged to manage their annual leave responsibly and take regular breaks for rest and recreation. Where an entitled annual leave balance exceeds 30 days, managers are reminded to discuss and agree leave management plans with the staff concerned.

Question 81

How many annual leave applications did the agency or organisation cancel or refuse during 2020/21? How does this compare to each of the previous four financial years?

This is an extremely rare action and is not identified separately by the Ministry. It happens by direct communication between the manager and an employee. The Ministry, in exceptional circumstances, may cancel or refuse an employee's request for leave. This would only be done following consultation with the employee.

Question 82

How many employees sold their fourth week of annual leave in the 2020/21 financial year? How does this compare to each of the previous financial years since this policy came into effect?

The table below shows the number of employees who sold their fourth week of annual leave over the respective year. The Ministry provides information to employees on the eligibility requirements for cashing up annual leave and how to do this.

Financial Year	Number of Employees
2020/21	447
2019/20	266
2018/19	194
2017/18	182
2016/17	200
2015/16	193
2014/15	202

The Ministry has noticed a significant increase in leave cash up requests over 2020/21, likely due to restrictions on wider travel in response to COVID-19.

Question 83

How many days of sick leave did employees take on average during 2020/21? How does this compare to each of the previous four financial years? What strategies are used to reduce the amount of sick leave employees need to take?

The table below shows the average sick leave taken by New Zealand-based employees.

Financial Year	Average days sick leave
2020/21	7.2 days
2019/20	6.9 days
2018/19	7.1 days
2017/18	6.5 days
2016/17	6.3 days

The Ministry's employees are encouraged to take sick leave in cases of illness, and this has been further emphasised in the continued response to COVID-19. Managers actively manage longer sick leave absences by keeping in regular contact with their staff and ensuring all options to support a partial or full return to work are considered.

The Ministry takes the overall wellbeing, health and safety of all employees seriously. The Ministry's Ora (Wellbeing) Strategy is a holistic approach toward employee wellbeing. Wellbeing means the state when an individual realises their potential, can cope with the normal stresses of life, can operate and work productively and happily, and is able to make a contribution to others.

The Ministry also continues to evolve its Worker Participation Model which provides the infrastructure for employees to participate in wellbeing, health and safety. This model includes a number of staff and senior leadership representatives involved in groups to engage and provide direction on wellbeing across the organisation. It also includes a guaranteed minimum time for representatives to train and undertake their responsibilities.

The current initiatives in place towards employee wellbeing include:

- **Mental Health Awareness and Managing Mental Health Workshops:** These workshops are facilitated by Ministry contracted psychological support companies. These workshops aim to increase knowledge about mental health and mental illness; increase participants' confidence when talking to colleagues they are concerned about and how to have the conversation; strengthen participants' ability to promote and protect mental health in the workplace.
- **Te Puna Ora Wellbeing Hub:** There are over 4,400 active Ministry users for this one-stop shop for wellbeing information, advice, webinars and team challenges. This is available to all Ministry workers including contractors and offshore staff. Te Puna Ora was used for registrations for the flu vaccination again over the 2020/21 year, resulting in 2,243 people attending an onsite clinic or their local provider with a voucher. There was a 55 per cent increase in flu vaccinations provided onsite compared to the 2019/20 year, when New Zealand was still in lockdown.
- **Employee Assistance Programme (EAP):** The Ministry continues to provide access to funded counselling sessions to support and provide coaching to people with mental health, family, career or financial issues and offers face-to-face, phone, online or telehealth options. A Manager Assist Programme is also available and provides assistance to managers who need help in regard to self-care or human resources issues. Where required, additional sessions or a higher level of psychological support is made available. EAP is also available for family members of staff.
- **Additional psychological support:** This is made available through the 20 different Ministry providers, including five large organisations and 15 independent/private businesses. The wide range of support provides geographical, expertise and cultural diversity to best support Ministry people.
- **Mentemia and Kynd:** These apps have been made available within the organisation to help empower people to better understand and manage their own wellbeing. The next phase of the proposal for the Kynd app is to roll-out a pilot in the four Service Centres due to the high-pressure environment.
- **Workstation assessments:** These are carried out for new staff. Workstations are configured for the particular individual and appropriate equipment is provided. Subsequent assessments and early intervention physiotherapy sessions are also available for staff when recommended.
- **Subsidised eye tests, glasses or contacts:** These are available after a qualifying period of continuous service.
- **Situational Safety and Tactical Communications (SSTC) training:** This programme is targeted to staff who engage directly with the public. Abusive phone calls and threats of self-harm are an increasing issue, and procedures and tools have been developed to help staff manage calls and their own health after receiving any such call.
- **Flexible working arrangements:** The Ministry has made a commitment to favourably consider flexible working arrangements for staff wherever possible unless business and operational practices make this impracticable.
- **Bullying and harassment:** The policy, procedures and an online training module have been embedded in the Ministry and the numbers of people raising concerns and being supported are increasing, as awareness is raised, as expected.
- **Annual Leave management:** Holidays from work are important for mental and physical health. Ministry staff are encouraged to use their annual leave entitlements and the Ministry actively manages staff with high annual leave balances.

During COVID-19 lockdowns and Alert Level changes, the Ministry looks after the wellbeing of all its people through comprehensive communications and support mechanisms. These include:

- Buildings are managed with safety at the forefront (signage, physical distancing, limited numbers, cleaning, and security) to ensure that people working through lockdown or returning to work as Alert Levels are lowered can work safely.
- A steady stream of communications to People Leaders and to all staff throughout the COVID-19 lockdowns, keeping them in touch with what is happening. This includes posting Ministry of Health communications on Te Puna Ora so that those who could not access the Ministry's systems could still access all the information available. Employee surveys have been used to monitor staff sentiment and to identify areas where the Ministry could boost support for its people.
- All staff who are tested are tracked, and plans put in place to support any who contracted COVID-19 and their families and colleagues.
- Every site has a Site Pandemic Plan for each Alert Level, setting out expectations of all staff, People Leaders and specialist roles should a COVID-19 positive case be identified.
- Workstation assessments continue for both work and home workstation set-ups with the option for a telehealth video conference. ICT and furniture requests can be made for staff to enable an ergonomic workstation set-up at home.
- All mental health support services (EAP and psychological support providers) have been able to provide their services remotely via telehealth and a continuing desire for such options has been observed.
- All of staff and People Leader wellbeing webinars to connect on wellbeing matters with experts and leaders in the field and from within the Ministry.

Question 84

How much was spent on EAP or workplace counselling in the 2020/21 financial year and how did that compare to each of the previous four financial years?

The table below provides the amount spent on the Ministry's Employee Assistance Programme (EAP) for the financial year to 30 June 2021 and the cost of EAP for the previous four years.

In December 2020, the Ministry implemented an additional psychological support network (consisting of both independent practices and national suppliers). This network provides a higher level of psychological support than "workplace counselling" in the form of clinical psychological support, coaching and mental health workshops. It forms an important part of the strategy to address a continuing rise in the need for wellbeing support for staff with a continued focus on raising internal capability.

Financial Year	Cost of EAP \$	Cost of psychological support network \$
2020/21	409,739	341,052
2019/20	275,221	-
2017/18	230,152	-
2016/17	138,592	-
2015/16	92,787	-

SECONDED STAFF**Question 85**

What was the number and cost of staff seconded to Ministerial offices during 2020/21 and how many of these had their salaries paid by the department, agency or organisation rather than Ministerial Services? What were these numbers in each of the previous four financial years? For each staff member seconded, please provide the following details:

- How long they were seconded for (less than 6 months, 6-12 months, 12-24 months or 24 months or more);
- The role they were seconded to;
- The role they were seconded from;
- The reason for the secondment;
- The remuneration they have received over and above the remuneration they are contracted for in the role they have come from.

The number and cost of permanent staff seconded to Ministerial offices in 2020/21 and in the previous four financial years are set out in the table below:

Number seconded	Cost of servicing Ministerial Offices (permanent staff costs) in 2020/21 \$m
44	2.411

Length of secondment 2020/2021	Number
Less than 6 months	12
6-12 months	5
12-24 months	23
24 months or more	4

The total number of staff seconded to Ministerial Offices in any given period can fluctuate because staff may serve only part of a financial year. In 2020/2021, there were an additional five positions filled by contractors and fixed term employees to support Ministerial offices.

Year	Number seconded to Ministerial Offices on 30 June	Cost of servicing Ministerial Offices \$m
2019/20	28	3.092
2018/19	18	1.463
2017/18	15	0.932
2016/17	15	1.127

Staff seconded to a Ministerial Office receive a higher-duties allowance of 10 per cent on top of their salary package paid by the Ministry. Given the small number of secondees, detailed information regarding their remuneration and positions is not provided in order to maintain their privacy.

Question 86

What was the turnover rate of staff seconded to Ministerial offices from the agency or organisation during 2020/21 and what was it for each of the previous four financial years?

Information on turnover is not specifically documented for staff seconded to Ministerial offices, given the small number of staff involved. Private Secretaries are generally on secondment to a Ministerial Office for

one to two years, and then return to the Ministry. However, a turnover figure has been calculated as at 30 June 2021 for permanent employees who left the Ministry while in a Private Secretary role. This unplanned turnover is at 22.1 per cent. Please note that this calculation represents the exits of four permanent employees over the 2020/21 year.

Question 87

Has your department, agency or organisation covered any travel or accommodation costs for any staff seconded from one role to another in 2020/21; if so, what was the total cost for each secondment, broken down by type of expenditure? How does this compare to the previous three financial years?

Data on travel and accommodation costs specific to staff seconded from one role to another is not recorded by the Ministry.

STAFF TURNOVER/TERMINATION OF EMPLOYMENT**Question 88**

What was the staff turnover for 2020/21 and what was the staff turnover for each of the previous four financial years by category? Please provide this information both as a percentage and in numerical terms. Is the turnover rate cause for any concern, if so, what are the major issues and how will these be addressed in 2021/22?

Unplanned turnover for the Ministry for the year ending 30 June 2021 was 11.35 per cent compared with 11.93 per cent in 2020.

Unplanned turnover - overall					
	30/06/2021 per cent	30/06/2020 per cent	30/06/2019 per cent	30/06/2018 per cent	30/06/2017 per cent
Unplanned Turnover	11.35	11.93	14.79	15.03	13.80

Note: Unplanned turnover excludes fixed term staff and permanent staff leaving due to redundancy. The figures do not include offshore locally engaged staff.

The current turnover rate is not a cause for concern for the Ministry. The turnover rate has continued to trend down over the last three years. A reduction in turnover due to the effects of COVID-19 on the job market was expected, however, national skill shortages have also impacted with skilled and experienced workers being highly sought after in the New Zealand job market. The Ministry continues its work to establish a number of key initiatives in its People Strategy to ensure a highly capable, engaged, and high-performing workforce by providing a people-centred, safe and inclusive workplace.

Question 89

What was the average length of service in your department, agency or organisation in the 2020/21 financial year and each of the previous four financial years? Please also provide this information broken down by age and gender.

As at 30 June 2021, the average length of service for permanent employees employed by the Ministry was 5.8 years, which represents a small increase on the previous year. The table below shows the length of service average for the previous financial years broken down by age and gender.

	2020/21			2019/20			2018/19			2017/18			2016/17		
Age (years)	F	M	All	F	M	All	F	M	All	F	M	All	F	M	All
Average length of service (years)*															
Under 30	2.2	2.2	2.2	1.9	1.8	1.9	1.8	1.6	1.7	1.8	1.8	1.8	1.8	1.9	1.8
30-40	4.1	3.8	4.0	3.9	3.9	3.9	3.9	3.9	3.9	4.5	4.1	4.3	4.5	4.2	4.4

	2020/21			2019/20			2018/19			2017/18			2016/17		
40-50	6.5	5.9	6.2	6.1	5.8	6.0	6.1	6.0	6.0	6.4	6.9	6.6	6.9	7.1	7
Over 50	9.8	10.6	10.2	9.7	10.3	10.0	10.2	10.8	10.5	10.5	11.0	10.7	10.9	11.3	11.1
Unknown	2.5	2.3	2.4	1.8	1.6	1.8	1.5	1.0	1.3	1.0	0.9	1.0	1.1	0.5	1
Totals	5.6	6.0	5.8	5.3	5.8	5.5	5.4	5.9	5.6	5.7	6.5	6.0	6.0	6.8	6.3

*Note that the average length of service for individuals with another gender or unknown gender is included in the 'All' average.

Question 90

How many staff resigned during 2020/21, what were the reasons provided, and what are the possible implications for the agency or organisation? Please also provide the number broken down by age and gender.

The Ministry does not record the specific reasons for an employee's decision to leave and does not seek the employee's next role or destination. However, exit data is sought on the factors that have influenced employees' decisions to leave. Completing an exit survey is voluntary and the response rate over the last year has been approximately 54 per cent of leavers.

The exit data indicates that the top three themes in the factors that have influenced the employees' decision to leave were due to a unique opportunity, better salary, and/or promotion.

Towards the vision of being a place where people want to work, the Ministry has in place a Career and Pay Progression (CAPP) framework that supports career pathways and the building of capability within the Ministry, and a pay ladder with annual movements that are neutral from both a gender and ethnicity perspective.

The table below shows the information that the Ministry holds for permanent staff who have left the Ministry in 2020/21.

Reason for Leaving	Female	Male	Total
Resignation – destination unknown	304	183	487
Retirement	11	4	15
Other reasons	12	9	21
Total	327	196	523

The table below shows the age and gender of permanent staff who resigned in 2020/21. Please note the figures exclude offshore locally engaged staff, fixed term, and contractors.

Age	Female	Male	Total
Under 30	75	50	125
30-39	104	53	157
40-49	68	39	107
Over 50	66	50	116
Unknown	14	4	18
Total*	327	196	523

*Note: This total includes one exit from an employee with undisclosed gender.

Question 91

How many people received and how much was spent in total on redundancy payments, severance or other termination packages by the agency or organisation in the 2020/21 financial year? How does that compare to the number and amount spent in each of the previous four financial years?

The table below shows how many people received redundancy payments, severance or other termination packages by the Ministry and the total cost. The figures do not include offshore locally engaged staff.

	2020/21	2019/20	2018/19	2017/18	2016/17
Number receiving redundancy and termination payments	9	20	36	38	39
Cost of redundancy and severance payments (\$ million)	0.327	1.298	2.025	2.186	1.746

Question 92

How much, in \$10,000 bands, of all individual total amounts, was paid out in redundancy, severance or other termination packages in the 2020/21 financial year? How does this compare to the individual total amounts paid out in redundancy, severance or other termination packages in each of the previous four financial years?

The table below shows the number of employees paid redundancy, severance or other termination packages in \$10,000 bands.

Band	2020/21	2019/20	2018/19	2017/18	2016/17
Under \$9,999	1	0	1	0	2
\$10,000 - \$19,999	2	1	0	7	5
\$20,000 - \$29,999	1	4	5	3	6
\$30,000 - \$39,999	1	3	1	7	5
\$40,000 - \$49,999	2	2	8	4	6
\$50,000 - \$59,999	0	1	9	3	6
\$60,000 - \$69,999	1	1	1	3	4
\$70,000 - \$79,999	0	2	2	3	0
\$80,000 - \$89,999	1	1	1	1	2
\$90,000 - \$99,999	0	2	2	0	1
\$100,000 - \$109,999	0	1	3	1	1
\$110,000 - \$119,999	0	0	1	4	1
\$120,000 - \$129,999	0	0	0	0	0
\$130,000 - \$139,999	0	0	0	1	0
\$140,000 - \$149,999	0	0	0	0	0
\$150,000 - \$159,999	0	1	1	0	0
\$160,000 - \$169,999	0	0	0	0	0
\$170,000 - \$179,999	0	0	0	0	0
\$180,000 - \$189,999	0	1	0	0	0
\$190,000 - \$199,999	0	0	0	0	0
\$200,000 - \$209,999	0	0	1	1	0
Employee count	9	20	36	38	39

SALARIES AND BONUSES

Question 93

How much was spent on performance bonuses, incentive payments or additional leave in 2020/21 and each of the previous four financial years? Please provide a breakdown of the number of bonuses received during 2020/21 in \$5,000 bands. What were the specific criteria for such performance payments? Has there been any changes to the criteria since October 2017; if so, what specific changes and why?

The Ministry no longer provides performance payments to employees in line with the Government Expectations released in March 2018 and the Ministry's Career and Pay Progression (CAPP) framework. There were no performance payments, incentive payments or additional leave for performance provided by the Ministry in 2020/21.

In the 2018/19 year (for the performance year ending 30 June 2018) and in previous years, the Ministry provided one-off performance payments where an individual had delivered significantly more than the normal expectations and deliverables of their role requirements and/or demonstrated a significant contribution to the Ministry. Payments made were in line with guidance for managers that outlined specific categories relating to performance, along with a suggested payment range to encourage consistency of application across the Ministry.

The table below shows the total amount spent on performance bonuses and incentive payments in 2020/21 and in each of the previous four financial years.

	2020/21 \$	2019/20 \$	2018/19 \$	2017/18 \$	2016/17 \$
Total payments	0	0	421,501	577,873	573,944

This table shows the number of employees receiving performance payments in \$5,000 bands in 2021/21 and in each of the previous four financial years.

Band	2020/21 Employee count	2019/20 Employee count	2018/19 Employee count	2017/18 Employee count	2016/17 Employee count
Under \$5,000	-	-	204	343	296
\$5,000 - \$9,999	-	-	17	13	15
\$10,000 - \$14,999	-	-	-	-	1
\$15,000 - \$19,999	-	-	-	-	-
\$20,000 plus	-	-	-	-	-
Total	-	-	221	356	312

Question 94

In \$10,000 bands, what are the salary levels of all staff, and how does this compare with the salary levels for each of the previous four financial years? Please also provide this information by age and gender.

For salary levels of all staff by gender and age, please refer to page 166 in the Ministry's [2020/21 Annual Report](#).

For previous years, please refer to:

- 2019/20: page 149 in the [Ministry's Annual Report 2019/20](#)
- 2018/19: Page 164 in the [Ministry's Annual Report 2018/19](#)
- 2017/18: Page 161 in the [Ministry's Annual Report 2017/18](#)

- 2016/17: Page 180 in the [Ministry's Annual Report 2016/17](#)

TRAINING, TRAVEL AND OTHER EXPENSES

Question 95

How much was spent on catering in the 2020/21 financial year? What policies were in place for the use of catering and were there any changes to these?

The Ministry spent \$324,467 on catering in the 2020/21 financial year compared to \$403,000 in 2019/20. Catering costs are covered under the Ministry's Sensitive Expenditure policy which requires that any spending is prudent, transparent and a justifiable use of taxpayers' money.

Question 96

How much was spent on domestic travel in the 2020/21 financial year and how does this compare to each of the previous four financial years? Provide a breakdown of spending on airfares, taxis/UBER and rental cars. Please provide a list of the positions of the top twenty spenders on domestic travel for 2020/21 including the amount spent.

The Ministry is a large and diverse organisation with over 5,500 employees in 51 offices in New Zealand and 14 international offices. Domestic travel can be required for a range of reasons, including conferences, regional and national economic development projects and initiatives, cross-agency initiatives, Ministerial support, board meetings and other general meetings, providing or attending training, resettlements, secondments, mediations, and hearings.

The table below shows the amount spent by the Ministry on domestic travel, accommodation and all travel related expenses.

Year	Domestic travel cost \$
2020/21	4,549,298
2019/20	8,206,088
2018/19	9,762,190
2017/18	8,345,718
2016/17	7,296,458

The Ministry's breakdown of spending on airfares, taxis/UBER and rental cars (excludes hotels, booking fees, and other transport costs) is as follows:

Expenditure type	2020/21 \$	2019/20 \$	2018/19 \$	2017/18 \$	2016/17 \$
Airfares	1,868,926	3,995,304	4,621,487	3,931,385	3,652,404
Taxi/UBER	525,696	955,216	1,251,516	1,060,536	986,067
Rental cars	147,911	186,429	257,324	181,124	182,722

The top twenty domestic travellers in 2020/21 are shown in the following table:

	Business Group	Position	\$
1	Managed Isolation and Quarantine	Liaison Officer	26,558.54
2	Kānoa - Regional Economic Development & Investment Unit	Chief Operating Officer Kānoa, Regional Economic Development & Investment Unit	25,029.00
3	Labour Science and Enterprise	Principal Advisor	18,249.45

	Business Group	Position	\$
4	Kānoa - Regional Economic Development & Investment Unit	Director Regional Development	15,275.00
5	Ngā Pou o te Taumaruru	Regional Operations and Security Manager	13,812.10
6	Immigration New Zealand	Risk and Verification Manager	13,106.61
7	Kānoa - Regional Economic Development & Investment Unit	Principal Regional Advisor (South Island)	12,779.00
8	Building Resources and Markets	Senior Commercial Leader	12,738.48
9	Immigration New Zealand	Senior System Action Advisor	12,305.61
10	Te Whakatairanga Service Delivery	Member Employment Relations Authority	12,132.30
11	Kānoa - Regional Economic Development & Investment Unit	Deputy Chief Executive, Head of Kānoa- Regional Economic Development & Investment Unit	12,121.00
12	Strategic Policy & Programmes	Principal Insights Analyst	11,924.45
13	Te Whakatairanga Service Delivery	Chief of the Employment Relations Authority	11,368.35
14	Kānoa - Regional Economic Development & Investment Unit	Senior Regional Advisor	11,338.00
15	Immigration New Zealand	Relationship Manager	10,449.87
16	Digital, Data & Insights	Senior Project Manager	9,662.79
17	Managed Isolation and Quarantine	Sport Security Planner	9,545.12
18	Ngā Pou o te Taumaruru	Senior Project Manager	8,946.09
19	Immigration New Zealand	RSE Regional Relationship Manager	8,867.45
20	Te Whakatairanga Service Delivery	Member Employment Relations Authority	8,786.77

The travel expenses listed above are pure domestic travel costs. The figures above do not include costs such as international travel, travel membership, and refugee relocation costs included under 'travel – domestic and overseas' published in the Ministry's 2020/21 Annual Report.

Travel restrictions due to COVID-19 has contributed to the continued fall in 2020/21 domestic air travel expenditure compared to previous financial years.

Question 97

What domestic airlines are used by staff and why? Provide a breakdown of spending on each airline used in 2020/21 financial year and how does this compare to each of the previous four financial years?

In the 2020/21 financial year the Ministry used the following domestic airlines:

Domestic Airline	2020/21 \$	2019/20 \$	2018/19 \$	2017/18 \$	2016/17 \$
Air New Zealand	1,738,498	3,620,280	4,225,721	4,186,867	3,869,487
Jetstar Airways	100,665	334,226	363,587	323,975	293,299
Air Chatham	11,573	21,278	7,008	3,748	6,854
Sounds Air	16,698	17,727	25,171	25,645	24,016
Stewart Airline Flights	-	957	-	430	-
Sunair	-	513	-	-	-
Great Barrier Airlines	850	323	-	-	-
Origin Pacific Airways	642	-	-	-	-

Question 98

How much was spent on international travel in the 2020/21 financial year, how does this compare to each of the previous four financial years, and what proportion of operating expenditure does this represent? Please provide a list of the positions of all spenders on international travel for 2020/21, including the amount spent (broken down by travel, accommodation and other expenditure), locations travelled, reason visited and outcomes achieved. For any items of other expenditure greater than \$15,000 please provide details of what this was.

The Ministry is an international organisation. As well as its New Zealand based operations, the Ministry also operates out of 14 locations overseas. The Ministry's expenditure on travel is a result of the international nature of its business, and the contribution this makes to the Ministry's purpose – "Grow New Zealand for All".

International travel can be required for a range of reasons, including conferences, where Ministry staff are often invited to speak as world leaders; bilateral meetings with partner agencies and customers; providing or attending training; and resettlements.

The following table shows the amount spent during the last four financial years, and the proportion of operating expenditure that international travel expenditure represents.

Budget year	International Travel Cost \$m	Total operating expenditure \$m	Proportion of Operating expenditure Per cent
2020/21	0.204	1,095,336	0.02
2019/20	4.248	930.911	0.46
2018/19	5.116	814.205	0.63
2017/18	5.689	750.525	0.76
2016/17	6.302	694.548	0.91

Please refer to Appendix 22 for the information on international travel in 2020/21.

The travel expenses listed above are pure international travel costs. The above figures do not include costs such as domestic travel, travel membership, and refugee relocation costs included under 'travel – domestic and overseas' published in the Ministry's 2020/21 Annual Report.

International travel spending reduced significantly in the financial year 2020/21 due to the travel restrictions implemented as a result of global pandemic. The restrictions resulted in cancellations or changes to planned travel.

Question 99

How many staff have Koru Club memberships paid for by your department, agency or organisation, and how does this compare with each of the previous four financial years? What is the policy regarding entitlement to Koru Club membership?

During the 2020/21 financial year, the Ministry spent \$20,639 on Koru Club memberships. The table below shows the number of Ministry staff who had a Koru Club membership paid for by the Ministry in the last five financial years:

Year	Number of staff
2020/21	47
2019/20	97
2018/19	121

Year	Number of staff
2017/18	83
2016/17	56

The Ministry's travel procedure and policy states that frequent travellers may request approval for the Ministry to pay for an airline membership (e.g. Koru Club or Qantas Club) scheme. Frequent travellers are staff members who complete or are expected to complete 15 or more return trips a year. Approval to meet the costs of membership must be given by the staff member's third tier manager, who must review the on-going need for such membership each year before renewal.

The number of Koru memberships during this time was significantly less than previous years as due to the global pandemic, less travel had been taken and therefore less staff met the Ministry's Koru Club Membership criteria of 15 or more return trips per year.

Question 100

How many staff had the use of vehicles paid for by your department, agency or organisation in 2020/21; what are the estimated costs; how do these numbers compare to each of the previous four financial years?

The Ministry has a fleet of vehicles that are used by staff as required. The fleet is made up of vehicles which have been purchased or leased. The number of vehicles in the fleet by financial year together with totals costs is detailed in the table below:

Year	Total cost \$	Number of vehicles
2020/21	1,005,681	171
2019/20	1,049,591	169
2018/19	908,210	159
2017/18	696,551	154
2016/17	621,427	155
2015/16	472,723	148

Question 101

How much was spent on internal conferences and seminars, staff retreats, offsite training, or planning and teambuilding exercises, including travel costs, and what is the purpose of each in 2020/21? How does this compare to each of the previous four financial years? For each year please include:

- Purpose
- Venue
- Cost (including travel and accommodation costs)
- Activities undertaken

Please refer to Appendix 23.

For previous years please refer to:

- 2019/20 – question 68, appendix 23 (page 185) at: [Annual Review 2019/20](#)
- 2018/19 – question 101, appendix 23 (page 199) at [Annual Review 2018/19](#)
- 2017/18 – question 101, appendix 20 (page 182) at [Annual Review 2017/18](#)
- 2016/17 – question 95, appendix 17 (page 143) at [Annual Review 2016/17](#)

Question 102

What are the measures used to evaluate the success or effectiveness for internal conferences or seminars?

An evaluation is undertaken by participants at the conclusion of most significant internal conferences and seminars. Feedback by participants on their experience of the event is used to inform the Ministry on the success or effectiveness of each event and how it could be improved in the future.

Question 103

How much was spent on staff training in 2020/21; and what percentage of the vote does the amount represent? How does this compare to each of the previous four financial years?

The Ministry has spent the following on staff training:

Budget year	Total operating expenditure \$m	Total personnel costs* \$m	Training costs \$m	Proportion of total operating expenditure Per cent	Proportion of total personnel costs Per cent
2020/21	1,095.336	590.455	2.926	0.27	0.50
2019/20	930.911	540.255	3.421	0.37	0.63
2018/19	814.205	456.787	3.471	0.43	0.76
2017/18	750.525	422.836	3.460	0.46	0.82
2016/17	694.548	372.910	3.126	0.45	0.84

*Included in the total operating expenditure.

The training expenses listed above were pure training costs incurred by Ministry staff. The above figures do not include other costs such as conferences/seminars, internal training, professional memberships and study fee costs included under 'training and professional development' as published in the Ministry's [2020/21 Annual Report](#).

Question 104

What specific activities or events were conducted that contributed towards staff morale in the last financial year?

The Ministry's organisational strategy, Te Ara Amiorangi, Our Path Our Direction, sets "Our People" as a priority. The Ministry's people are taonga, its greatest strength, and the Ministry will deliver on its purpose to "Grow New Zealand for All" with and through its people.

To support the Ministry's people strategy and deliver on the vision to be "the place people want to work", the Ministry has a number of existing practices and developing initiatives in place including:

- Nō Kōnei – Belong, the Ministry's Inclusion & Diversity (I&D) strategy and work programme, is about creating a sense of belonging for Ministry staff and is focused on building an inclusive environment for everyone to thrive. The Ministry's I&D strategy and work programme supports Te Hōtaka Mahi a Te Papa Pounamu (the Papa Pounamu work programme) that aims to grow diversity and inclusion capability across the Public Service. To achieve the outcomes of Nō Kōnei – Belong, the Ministry is:
 - Using human-centred design principles through its People Experience Hub to engage with Tangata Whenua, Pasifika, Asian and Rainbow communities. This helps the Ministry to identify actions to be taken to remove barriers and have a workplace that is more inclusive and equitable.

- Building cultural capability that draws on an understanding of broader Te Ao Māori concepts, integrating this into the way individuals think, to better inform the Ministry's cultural development and partnership with Māori.
- Increasing employee led networks that help Ministry staff connect, create opportunities to engage with each other and learn, and allow people to advocate for the needs of their network members.
- Undertaking regular employee pulse surveys, and action activities. The feedback received is shared throughout the Ministry, down to team level, with an expectation teams will work together to take action, and the survey feedback is used to support strengthen strategic initiatives and activities.
- An expectation of Ministry leaders that they keep people at the centre of everything they do, and that leaders are highly inclusive, and role model the Ministry's values and behaviours.
- A performance and development approach that supports staff to have future focused conversations to help them reach their potential and career aspirations. This is then supported by regular talent conversations and succession planning.
- Continued support is provided for career progression based on capability assessment that promotes, without limitation, in many of Ministry high volume roles.
- The Public Sector Skills Pledge, announced in May 2019. The Skills Pledge is a commitment to building new capabilities and resilience in New Zealand's workforce. The Ministry has focused on supporting Public Sector priorities, adding multiple offerings to its Inclusion and Diversity, Māori Cultural Capability, and Leadership programmes. The Ministry has continued to roll out workshops aimed at building capability in relation to awareness and management of Mental Health to areas of the business that experience high stress and/or witness distressing material.
- Resources are provided to support the mental wellbeing of staff as a priority. This includes the Employee Assistance Programme (EAP), psychological coaching and support, the Te Puna Ora online wellness hub, and the Mentemia app.
- A commitment to maintaining fair and equitable remuneration levels appropriate to the employment markets, including the commitment to the Gender Pay Principles, which aim to create working environments free from gender-based inequalities.
- A way of working that is guided by the Ministry's values and aligned behaviours that have continued to be reflected and embedded in everyday people practices and policies. The Ministry's values are: Māia, Bold and Brave; Mahi Tahi, Better Together; Pae Kahurangi, Build Our Future; and Pono me te Tika, Own it.
- Increased recognition of staff through a values-based lens. The Ministry encourages "Whakanui te Tangata, Celebrating our people", and showcases employees' work through avenues such as the MBIE Awards, values shout out cards, Wellbeing, Health and Safety Representatives awards, as well as public sector and external nominations.

Question 105

How much was spent on pay television subscriptions (such as SKY and Netflix) in the last financial year and for how many subscriptions? How much was spent in each of the previous four financial years and how much has been budgeted for the latest financial year?

The Ministry paid one television subscription in the 2020/21 financial year.

Year	Television Subscriptions \$
2020/21	1,923
2019/20	1,919
2018/19	1,907
2017/18	1,625
2016/17	4,454

Please note that the Ministry does not budget specifically for television subscriptions and therefore cannot provide this detail.

Question 106

What is the total amount spent, if any, on speakers' fees and/or speaker honorariums for each year of the last five financial years by event, event date, speaker and amount received?

The table below shows external speakers' fees and other expenses for 2020/21.

Event and date	Speaker's name	Fee or honorarium \$	Travel costs \$	Accommodation costs \$
Science Innovation and International Branch Away Planning day - 21 April 2021	Taria Tahana (MFAT)	Box of Cadbury Favourites chocolates	-	-
Science Innovation and International Branch Away Planning day - 21 April 2021	Willy-John Martin	Box of Cadbury Favourites chocolates	-	-
Regional Skills Leadership Group away day - 3 May 2021	Benje Patterson	1,500.00	543.31	-
Employment, Skills and Immigration Policy Leadership Away day - 30 October 2020	Gavin Lockwood	3,375.00	-	-
Skills and Employment Policy Team Away day - 8 December 2020	Sarah Tocker	2,700.00	-	-
Employment, Skills and Immigration Policy Leadership Away day - 30 March 2021	Gavin Lockwood	3,375.00	-	-
MIQ Leadership Forum - 15 May 2021	Dr Siouxsie Wiles	3,973.39	-	-
World Intellectual Property day - 17 May 2021	DK	950.00	-	-
World Intellectual Property day - 17 May 2021	Patrick Shepherd	320.00	-	-
World Intellectual Property day - 17 May 2021	Will Barker	320.00	-	-
World Intellectual Property day - 17 May 2021	Gerard Finch	320.00	-	-
Leading Well & Working Well 7 October 2020	Alyson Howell	1,200.00	-	-

For previous years, please refer to the responses for:

- 2019/20 – question 106 (page 53) at: [Annual Review 2019/20](#)
- 2018/19 – question 106 (page 55) at: [Annual Review 2018/19](#)

- 2017/18 – question 106 (page 58) at: [Annual Review 2017/18](#)
- 2016/17 – question 100 (page 71) at: [Annual Review 2016/17](#).

Question 107

Does your department, agency or organisation pay travel and/or accommodation costs for guest speakers; if so what was the total amount of travel and/or accommodation costs paid over the last seven financial years by speaker and event spoken at?

Please see response to question 106.

Question 108

What special units, task forces or reviews have been set up; and what particular issue or issues are they providing advice or analysis on? How many people are in any such units or reviews, and from what other government departments or outside organisations, if any, are they drawn? What is the total cost of this work?

Future of Work Tripartite Forum

The Ministry has responsibility for the Future of Work Tripartite Forum (the Forum), and its associated work programme. A 'Future of Work Unit' (the Unit) was created in 2018 to act as a secretariat to the Forum and to provide strategic policy advice relating to the Forum's current and future work programme.

The Unit consists of 3.5 FTE from the Ministry. Staff from the Ministry sit within its Transition Strategy Team. The purpose of the Unit is to facilitate and support a successful tripartite approach to developing policies and programmes that will help New Zealand businesses and workers to meet the challenges, and take the opportunities, presented by a rapidly changing world of work. The Unit provided briefings and material to support three Future of Work Forums and six Governance Group Meetings in 2021. The estimated cost of the Forum is \$362,000 in both 2020/21 and 2021/22.

Rolling Rapid Assessment of Managed Isolation and Quarantine

Commissioned by the Ministry's Chief Executive after the first six months of MIQ operation, the external reviewers Murray Jack and Katherine Corich were tasked with identifying what would be needed to set MIQ on a sustainable track for the future. The report was proactively released and made 82 recommendations to help ensure MIQ is sustainable and continues to improve. The Rapid Assessment is a rolling series of evaluations, with the second started in October 2021. There are no full time FTEs dedicated to the review, and costs for the series are noted in Appendix 3.

Please also refer to the response to questions 5 to 8 (Appendix 2) for details of reviews and working groups in which the Ministry is participating.

Tripartite Social Insurance Working Group

With employer and worker representatives, the Government has established a tripartite working group to design and consult on an income insurance scheme to support people displaced from work, or who lose work due to health conditions and disabilities. The working group currently comprises around 17 people, with funding from agency baselines. The working group includes officials from the Ministry, MSD, the Treasury, Inland Revenue, and the Department of the Prime Minister and the Cabinet. The working group includes representatives from the New Zealand Council of Trade Unions and Business New Zealand. The resources associated with this work are listed in the responses to Questions 5-8.

Scion Science Review

The Ministry engaged independent consultant Jenn Bestwick to undertake a Science Review of Scion to identify the core enduring value of Scion's current capability for New Zealand and to assess its ability to

support government priorities and respond effectively to emerging changes in forestry technologies, science, post-harvest products, markets and the environment. The review report was delivered in May 2021. The Steering Group had six members, including two representatives from Scion. The working group contained five to six people from the Science, Innovation and International Branch, Science System Investment and Performance Branch, Entity Performance and Investment Branch and the Ministry for Primary Industries over the 2020-2021 year, with some members replacing others during the year. The budgeted cost was \$40,000 (excluding GST), with 0.5 FTE and two members of Science Policy budgeted to it.

Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosques

The Ministry contributed to the Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosques on 15 March 2019. A project team was established to coordinate the Ministry's input, comprised of seven people, most of whom worked part of the time on this project. There was a budget of \$700,000, which mainly covered personnel and legal costs.

The reason for the Inquiry was to determine what the relevant State Sector agencies knew about the activities of the terrorist before the attack, what they did with the information, what measures could have been taken to prevent the attack and what measures should be taken for such eventualities in the future. The report was published in December 2020; the Ministry closed out its activities relating to the inquiry at the end of March 2021. The Ministry provides assistance to the Kāpuia Ministerial Advisory Group if requested.

Please also refer to the response to questions 5 to 8 (Appendix 2) for details of reviews and working groups in which the Ministry is participating.

Question 109

What actions, if any, have been taken to improve the seismic safety of buildings, offices, and workplaces; or the seismic resilience of key infrastructure? What is the total cost of this work?

The Ministry only owns one property within New Zealand, the Mangere Refugee Resettlement Centre Te Āhuru Mōwai Aotearoa. This was completely rebuilt in the 2017/18 financial year to all current codes. All other properties that the Ministry occupies are leased. There are six buildings occupied with seismic rating under 70 per cent. Five out of the six leases are month to month agreements with negotiations underway for alternative locations. The leases are mostly hub/space share agreements.

Question 110

What actions, if any, have been taken to lower greenhouse gas emissions; and how does the level of greenhouse gas emissions in 2020/21 compare to previous years? What is the total cost of this work?

The Ministry has completed measurement of its emissions for 2019 (base year), 2020 and 2021. The Ministry's 2021 emissions (4,129 tonnes of carbon dioxide equivalent (tCO₂e)) are 60 per cent less than the 2019 base year (10,672 tCO₂e), directly attributed to the impact of COVID-19 on travel since March 2020. The Ministry is committed to capitalising on the opportunity presented by COVID-19 to continue to work effectively online and reducing the amount of travel, to reduce both the travel carbon emissions and operational costs.

The preparation of the Ministry's sustainability strategy is underway. This strategy will communicate the strategic direction for Ministry's sustainability work programme, including the Carbon Neutral Government Programme (CNGP) 2025 and 2030 targets and wider sustainability targets, and longer-term goals.

An Emissions Management and Reduction Plan (EMRP) is a requirement of the Carbon Neutral Government Programme and the Toitū Carbonreduce Certification Programme. EMRP planning is underway and will

detail the initiatives required to reduce the Ministry's emissions in-line with CNGP targets. Annual reporting against the emissions reduction targets and initiatives will include costs.

Kete Taiao, the Ministry's employee led staff sustainability network was established in June 2021 to help drive cultural and behavioural change across the Ministry relating to emissions, waste, travel and energy consumption. This network is a key component to drive the sustainability initiatives that support delivery of the Ministry's internal sustainability programme across Ministry sites.

Question 111

What actions, if any, have been taken to improve the gender pay gap; and how does the gender pay gap in 2020/21 compare to previous years? What is the total cost of this work?

The Ministry's overall gender pay gap has steadily reduced and continues to trend downwards from 20.2 per cent in 2016 to 13.2 per cent as at 30 June 2021, and to 11.46 per cent as at 30 September 2021 (based on average base salaries for permanent and fixed term employees).

The Ministry continues to work in partnership with the PSA to develop an annual Gender Pay Action Plan through a joint Gender Pay Action Group. The Group incorporates feedback from employee led network groups to develop the plan and prioritise initiatives following guidance from Te Kawa Mataaho Public Service Commission.

In 2021, the Ministry invested significant time and funding into a Gender Pay Review process to ensure there were no unexplained gender pay gaps in same or similar roles. This process was designed and agreed at the Gender Pay Action Group. This was endorsed and approved by the Ministry's Senior Leadership Team (SLT). The review included a three-stage process:

- Stage One: An independent third party analysed the pay of all Ministry employees (except SLT) using an internationally recognised statistical regression analysis model.
- Stage Two: A capability overlay aligned with the principles of the Ministry's Career and Pay Progression framework.
- Stage Three: A People Leader validation of outcomes.

This work is resourced internally except for the external modelling at Stage One (at a cost of \$41,000). The Gender Pay Review resulted in 451 pay corrections backdated to 30 December 2020 at a cost of \$1.95 million.

Question 112

What specific work, if any, has the department, agency or organisation undertaken in relation to the 2020 Speech from the Throne? Has this required the employment of additional staff, contractors or consultants; if so, for what purpose? What is the total or budgeted cost for undertaking this work?

Please refer to the response to this question in the [Annual Review 2019-20](#) (question 112, page 55).

CARBON NEUTRAL BY 2025

Question 113

What specific measures does the department, agency or organisation have in place to measure and publicly report on emissions?

The Ministry has committed to the Toitū Carbonreduce Certification Programme. The programme requires participants to measure, manage and mitigate their greenhouse gas emissions (GHG) in order to gain certification. The carbon reduce programme adopts international standards as the basis for its GHG

measurement and is consistent with the current guidance provided by the Carbon Neutral Government Programme.

The Ministry has completed measurement of its emissions for 2019 (base year), 2020 and 2021. Emissions are published in the Ministry's 2020/21 Annual Report (Page 25).

	2018/2019 tCO2e	2019/2020 tCO2e	2020/2021 tCO2e
Total tonnes of carbon dioxide equivalent (tCO2e)	10672.03	8402.47	4128.98

Question 114

How does the department, agency or organisation currently offset emissions, how many have been offset and what has been the cost for each of the last five financial years?

The Ministry does not currently offset emissions.

Question 115

What has been the department, agency or organisation's annual total of emissions for each of the last five financial years?

The Ministry has established a carbon baseline for the 2018/2019 financial year and will be reporting on the emissions and strategy development annually going forward.

Please refer to the table below for emission numbers based on 2019 as the established base year:

	2018/2019 tCO2e	2019/2020 tCO2e	2020/2021 tCO2e
Buildings	861.43	859.52	882.33
Fleet	270.11	217.71	291.55
Waste	222.56	284.53	214.12
Staff travel (domestic)	3,547.34	2,748.57	2,179.95
Staff travel (international)	5,770.59	4,292.13	561.03
Total (tCO2e)	10,672.03	8,402.47	4,128.98

* tCO2e: tonnes (t) of carbon dioxide (CO2) equivalent (e).

The 2019 emissions data has been externally verified. External verification will be obtained for 2020 and 2021 emissions data.

Additional Carbon Neutral Government Programme-specific emissions sources may be required in future year reporting.

Question 116

How many vehicles are currently in the department, agency or organisation's vehicle fleet?

- a. What is the total number of electric vehicles in the fleet and how many of these have been purchased in each of the last five financial years?
- b. How many plug in hybrids and pure battery EVs are in the fleet?
- c. What is the total number of vehicles that are able to be converted to electric?
- d. What evaluations of electric vehicles have been undertaken by the department, agency or organisation and what are the identified risks and advantages associated with the use of electric vehicle in the fleet?

There were 171 active fleet vehicles that were leased or acquired before 1 July 2021.

- a) There are currently seven hybrid/electric vehicles in the Ministry's fleet. One electric vehicle was purchased in November 2017; six hybrid vehicles were leased in 2019/20 and 2020/21.
- b) There is one fully electric vehicle (owned) and six hybrid vehicles (leased).
- c) Many factors are involved in determining whether a vehicle could, and should be, converted to an electric vehicle. Of the 171 vehicles currently in the fleet (including those leased in 2020/21), 142 are categorised as 'Passenger' vehicles which could, barring any specific requirements or modifications to the vehicle, be converted to an electric vehicle. Of these 142, only 22 are owned. Of the remaining 120 leased 'Passenger' vehicles, 62 have a lease term which has currently expired.
- d) Some analysis has been completed to determine which vehicles might be good candidates for EV replacement. These factors include, but are not limited, to:
 - pool or role assigned vehicles
 - annual utilisation
 - average trip distance
 - average time between journeys
 - driver buy-in
 - driver training
 - health, safety and security policy relating to trip planning
 - lease status.

The Ministry is having discussions with OptiFleet (a fleet optimisation and management service) to help with EV conversion strategy.

Question 117

What are the sources of energy used by the department, agency or organisation and what changes, if any, will be required to achieve carbon neutrality by 2025?

The Ministry's energy use includes electricity and gas at its sites, including the Mangere Refugee Resettlement Centre Te Āhuru Mōwai Aotearoa. Energy efficiency and decarbonisation opportunities will be developed as part of the Emissions Management and Reduction Plan (EMRP) and initiatives to achieve 2025 and 2030 targets. Please refer to Question 110 for further information.

Question 118

What issues or problems are envisaged as a result of the Government requirement to implement energy efficiency building rating standards over 5 years?

There may be problems related to the ability of the landlords of the buildings that the Ministry occupies to convert existing buildings to the new standards that align with leasing requirements. Upgrades may impact on rents as landlords seek to recover upgrade costs from occupiers.

About 50 per cent of a building's energy usage comes from its day-to-day operations, which is what is rated by NABERSNZ (the system for rating the energy efficiency of office buildings). About the other 50 per cent comes from the building's construction, materials and waste, which will not be able to be factored into ratings for existing structures, further impacting on the ability to achieve a minimum of four stars.

Question 119

What issues or problems are envisaged as a result of the Government requirement that all new property leases must achieve a minimum of four stars?

There may be issues related to the ability to access appropriately rated stock, and in the absence of such stock, the ability to achieve the minimum rating within existing stock.

With a limited stock of nationwide NABERSNZ rated buildings, which are already leased, the most significant challenge will be the ability to access property with a minimum of four stars or convert existing structures to achieve the minimum rating which came into effect since 1 January 2021.

COVID-19**Question 120**

What impact, if any, has COVID-19 had on your organisation's property plans or requirements?

COVID-19 has had significant impact on new property projects and most of them have been put on hold (with expected re-start by end of 2021) due to the team being involved in the COVID-19 and Delta Outbreak response. To address growth, and potential contraction, the Ministry continues its focus on how it manages the workplace and returning to work after lockdown. It takes opportunities to learn from its existing activity based working programme, together with mass working from home during the COVID-19 lockdown, to develop a more strategic and disciplined approach to its workplaces.

Question 121

What effect has COVID-19, and staff working from home, had on the organisation's property requirements?

The Ministry is reviewing some providers of space and demand management tools. These tools will help the Ministry verify seat allocation and number of people on the floor.

Once selected, a space and demand management tool will help the Ministry's floor manager allot and release seats to achieve safe distances for seating arrangements to address the transmission risks of COVID-19.

The demand management tool will also support workflow process that will give the Ministry an indication of future requirements. Demand for office accommodation at the Ministry is dynamic and varies considerably across the organisation. The Ministry is facing increased demand for office accommodation post-lockdown in some areas (for example the establishment of the back-office functionality for the MIQ Service), while some other areas are static (e.g., Immigration New Zealand).

Question 122

Has COVID-19 led to change in the organisation's policies re staff working from home or flexible working arrangements? If so, please provide details.

The Ministry is committed to providing work arrangements and environments that support whanaungatanga and are responsive to employees' needs to balance their personal priorities – including but not limited to family, culture, community, and wellbeing – with their professional commitments. The COVID-19 experience has also shown that a large proportion of roles in the Ministry can be performed remotely.

The Ministry has a flexible working Policy in place to support employees. Formal and informal flexible working proposals can be made for any purpose or reason. Requests for flexible working are considered in good faith in line with the Ministry's Flexible Working Policy which provides guidelines and a framework for considering flexible working requests.

In terms of future direction with flexible working in the Ministry, the first step identified in the Our People priority of Te Ara Amiorangi (Our Path, Our Direction) is the need to equip staff to adapt to a changing work environment. The Ministry is developing a flexible working strategy to support flexible working by default. The development of this strategy is exploring the impact that COVID-19 has had and consider what future workplace flexibility looks like in consultation with the various business units as well as the Public Service Association.

Question 123

Was your organisation prepared for the effects of COVID-19 on the way the organisation went about its core business? What lessons have been learned as a result? Would, in hindsight, your organisation have done anything differently?

The Ministry was prepared as part of the All of Government (AOG) effort with clear and frequent communications and intelligence from the wider public service (e.g. MOH, Police, Customs) and other stakeholders. The Ministry had an Incident Management Plan, Pandemic Plan and Business Continuity Plans in place, as well as Site Emergency Plans at each site. The Ministry's Incident Management Team had exercised the Incident Management Plan using the scenario of a pandemic in mid-2018, as part of MoH's Exercise Pomare. However, there were a number of differences between what had been predicted to happen in a pandemic scenario and what actually eventuated.

The Ministry stood up a coordinated governance structure with an Incident Management and Recovery Team as part of its initial response and has subsequently done this on multiple occasions in COVID-19 resurgence events in 2021.

In addition, as part of the Ministry's obligation to the MoH's New Zealand Pandemic Plan, the Ministry is required to gather lessons learned and observations and from there make recommendations for improvement initiatives. These are an active priority in response to COVID-19. The Ministry has initiated a 'lessons learned' process which includes collecting reflections and observations from staff.

The Ministry commissioned an independent review by Grant Thornton into its response to the initial COVID-19 lockdown in 2020 and has used learnings from that to inform the enhancements to its incident management arrangements going forward. This includes a revision of the Ministry's incident management framework (underway, encompassing everything from revision of plans to training and exercising) and the establishment of a dedicated resource to run incident responses from (the Ministry's National Coordination Centre in Stout Street, which is now functional).

In addition to leading the Ministry's own response, it stood up all-of-government work streams, including essential services and infrastructure/supply chain.

The Ministry now has a property resurgence plan in place. In addition to this, the team has identified the risk of all resources being centric to one region. Recruitment and appointment on key positions are now extended to Auckland region, placing the Property team to deal with further responses from either Wellington or Auckland. The team has been doing lots of work to strengthen the COVID-19 resurgent Incident Management Team in Auckland.

Question 124

What specific information technology issues did your organisation experience as a result of COVID-19 and how were these addressed? Did your organisation need to purchase additional IT equipment (eg laptops, printers etc) and was your network able to manage with increased demand for remote access (eg some departments had to limit remote access at certain times) and how did this impact on the way the organisation did its job? What was the total cost for Covid-19 related IT expenses and how does this breakdown?

The introduction of remote collaboration tools and the acceleration of planned tools in 2020/21, has enabled staff to work together remotely more easily and stay connected. This is now a regular feature of business at the Ministry.

The Ministry encountered some IT issues at the beginning of the COVID-19 pandemic, for example with rolling out hardware to allow staff to work remotely. The Ministry implemented standard protocols that increased remote access capacity, and heightened security and network monitoring. As a result, the Ministry is not experiencing information issues, and the network manages with increased demand for remote access.

The Ministry has experienced the global delays around the delivery of technology, such as laptops, monitors and smart screens. As at the end of March 2021, costs were \$0.057 million on remote access IT support and licensing.

Question 125

What specific effect, if any, did Covid-19 have on your organisation's total FTEs?

The Ministry's size has enabled it to flex and reprioritise to support a large increase in critical and significant government programmes during the last 12 months, while maintaining its essential core business. This has been achieved while delivering on over 100 COVID-19 related initiatives. In addition to redirecting its existing resources to the COVID-19 response (including border closures and exemption management, essential services, vaccine procurement, business travel documents, business support, and rapid antigen testing), the Ministry remains the lead agency for significant transformational work programmes like the Fair Pay Agreement system, a Social Unemployment Insurance Scheme, Industry Transformation Plans, Immigration system changes, the RSI science system, significant work programmes relating to emissions reduction and climate change adaptation plans and consumer focussed law reforms.

In terms of specific impacts, the Ministry does not hold a central record of the business case for each new or additional position created across the Ministry. However, some insights can be drawn from data held and from the teams who have been directly impacted by COVID-19. The Ministry is also aware that the longer-term impact of COVID-19 on the workforce has yet to be felt.

The Ministry's FTE growth (permanent and fixed term staff) since 30 June 2020 was 520. In August 2020, the Ministry was designated as the lead agency to establish MIQ as a multi-agency system response to COVID-19. This was a new accountability for the Ministry and required a new capability to be established. By 30 June 2021, this meant that MIQ added 261 FTEs to the Ministry's workforce representing just over 50 per cent of the Ministry's FTE growth. It is worth noting, however, that only 23 per cent of the MIQ workforce is permanently engaged. As MIQ is needed in the longer term, the Ministry has looked to add

some stability in the MIQ workforce. The permanent roles were established to attract and retain the right talent. Focus has been placed on roles that may have an ongoing place in the Ministry.

In addition to the direct impact of establishing a new business group, the Ministry's corporate groups have been indirectly impacted by COVID by needing to increase FTE in order to provide the necessary support systems and meet the increased demand for their services, specifically: Finance and Performance (F&P), Digital, Data and Insights (DDI), and Ngā Pou o te Taumaruru.

The Ministry is working on systems to gain better insights on our workforce to inform future workforce planning, including exploring ways to capture the primary reasons for new positions being created or changed.

Question 126

Were additional staff/contractors employed as a result of Covid-19 – if so:

- how many
- at what total cost
- are these permanent additions to staff; if not, what is the average length of contract
- for what specific purpose
- were these staff seconded from other organisations – if so specify the total number from each.

As mentioned in the response to question 125, the Ministry responded to COVID-19 and established MIQ at pace and does not currently centrally record the reasons for each new engagement and if it is additional to headcount. However, some insights on the use of additional resource due to the Ministry's COVID response follows. The main impact of COVID-19 has been most visible in the establishment of MIQ and in specific teams within the Ministry.

Please see the Ministry's response to question 125 for information on the impact of COVID-19 on the Ministry's FTEs as at the end of June 2021.

Additional contractors engaged on COVID initiatives across the Ministry (excluding MIQ):

- Analysis at the end of May 2021 showed that the Ministry engaged 24 contractors in direct response to COVID-19 between March 2020 and July 2021. The total cost (based on the life of each contract) was \$2.25m and the average length of those contracts was 10 months.
- The nature of the work contracted included the reprioritisation of the Provincial Growth fund and new Crown Funds in Kānoa - the Regional Economic Development and Investment Unit) to help cushion economic impacts of COVID-19 on regions and key sectors of the economy. The remainder of the contractor use was scattered across the Ministry and included work on the vaccine strategy in the Labour, Science and Enterprise group, in Immigration New Zealand in the Refugee and Migrant Services team, and in support of the Ministry's Incident Management and Recovery Team as part of its initial response, as well as in COVID-19 resurgence events in late 2020 and early 2021.

Managed Isolation and Quarantine group

In August 2020, MIQ was established in the Ministry. This is where the bulk of additional staff due to the COVID-19 response were engaged, compared with the last financial year. The table below shows the total number of employees, external secondees and contractors engaged in MIQ throughout the entire 2020/21 financial year (including those who have since left the Ministry).

Staff type	Number	Average length (years)*	Cost (million) \$
Fixed term	244	1.1	5.28
Contractors	117	0.5	11.05

Staff type	Number	Average length (years)*	Cost (million) \$
External secondees	45	0.6	1.91

Notes:

- The average length is based on whole terms of engagement with some exceeding 30 June 2021
- The total cost is for the year to 30 June 2021
- The number of external secondees are formal secondments and do not include deployments such as NZDF personnel
- The cost for external secondees represents the cost to the Ministry only; some of the secondees' salaries were met by their home agency.

Below is a breakdown of the home agencies of the external secondees engaged in MIQ over the course of the 2020/21 year:

External agency	Count
Accident Compensation Corporation	6
Auckland District Health Board	3
Aviation Security Service	1
Callaghan Innovation	1
Counties Manukau District Health Board	1
Department of Corrections	6
Department of Internal Affairs	3
Inland Revenue	2
Ministry for Primary Industries	2
Ministry of Education	4
Ministry of Foreign Affairs and Trade	3
Ministry of Health	1
Ministry of Social Development	1
Ministry of Justice	1
New Zealand Customs	1
New Zealand Defence Force	3
New Zealand Police	2
Oranga Tamariki	1
Te Arawhiti	1
Tertiary Education Commission	1
Not recorded	1
Total	45

Question 127

Were any of the organisation's staff seconded to work on the All of Government Covid-19 response? If so, how many and in what capacity?

Please refer to the response to this question in the [Annual Review 2019-20](#) (question 127, page 64).

RESIDENTIAL EARTHQUAKE-PRONE BUILDING FINANCIAL ASSISTANCE SCHEME QUESTIONS

Question 128

Has MBIE provided any advice to the Government about ceasing the Residential Earthquake-Prone Building Financial Assistance Scheme?

The Ministry provided preliminary advice in 2020/21 on potential changes to the Residential Earthquake-prone Building Financial Assistance Scheme (including the eligibility criteria and interest rate settings) that would help it better achieve its policy intent.

Initial analysis by the Ministry showed that there were some opportunities to make minor changes, however, further work would be required (including targeted consultation with affected stakeholders) to confirm such changes would have the desired impact.

The Ministry recommended that any potential changes to the settings of the Scheme be considered as part of the 12-month review. No changes have been made to the Scheme since its launch in September 2020.

No advice has been provided by the Ministry to the Government about ceasing, replacing or extending the Residential Earthquake-prone Building Financial Assistance Scheme.

Question 129

Has MBIE provided any advice to the Government about replacing the Residential Earthquake-Prone Building Financial Assistance Scheme?

Please refer to the response to Question 128.

Question 130

Has MBIE provided any advice to the Government about altering the Residential Earthquake-Prone Building Financial Assistance Scheme?

Please refer to the response to Question 128.

Question 131

Has MBIE ever hired external consultants to advise on the publicity of Residential Earthquake-Prone Building Financial Assistance Scheme?

The Residential Earthquake-prone Building Scheme is delivered and managed by Kāinga Ora, including promotion of the Scheme.

Question 132

What is the value of any external consulting work, if any, engaged by MBIE to advise on the publicity of the Residential Earthquake-Prone Building Financial Assistance Scheme?

Please refer to the response to Question 131.

Question 133

What changes have been made to the Residential Earthquake-Prone Building Financial Assistance Scheme since its implementation, listed by the date they were implemented, if any?

Please refer to the response to Question 128.

Question 134

What changes have been made to the Residential Earthquake-Prone Building Financial Assistance Scheme since its implementation, including the appropriation impact each change had, if any?

Please refer to the response to Question 128.

Question 135

What changes have been made to the Residential Earthquake-Prone Building Financial Assistance Scheme since its implementation that were not consistent with Ministry advice to the Government, if any?

Please refer to the response to Question 128.

Question 136

What is the total number of staff employed (including external contractors) to work on the Residential Earthquake-Prone Building Financial Assistance Scheme programme exclusively, and how has this changed each month since the schemes introduction in February 2020, if any?

The Residential Earthquake-prone Building Financial Assistance Scheme is delivered and managed by Kāinga Ora. Kāinga Ora who has one person assigned to the operation of the Scheme. This has not changed since the launch of the Scheme in September 2020.

Prior to the launch of the scheme, an external contractor was employed as a Project Manager to establish the scheme. At launch that role ceased, and the internal Kāinga Ora role was established.

Question 137

How many earthquake-prone apartment units is MBIE expecting to finance loans to over the next 12 months, if any?

In 2018, the Ministry commissioned independent advice that estimated that five per cent of residential earthquake-prone building unit owners would meet the financial hardship criteria, equating to approximately 63 unit owners. The Scheme is open for applications until 2027, and it is expected that applications will increase as remediation deadlines approach.

Kāinga Ora is working with several owners to help get borrower-ready in anticipation of applying for the Residential Earthquake-Prone Building Financial Assistance Scheme. However, as remediation planning is a complex task done collectively by building ownership groups, it could be some time before potential applicants are in the position to know the full costs of remediating through seismic strengthening enabling them to apply for financial assistance through the Scheme.

Question 138

How many earthquake-prone apartment units is MBIE expecting to finance loans to over the next 3 years, if any?

Please refer to the response to Question 137.

Question 139

Has MBIE received any enquires about changing the eligibility criteria for the Residential Earthquake-Prone Building Financial Assistance Scheme?

The Ministry receives a range of feedback on its policy initiatives, including suggestions for how policy initiatives could be improved. When considering new initiatives, or changes to existing initiatives, the Ministry consults affected stakeholders to hear their views directly.

Question 140

Has MBIE advised the Government or Minister for Building and Construction on changing the eligibility criteria for the Residential Earthquake-Prone Building Financial Assistance Scheme?

Please refer to the response to Question 128.

Question 141

Has MBIE provided any advice to the Government about extending the length of time the Residential Earthquake-Prone Building Financial Assistance Scheme runs for?

Please refer to the response to Question 128.

PHASE 2 SELF-CERTIFICATION QUESTIONS

Question 142

Has MBIE provided any advice to the Government about self-certification for plumbers and drain-layers and if so what is that advice?

As part of the Ministry's statutory review of the Plumbers, Gasfitters, and Drainlayers Act 2006, it advised the Government that, in the long term, self-certification presents opportunities to improve efficiencies across the entire construction industry.

As part of the Ministry's statutory review of the Plumbers, Gasfitters, and Drainlayers Act 2006, it recommended that self-certification is not extended from gasfitters to include plumbers and drainlayers at this time. An abrupt change to the system or shifting to self-certification too fast poses a significant risk if industry and the regulatory system isn't ready.

Instead, the Ministry recommended that a revised model of self-certification for construction trades as a whole be considered as part of wider work to review the building consent system.

Question 143

Has MBIE provided any recommendations to the Government about self-certification for plumbers and drain-layers and if so what are the recommendations?

Please refer to the response to Question 142.

Question 144

Has MBIE ever hired external consultants to advise on the impact of self-certification of plumbers and drain-layers?

No external consultants were hired to advise on the impact of self-certification of plumbers and drain-layers in the 2020/21 financial year.

The Ministry contracted Sapere to conduct an independent review into self-certification in the construction industry trades in the 2019/20 financial year. This informed the recommendations in the statutory review report. The full self-certification in construction industry trades report by Sapere is available on the Ministry's website alongside its statutory review report into the Plumbers, Gasfitters, and Drainlayers Act 2006.

Question 145

What is the value of any external consulting work, if any, engaged by MBIE to advise on self-certification for plumbers and drain-layers?

No external consultants were hired to advise on the impact of self-certification of plumbers and drain-layers in the 2020/21 financial year.

Question 146

What progress, if any, has been made on granting self-certification rights to plumbers and drain-layers since the Budget estimates hearing to the committee on June 3rd 2021?

This work is now being progressed at part of the review of the building consent system. Please refer to the response to question 158.

Question 147

Has MBIE or the Government set any time frames on when plumbers and drain-layers can have self-certification powers, if not, why not?

Please refer to the response to Questions 146 and 163.

Question 148

Has MBIE or the Government set any targets for enabling self-certification for plumbers and drain-layers, if not, why not?

Please refer to the response to Question 142.

Question 149

Has MBIE or the Government considered self-certification on building trades other than plumbing and drain laying, if not, why not?

In the 2019/20 financial year, the Ministry contracted Sapere to conduct an independent review into self-certification in the construction industry trades. The Sapere report provided advice on the key features of self-certification in construction industry trades. The report highlights the critical factors that make self-certification successful and relevant lessons from the current system of self-certification practiced by gasfitters and electrical workers.

This advice will be considered as part the review of the building consent system.

Question 150

What advice, if any, has MBIE provided the Government on self-certification powers for different trades in the building sector (listed by trade)?

The Ministry has not provided any advice to the Government for different trades, except to recommend that a revised model of self-certification for construction trades as a whole be considered as part of wider work to review the building consent system.

Question 151

What progress, if any, has MBIE made on phase 2 of the building law reform for occupational regulation?

Phase Two of the Building Legislative Reform Programme will review occupational regulation of Licensed Building Practitioners, engineers and plumbers, gasfitters and drainlayers. The focus of this work will be to ensure the public has confidence in these professions and their work.

In the 2020/21 financial year:

- The Statutory Review of the Plumbers, Gasfitters, and Drainlayers Act 2006 was completed.
- Cabinet decisions on a package of legislative and regulatory proposals to strengthen the Licensed Building Practitioners scheme were obtained. This includes:
 - the introduction of a code of ethics for licensed building practitioners, to establish clear and concise behavioural changes in order to strengthen in the Licensed Building Practitioner scheme

- amendments to the licensing processes in the Building Act, to reduce the administrative burden with renewing licences
 - amendments to the complaints and disciplinary processes in the Building Act, to align with other occupational regimes to address issues around natural justice and fairness.
- Public consultation was undertaken on further potential areas of reform to the Licensed Building Practitioner scheme, to determine the extent of known issues in three main areas. The three areas the consultation focussed on included:
 - supervision of non-licensed building practitioners undertaking restricted building work
 - the licence classes that make up the Licensed Building Practitioner scheme
 - the core competencies and minimum standards that must be met to be licensed under the Licensed Building Practitioner scheme.
- Public consultation was undertaken on a proposal to reform the occupational regulation of engineers. The consultation asked for feedback on three key proposals:
 - registration for all persons who provide professional engineering services
 - licensing for those practising in high-risk disciplines
 - new governance arrangements, including a new regulator to oversee the regime.

Question 152

Has MBIE or the Government set any time frames for phase 2 of the building law reform for occupational regulation, if not, why not?

It is intended a Bill will be introduced in 2022 to progress elements of the reform package that require change to primary legislation.

The Code of Ethics for Licensed Building Practitioners was finalised and introduced in November 2021. Further changes to Licensed Building Practitioner scheme supervision, licence classes and competencies are likely to be made in 2023.

Question 153

Has MBIE or the Government set any targets for phase 2 of the building law reform for occupational regulation, if not, why not?

The overarching objective of the Phase Two reforms are to ensure that people have more confidence in building professions and their work, and in doing so ensure:

- practitioners are providing services with reasonable care and skill
- practitioners are operating within their areas and levels of expertise
- practitioners can be held to account for substandard work and poor behaviour
- regulation is proportionate to the risks to public safety and wellbeing.

Question 154

Has MBIE ever hired external consultants to advise on the impact of phase 2 of the building law reform for risk and consenting liability?

The Ministry has not engaged any external consultants to advise on Phase Two of the building law reform for risk and consenting liability.

Question 155

What is the value of any external consulting work, if any, engaged by MBIE to advise on phase 2 of the building law reform for risk and consenting liability

The Ministry has not engaged any external consultants to advise on Phase Two of the building law reform for risk and consenting liability.

Question 156

Has MBIE provided any advice to the Government about phase 2 of the building law reform for risk and consenting liability and if so what is that advice?

The Ministry has not provided any advice to the Government about Phase Two of the building law reform for risk and consenting liability.

Question 157

Has MBIE provided any recommendations to the Government about phase 2 of the building law reform for risk and consenting liability and if so what are the recommendations?

The Ministry has not provided any recommendations to the Government about Phase Two of the building law reform for risk and consenting liability.

PHASE 3 CONSENTING LIABILITY QUESTIONS**Question 158**

Has MBIE provided any advice to the Government about phase 3 of the building law reform for risk and consenting liability and where liability of construction issues would land, and if so what is that advice?

The Ministry has provided advice to the Government about risk, liability and insurance in the building and construction sector. This advice brought together more than a decade of policy work, public consultation, external consulting work and consideration (twice) by the Law Commission. In summary, the Ministry's advice is that:

- The Government accept the Law Commission's recommendation, that joint and several remain the liability rule for negligence cases in the building industry. Joint and several liability provides the best assurance that the homeowner will be compensated.
- There is a weak case for capping the liability of building consent authorities, or limiting their duty of care, given the potential costs, risks and benefits. Capping building consent authority liability is unlikely to result in faster building consenting, and would impact negatively on fairness and productivity in the building sector and risk unintended outcomes.
- The design of a publicly-provided insurance scheme for building defects would be complex and, as a policy intervention, would present a significant fiscal risk to the Government.

To address issues of risk and liability in the building and construction sector, the Ministry recommended the Government take a whole-of-system approach and focus on three substantive policy areas:

- a review of the building consent system
- improvements to occupational regulation of building professionals and practitioners
- a review of consumer protection in the building and construction sector.

Together, reform in these three areas (alongside the substantial building law reform programme already underway) will make the building system more efficient and lift productivity, raise sector capability, increase the quality of building work and provide fairer outcomes for consumers if things go wrong.

Question 159

Has MBIE provided any recommendations to the Government about phase 3 of the building law reform for risk and consenting liability and where liability of building issues would land, and if so what are the recommendations?

Please refer to the response to Question 158.

Question 160

Has MBIE ever hired external consultants to advise on the impact of phase 3 of the building law reform for risk and consenting liability and where liability of construction issues would land?

No external consultants were hired to advise on the impact of phase 3 of the building law reform for risk and consenting liability and where liability of construction issues would land in the 2020/21 financial year.

The Ministry has previously engaged external consultants to examine various issues connected with risk, liability and insurance. Most recently, the Ministry commissioned:

- Sapere Research Group to undertake research to improve the evidence base relating to liability outcomes in the building sector (*Liability outcomes in the building sector – glimpses from available data*, November 2018)
- Colmar Brunton to gather information about homeowners' and building contractors' behaviours and drivers (*Risk, Responsibility and Liability in the Building Process*, September 2018)
- Covec to undertake research on the New Zealand market for guarantees and insurance products for residential building (*Guarantees and Insurance Products: market and policy analysis*, October 2018).

The full reports referenced above are available on the Ministry's website.

Question 161

What is the value of any external consulting work, if any, engaged by MBIE to advise on phase 3 of the building law reform for risk and consenting liability and where liability of construction issues would land?

No external consultants were hired to advise on the impact of phase 3 of the building law reform for risk and consenting liability and where liability of construction issues would land in the 2020/21 financial year.

Question 162

What progress, if any, has been made on phase 3 of the building law reform for risk and consenting liability work by MBIE or the Government?

The following progress has been made on the whole-of-system approach referred to in question 158 in the 2020/21 financial year:

- Building Consent System Review:
 - evaluation of the building consent system commissioned and fieldwork underway
 - independent review of consenting processes for Crown-built housing complete.
- Building System Legislative Reform Programme Phase 2: occupational regulation:
 - Please see the answer to question 151.
- Consumer Protection Review:
 - work programme scoped.

Question 163

Has MBIE or the Government set any time frames for phase 3 of the building law reform for risk and consenting liability work and where liability of building issues would land, if not, why not?

The Ministry expects to deliver reforms iteratively, as some areas of work are more advanced than others.

- Building Consent System Review: at this stage, the Ministry expects to deliver policy advice on options for reform in 2023.
- Building System Legislative Reform Programme Phase 2: occupational regulation: please see the answer to question 152.
- Consumer Protection Review: at this stage, the Ministry expects to deliver policy advice on options for reform in 2022.

Question 164

Has MBIE or the Government set any targets for phase 3 of the building law reform for risk and consenting liability work and where liability of building issues would land, if not, why not?

The overarching objective of the whole-of-system approach to risk and liability is to ensure:

- homeowners are not left worse off and exposed when things go wrong
- risk is apportioned to those who are best placed to manage it, and is aligned to parties' roles and responsibilities in the building process
- a system-wide approach is taken that focuses on getting building work right first time.

BUILDING FOR CLIMATE CHANGE PROGRAM QUESTIONS BUILDING**Question 165**

Has MBIE provided any advice to the Government about the building for climate change program, and if so what is that advice?

In 2020/21 the Ministry provided a range of advice and information on the Building for Climate Change programme to Government. This reflects the significance of the climate change response to the Government and the Ministry.

The Ministry has advised Government of the Building for Climate Change programme's potential role as a lever to reduce emissions and build climate resilience in the building and construction sector. It has also advised Government of key non-regulatory actions that could be funded to realise emissions reduction from the sector, and to support an equitable transition to a lower-emissions future. As part of all-of-government efforts, the Ministry has also provided advice to progress the development of the Emission Reduction Plan and National Adaptation Plan, to ensure the building and construction sector is fully represented in these Government-wide initiatives.

The Ministry intends this advice to ensure the building and construction sector can play an important and proportionate role within New Zealand's climate response.

Question 166

Has MBIE provided any recommendations to the Government about the building for climate change program, and if so what are the recommendations?

In 2020/21 the Ministry provided a range of recommendations on the Building for Climate Change programme to Government. This reflects the significance the climate change response has to Government and the Ministry.

The Ministry has recommended that the Government use the Building for Climate Change programme as a lever to reduce emissions in the building and construction sector. It has also recommended the Government support key non-regulatory actions to realise emissions reduction from the sector, and to support an equitable transition to a lower-emissions future. As part of All-of-Government efforts, the Ministry has also provided advice to progress development of the Emission Reduction Plan and National Adaptation Plan, to ensure the building and construction sector is fully represented in these Government-wide initiatives.

The Ministry also recommended that the Government reprioritise funding to enable the Ministry to establish internal capability to develop and deliver the Building for Climate Change programme.

Question 167

Has MBIE ever hired external consultants to advise on the impact of the building for climate change program?

The Ministry has built internal capability to develop and deliver the Building for Climate Change programme and has formed productive sector partnerships that provide advice and support from other areas. This includes developing an evaluation and monitoring framework for the programme to understand impacts across the system.

External consultants have been hired to advise on aspects of the programme in 2020/21, but none have been hired in particular to advise on its impacts.

Question 168

What is the value of any external consulting work, if any, engaged by MBIE to advise on the building for climate change program?

The Ministry has built internal capability to develop and deliver the Building for Climate Change programme and has formed productive sector partnerships that provide advice and support from other areas. However, from time-to-time the Ministry has engaged external consultants to provide expert advice. In 2020/21 this includes the following approximate figures:

- research on cost-neutral low carbon housing – \$105,000
- social research to inform Building for Climate Change behaviour change programming – \$45,000
- research to estimate annual emissions that can be attributed to the construction sector – \$40,000.

Question 169

What progress, if any, has been made on the building for climate change program by MBIE or the Government?

In 2020/21, the Ministry established a dedicated, time-limited team within the Building System Performance branch to deliver and coordinate the Building for Climate Change programme.

The Ministry also undertook both general and targeted technical consultation on the Building for Climate Change's two emissions reduction frameworks, and has continued to develop proposals with industry input. This will inform Cabinet decisions in 2022 on how to transform the building and construction sector to reach New Zealand's emissions targets.

The Building for Climate Change programme has also supported and aligned with the 2021 Building Code Update, which consulted on potential changes to current regulatory settings to improve buildings' energy efficiency.

Complementing this is policy work on non-regulatory measures to support emissions reduction. These include starting work on behaviour change among both the sector and consumers, exploring financial and other incentives, along with ways to reduce emissions in existing buildings.

The Building for Climate Change programme has provided significant input into the cross-government climate change response, including the Emissions Reduction Plan and National Adaptation Plan, and supported public consultation to inform the Emissions Reduction Plan in 2021.

Question 170

Has MBIE or the Government set any time frames for the building for climate change program, if not, why not?

The Ministry consulted on potential timeframes for the programme's proposed regulatory operational and embodied frameworks in late 2020.

An initial roadmap for the programme was released to the sector in November 2021 as part of the 2021 Building Code Consultation Outcomes Document. The Ministry intends to release a detailed roadmap and timeframes in 2022 following Cabinet agreement.

Question 171

Has MBIE or the Government set any targets for the building for climate change program, if not, why not?

The Building for Climate Change programme is focused on contributing to the Government's emissions reduction targets, and to the emissions budgets set out in the first Emissions Reduction Plan to be released in May 2022.

At this stage the Ministry and Government have not set specific targets for the Building for Climate Change programme or for the building and construction sector's climate response.

SUPPLY CHAIN ISSUES QUESTIONS SUPPLY

Question 172

Has MBIE provided any advice to the Government about supply chain disruptions due to COVID-19 alert level changes, and if so what is that advice?

A briefing with joint advice on supply chain congestion was provided by Ministry of Transport, Ministry for Primary Industries, Ministry of Foreign Affairs and Trade, New Zealand Trade and Enterprise, and MBIE on 29 September 2021. This advice was not specifically in response to COVID-19 alert changes.

The briefing provided options for short-term government interventions for supply chain congestion. It was a high-level assessment of a range of interventions to mitigate the immediate impacts of congestion. Overall, it was concluded government intervention was more likely to be effective in the medium to longer term e.g. investment in freight infrastructure and review of policy settings around labour markets. Some of these longer-term settings are being investigated under the National Freight and Supply Chain Strategy (led by the Ministry of Transport).

Question 173

Has MBIE provided any recommendations to the Government about supply chain disruptions due to COVID-19 alert level changes, and if so what are the recommendations?

Joint options for short-term government interventions for supply chain congestion were provided as joint advice from Ministry of Transport, Ministry for Primary Industries, Ministry of Foreign Affairs and Trade, New Zealand Trade and Enterprise, and MBIE in the briefing noted above.

Recommendations are still under consideration by the Government, and work on this issue is being led by the Ministry of Transport.

Construction Sector Accord

The Construction Sector Accord (the Accord) provided recommendations to Government on actions that industry can take to mitigate supply chain impacts on the construction sector. These actions developed out of a supply chain research survey report and a letter from the Accord Steering Group (ASG). Accord Ministers were briefed on the research findings and feedback from the ASG. Key actions focused on better information and planning as well as connecting on the medium- to longer-term work that is led across agencies. These included the:

- Accord to work with key client agencies on how contract variations might reduce possible stockpiling behaviour
- Accord, industry and government agencies to continue to maintain watch over supply chain constraints, led by the Ministry of Transport inter-agency forum
- Accord and industry to provide greater visibility on product lead-in times.

Question 174

Has MBIE ever hired external consultants to advise on the impact of supply chain disruptions due to COVID-19 alert level changes?

The Accord engaged Research New Zealand, to carry out research to help government understand current supply chain challenges facing the construction and infrastructure sector.

Just over 600 businesses (including suppliers) in construction and infrastructure were surveyed in late May and early June 2021. The survey identified the following three key issues:

- increases in the price of materials and supplies
- shortages of materials and supplies, particularly structural and non-structural wood products
- shortages of experienced/skilled staff.

Question 175

What is the value of any external consulting work, if any, engaged by MBIE to advise on supply chain disruptions due to COVID-19 alert level changes?

The Ministry engaged Research New Zealand at a cost of \$34,000.

Question 176

What progress, if any, has been made on supporting the sector with supply chain disruptions due to COVID-19 alert level changes?

The Accord continues to facilitate conversations between the construction industry and the Government to address issues arising from the COVID-19 response through the Accord Forum. The Forum is a group of up to 60 sector leaders and senior officials from across government, and is an effective network to disseminate information to the wider construction sector.

Following the 17 August 2021 move to Level 4, the Forum met weekly to address issues across the sector arising from the COVID-19 response. The Ministers for Building and Construction, and Workplace Relation and Safety attended the online Forum meeting on 25 August 2021 specifically to engage with the construction sector on COVID-19 related issues, including:

- supply chain issues and manufacture of building products within Auckland

- access to and prioritisation of vaccinations for essential construction sector workers
- Business Travel Register for issuing Business Travel Documents across alert level boundaries
- manufacturing and distribution of building products within Auckland
- health and safety protocols across alert levels in response to the Delta variant.

The Accord Forum facilitated conversations with key stakeholders and the Ministry's Building System Performance Branch that resulted in the opening up of manufacturing businesses in the Auckland region following the change to split alert levels.

Question 177

Has MBIE or the Government set any time frames for supporting the sector with supply chain disruptions due to COVID-19 alert level changes, if not, why not?

There are a number of initiatives underway across industry and government to address supply chain disruptions. The Ministry is one of several agencies undertaking work on supply chain disruptions and is feeding into work being led by other agencies. As a result, the Ministry has not set any sector-specific time frames relating to supply chain disruptions.

Question 178

Has MBIE or the Government set any targets for supporting the sector with supply chain disruptions due to COVID-19 alert level changes, if not, why not?

No targets have been set. There are a number of initiatives underway across industry and government to address supply chain disruptions. The Ministry is one of several agencies undertaking work on supply chain disruptions and is feeding into work being led by other agencies. As a result, the Ministry has not set any sector-specific targets relating to supply chain disruptions.

BUILDING SUPPLY SHORTAGES QUESTIONS

Question 179

Has MBIE provided any advice to the Government about building products supply shortages impacting the sector, and if so what is that advice?

The Ministry has provided advice to Government on building product supply shortages impacting the sector in the past year. Key areas of advice have included supply chain issues under split alert levels, timber shortages and product substitution.

The Ministry has advised on building product supply chain issues (including issues exacerbated as a result of heavily restricted manufacturing activity in Auckland during split alert levels) and the impact on residential construction. Advice was provided on potential product lines to be permitted for manufacture and distribution in Alert Level 4 areas.

The Ministry provided advisory information about timber supply issues in April 2021. This included information about the current state of demand and supply for structural timber in New Zealand and impact of these timber supply shortages (including on the costs of construction).

The Building and Construction Sector Annual Trends Report 2021 provided an overview of the total monthly value of imported building and construction material between January 2015 and February 2021. It noted that COVID-19 has had a "devastating impact" on global supply chains and in New Zealand there were a number of media, industry and research articles in the past year which reported on the adverse impacts on construction goods/products supply chains.

The Ministry provided advice on product substitution and work to refresh the Quick Guide, which provides information to those in the industry considering product substitution. The guidance reflected issues arising from the COVID-19, including shipping delays and other global disruptions.

Question 180

Has MBIE provided any recommendations to the Government about building products supply shortages impacting the sector, and if so what are the recommendations?

The Ministry has provided recommendations to Government about building product supply shortages impacting the sector. Recommendations have generally related to specific areas of action or initiatives that need to be taken to alleviate pressure on industry. The Ministry is also updating guidance on product substitution to reduce over-reliance on specific products.

Construction Sector Accord

The Construction Sector Accord (the Accord) provided recommendations to Government on actions that industry can take to mitigate supply chain impacts on the construction sector. These actions developed out of a supply chain research survey report and a letter from the Accord Steering Group (ASG). Accord Ministers were briefed on the research findings and feedback from the ASG. Key actions focused on better information and planning as well as connecting on the medium- to longer-term work that is led across agencies. These included:

- The Accord to work with key client agencies on how contract variations might reduce possible stockpiling behaviour.
- The Accord, industry and government agencies to continue to maintain watch over supply chain constraints, led by the Ministry of Transport inter-agency forum.
- The Accord and industry to provide greater visibility on product lead-in times.

Question 181

Has MBIE ever hired external consultants to advise on the impact of building products supply shortages impacting the sector, if not, why not?

Given the work listed in the answer to Question 180, the Ministry has not hired any external consultants to advise on the impacts of supply shortages. However, research was commissioned to understand the impact of the COVID-19 on businesses, workers and end-users in the building system. One of the topics covered was the impact of COVID-19 on the supply of building products and materials. The Ministry has recently published this research.

Question 182

What is the value of any external consulting work, if any, engaged by MBIE to advise on building products supply shortages impacting the sector?

The Ministry has not hired any external consultants to advise on the impacts of supply shortages (please refer to answer to Question 181).

Question 183

What progress, if any, has been made on supporting the sector with building products supply shortages impacting the sector?

Developments to support the sector with building product supply shortages include:

Product substitution

Guidelines about product substitution have been updated to enable more efficient substitution within industry. The Ministry refreshed its product substitution Quick Guide, written in accordance with section

175 of the Building Act 2004, which provides information to those considering product substitution. The guidance reflected issues arising from COVID-19, such as shipping delays and other global disruptions.

Manufacturing

The Ministry provided advice to Ministers that resulted in changes to the COVID-19 Public Health Response (Alert Level Requirements) to permit a limited amount of building product manufacture to take place to support continued residential construction activity during split alert levels.

Construction Sector Accord

The Construction Sector Accord (the Accord) is working with the Ministry of Transport to manage construction sector supply chain needs. The Accord has facilitated conversations with the Ministry of Foreign Affairs and Trade, who are working on building resilience for critical supply chains.

Government-industry dialogue

A joint supply-chain Ministers and stakeholders meeting was established to facilitate regular dialogue between industry representatives and relevant ministers, and to provide ongoing updates about supply chain issues. This is a cross-sector initiative facilitated by the Ministry of Transport.

Other government agency initiatives

The Ministry of Transport is developing a National Freight Strategy to improve supply chain disruptions.

The Ministry for Primary Industries (MPI) Te Uru Rākau – New Zealand Forest Services' Industry Transformation Plan (ITP) for forestry and wood processing will investigate options to accelerate investment in processing assets to increase the sector's productivity and production. Given significant lead times and investment required to increase production, the ITP is a longer-term initiative and will not respond to immediate pressures.

MPI will also investigate, through the ITP, how New Zealand can further increase the volume of logs processed domestically. This will include exploring new and innovative uses of logs that would otherwise be unsuitable for New Zealand's construction sector. They will also investigate the use of timber in the construction industry, and identify ways to increase the uptake of innovative construction products and methods that have the potential to support housing construction objectives, such as engineered wood products.

MPI is also boosting their national planning and advisory capability, and is looking at ways to increase wood processing onshore.

The Infrastructure Commission/Te Waihanga is using the pipeline to support better coordination of skills and supplies. The Infrastructure Commission/Te Waihanga is also considering ways to build construction and infrastructure supply chain resilience and innovation.

The Ministry will work with partner agencies to support the implementation of their initiatives with the building and construction sector, where appropriate.

Question 184

Has MBIE or the Government set any time frames for supporting the sector with building products supply shortages impacting the sector s, if not, why not?

The Ministry has not set any timeframes around building product shortages. Supply chain disruptions are impacting economies worldwide. New Zealand is not alone in facing these disruptions and has little ability to influence timeframes that are set by international markets. Instead, the Government's key role is in ensuring the regulatory settings for building and construction are fit for purpose.

Question 185

Has MBIE or the Government set any targets for supporting the sector with building products supply shortages impacting the sector, if not, why not?

The Ministry has not set targets for working with the sector on building product supply shortages. The sector has committed to increasing production of timber as a key target amongst industry players.

While there are no set targets for building product shortages, the Ministry is finalising product substitution guidance. Quick guide to product substitution, written in accordance with section 175 of the Building Act 2004, provides information to designers, contractors and building owners on product substitution. The updated guidance will take account of shipping delays and other disruptions caused by COVID-19. The guidance was released in November 2021 and can be found at

www.building.govt.nz/assets/Uploads/building-code-compliance/certifications-programmes/product-assurance/product-substitution.pdf

STRUCTURAL TIMBER SHORTAGE QUESTIONS

Question 186

Has MBIE provided any advice to the Government about structural timber shortages impacting the industry, and if so what is that advice?

The Ministry provided advisory information about timber supply issues in April 2021. This included information about the current state of demand and supply for structural timber in New Zealand and the impact of these timber supply shortages.

Question 187

Has MBIE provided any recommendations to the Government about structural timber shortages impacting the industry, and if so what are the recommendations?

The Ministry has provided recommendations to Government about structural timber supply shortages impacting the sector.

Construction Sector Accord

The Construction Sector Accord (the Accord) provided recommendations to Government on actions that industry can take to mitigate supply chain impacts on the construction sector, including shortages of structural timber. These actions developed out of a supply chain research survey report and a letter from the Accord Steering Group (ASG). Accord Ministers were briefed on the research findings and feedback from the ASG. Key actions focused on better information and planning as well as connecting on the medium- to longer-term work that is led across agencies. These included the:

- Accord to work with key client agencies on how contract variations might reduce possible stockpiling behaviour
- Accord and industry and government agencies to continue to maintain watch over supply chain constraints, led by the Ministry of Transport inter-agency forum
- Accord and industry to provide greater visibility on product lead-in times.

Question 188

Has MBIE ever hired external consultants to advise on the impact of structural timber shortages impacting the industry?

The Ministry has not hired external consultants to specifically advise on structural timber shortages. The Ministry has commissioned research into the impact of COVID-19 and one topic included was the impact of

COVID-19 on supply of building products which includes structural timber. A copy of the report is at [COVID-19 building system impact report summary \(mbie.govt.nz\)](https://www.mbie.govt.nz/covid-19-building-system-impact-report-summary).

Question 189

What is the value of any external consulting work, if any, engaged by MBIE to advise on structural timber shortages impacting the industry?

The Ministry has not hired any external consultants to advise on the impacts of structural timber shortages (please refer to answer to Question 188).

Question 190

What progress, if any, has been made on supporting the sector with structural timber shortages impacting the industry?

Developments to support the sector with structural timber shortages include:

Product substitution

Guidelines about product substitution have been updated to enable more efficient substitution within industry, which may be required in light of structural timber shortages. The Ministry refreshed its product substitution Quick Guide, written in accordance with section 175 of the Building Act 2004, which provides information to those considering product substitution. The updated guidance reflects issues arising from COVID-19, such as shipping delays and other global disruptions, and is due to be published in November 2021.

Other government agency initiatives

The Ministry for Primary Industry's (MPI) Te Uru Rākau – New Zealand Forest Services' Industry Transformation Plan (ITP) for forestry and wood processing will investigate options to accelerate investment in processing assets to increase the sector's productivity and production. Given significant lead times and investment required to increase production, the ITP is a longer-term initiative and will not respond to immediate pressures.

MPI will also investigate, through the ITP, how New Zealand can further increase the volume of logs processed domestically. This will include exploring new and innovative uses of logs that would otherwise be unsuitable for New Zealand's construction sector. They will also investigate the use of timber in the construction industry, and identify ways to increase the uptake of innovative construction products and methods that have the potential to support housing construction objectives, such as engineered wood products.

MPI is also boosting their national planning and advisory capability, and is looking at ways to increase wood processing onshore.

The Ministry of Transport is developing a National Freight Strategy to improve supply chain disruptions.

The Ministry will work with partner agencies to support the implementation of their initiatives with the building and construction sector, where appropriate.

Question 191

Has MBIE or the Government set any time frames for supporting the sector with structural timber shortages impacting the industry, if not, why not?

The Ministry has not set any timeframes around structural timber shortages. In 2021, timber supply chain disruptions impacted economies worldwide. New Zealand is not alone in facing these disruptions and has

little ability to influence timeframes that are set by international markets. Instead, the Government's key role is in ensuring the regulatory settings for building and construction are fit for purpose.

Question 192

Has MBIE or the Government set any targets for supporting the sector with structural timber shortages impacting the industry, if not, why not?

The Ministry has not set targets for working with the sector on structural timber shortages. The sector has committed to increasing production of timber as a key target amongst industry players.

IMMIGRATION

Question 193

What workforce planning has Immigration New Zealand done for the 2021 Resident Visa?

Resource modelling has been undertaken to establish the number of staff required for the applications Immigration New Zealand needs to process between 1 December 2021 and 31 December 2022. A workforce plan has been established and implemented to ensure there are enough staff allocated to process this work and the other visa categories.

Question 194

How many staff will be assigned to process the 2021 Resident Visa?

The delivery of the 2021 Resident Visa is separated into two phases. Phase one, which began on 1 December 2021, has 22 Support Officers and 105 Immigration Officers dedicated to the lodgement and processing of this work. Additional technical and support staff are also assigned to support the processing of this visa category.

Question 195

How many staff require training to be able to process the 2021 Resident Visa?

Approximately 150 Immigration officers received training on the 2021 Resident Visa in advance of the policy going live on 1 December 2021. 105 Immigration Officers and 22 Support Officers were assigned to lodge and process 2021 Resident Visas for Phase one from 1 December 2021.

Question 196

Will there be any impact to the visa processing times of other visas caused by the 2021 Resident Visa; and if yes, what will this impact be?

Immigration New Zealand continues to build capacity and capability across the visa processing network to ensure timely visa decisions for applicants across all visa categories can be delivered. Immigration New Zealand does, however, anticipate a period of high pressure on the visa processing system across all visa categories between March and June 2022 and is currently working through options to minimise any impact on visa processing times for other categories. This has included work to prepare for the launch of the new Immigration ONLINE technology platform in January 2022, which will enable more efficient visa processing. Immigration New Zealand is also currently expanding its office space in New Zealand and recruiting to grow the size of its workforce to meet the expected increase in visa volumes.

Question 197

How confident is Immigration New Zealand that they will be able to process at least 80 percent of the 110,000 2021 Resident Visa applications they receive within 12 months?

Processing 2021 Resident Visa applications is a priority for Immigration New Zealand, and subject to any unforeseen border changes, Immigration New Zealand is confident in its ability to process at least 80 per

cent of these applications within 12 months, with some being much faster. The criteria for the 2021 Resident Visa is clear and the process is streamlined, which will assist Immigration New Zealand in processing the volume of applications expected. Immigration New Zealand has completed workforce modelling to ensure the appropriate resources are in place to process these applications in a timely manner. The Immigration New Zealand website will be updated regularly with the latest processing times and information.

As at 17 January 2022 Immigration New Zealand had received approximately 12,435 applications, which represents approximately 89 per cent of the expected 14,000 applications for phase one. Immigration New Zealand had approved 2,231 applications and granted residence to 4,448 new residents.

Question 198

How will Immigration New Zealand staff identify fraudulent applications for the 2021 Resident Visa if they are processing visas faster, and how many fraudulent 2021 Resident Visa applications has Immigration New Zealand estimated they will receive?

Immigration New Zealand does not expect significant fraudulent activity for the 2021 Resident Visa, based on the streamlined eligibility criteria that relies on known factors that cannot be fabricated, such as first arrived in New Zealand date, time spent in New Zealand, and holders of an eligible visa. Risk identification and risk management processes already in existence will continue to apply where relevant.

Question 199

What are the risks that Immigration New Zealand has identified with regards to the 2021 Resident Visa?

Immigration New Zealand is always vigilant to risk. The 2021 Resident Visa implementation and delivery risks are being managed with oversight from Immigration New Zealand's Project Office, Assurance Branch and the Ministry's Enterprise Project Management Office, following Ministry-wide risk management principles.

A summary of the three implementation and delivery risks include:

- That a widespread Omicron COVID-19 outbreak may negatively impact Immigration New Zealand's ability to process Resident Visa applications in a timely manner.
- Changes to current border settings or other Policy initiatives resulting in increased visa volumes in other areas will have an impact on Immigration New Zealand's ability to deliver agreed decisions.
- The technology solutions fail to function according to expectations.

Controls are in place to help manage the likelihood of a risk happening and/or the impact if the risk occurs. Risks are being reviewed regularly, in line with Ministry-wide risk management principles, and will change as delivery of the 2021 Resident Visa programme progresses to conclusion.

Immigration New Zealand meets regularly with a 2021 Resident Visa Focus Group who are invaluable in identifying and managing issues with respect to the 2021 Resident Visa programme. Feedback from the Focus Group on delivery planning for phase two of the programme have been positive.

The Ministry identified a number of potential impacts and risks associated with the new residence visa when the policy was developed. These included:

- the potential impacts on housing and infrastructure, noting that most of the new residents are already in New Zealand meaning limited net impact

- potential additional pressure on MIQ spaces due to the increase in residents eligible to travel and re-enter New Zealand, noting any additional demand would be spread over time as visa processing resumes
- some health and character-related risks due to the streamlined processes that the Cabinet agreed to, noting that most applicants would have been through previous health and character screening.

Further details on the various considerations that informed the policy decisions are set out in the material proactively released on the Ministry's website: <https://www.mbie.govt.nz/immigration-and-tourism/immigration/release-of-immigration-information/>.

Question 200

How much funding has been allocated to set up the online application system for the 2021 Resident Visa?

Immigration New Zealand is using existing technology platforms to develop the online system requirements for phase one of the 2021 Resident Visa. No additional specific funding has been requested from the Crown and the costs for developing, testing, and deploying the solution and associated resources will be met from within existing immigration baselines.

Question 201

Is Immigration New Zealand confident that the online application system for the 2021 Resident Visa will be operational by 1 December 2021?

While some connectivity issues were experienced following the opening of phase one applications for the 2021 Resident Visa, Immigration New Zealand can confirm that the online application systems for the 2021 Resident Visa were operational for phase one on 1 December 2021.

As at 17 January 2022, Immigration New Zealand had received approximately 12,435 applications, which represents approximately 89 per cent of the expected 14,000 applications for phase one. Immigration New Zealand had approved 2,231 applications and granted residence to 4,448 new residents.

Question 202

When did Immigration New Zealand start work on setting up the online application system for the 2021 Resident Visa, and have they identified any issues with it?

Immigration New Zealand commenced work on the online application requirements in approximately the first week of September, following the Cabinet decision of 6 September 2021, relating to the One-Off Residence Pathway for Onshore Migrant Workers.

Question 203

What work has been completed so far on the review of the Skilled Migrant Category Resident Visa?

Work to scope this review commenced in early 2022.

Question 204

What work has Immigration New Zealand done to address labour shortages for when New Zealand's border reopen to the world?

The Ministry has been working to secure New Zealand's workforce during COVID-19.

- The Government made temporary changes to a number of settings to enable temporary migrants to continue working in New Zealand, including automatically extending around 10,000 Working Holiday visas and Supplementary Seasonal Employment (SSE) work visas, and also made changes to Essential Skills visas to streamline application processing and increase visa durations.

- The 2021 Resident Visa is a one-off resident pathway aims to secure a large proportion of the onshore temporary migrant workforce by giving them certainty about remaining in New Zealand long-term.
- Health workers and a large number of critical and other workers needed to fill key workforce gaps have been provided with border exceptions.
- The Government has been supporting the horticulture and viticulture industries to meet seasonal labour challenges. Quarantine-free travel has opened up the ability for greater numbers of Recognised Seasonal Employer (RSE) workers to enter the country to assist with an expected peak demand for workers in February and March of 2022.

Work is now underway to reconnect New Zealanders to the world and rebalance the immigration system. Advice is being provided to support objectives of allowing entry to more workers from overseas to fill critical gaps in the domestic labour force, whilst ensuring that businesses make the most of New Zealand workers and business models and processes that result in productivity gains. Immigration New Zealand is taking steps to operationally prepare for reopening.

Question 205

How many staff were in the residence processing team since 1 January 2021, broken down by month?

The table below shows the average number of staff allocated to processing Skilled Residence (Skilled Migrant Category and Residence from Work) visa applications since 1 January 2021.

Month	Average number of staff
January 2021	73
February 2021	67
March 2021	67
April 2021	67
May 2021	65
June 2021	72
July 2021	74
August 2021	67
September 2021	67
October 2021	63
November 2021	63*
December 2021	10**

* Refers to the number of staff allocated to processing this product type. However, actual processing capacity was limited due to COVID-19 alert level restrictions.

** A small number of staff allocated to processing skilled residence as staff were reassigned to process applications under the new 2021 Resident Visa category.

Question 206

Is Immigration New Zealand concerned at the high turnover of staff from the residence processing team this year; and if not, why not? If yes, what are they doing to address high staffing turnover?

Attrition in visa processing offices is primarily driven by staff transferring out of processing roles and into the wider immigration system or the Ministry as part of their career development. Immigration New Zealand attempts to recruit in a way which offsets the effect of staff resigning or moving to another role internally.

Question 207

What is the current memorandum account deficit?

The Electronic Travel Authority memorandum account balance as at 31 December 2021 was \$8.3 million.

The Visa memorandum account balance as at 31 December 2021 was \$130.5 million.

Question 208

When it was stated in the 'Briefing on the 2019/20 performance and current operations of Immigration New Zealand' that "MBIE officials provided advice on the options for resuming EOI selections for both the SMC and Parent Category visas in late March. The Minister has taken a decision and an announcement is pending." – what were all of these options, what was the decision the Minister made referred to the announcement of the 2021 Resident Visa or was the decision referred to in the briefing changes?

The Ministry provided advice on options for and the implications of resuming Expression of Interest (EOI) selections in March and July 2021. This advice covered when to resume selections, whether any changes should be made to the eligibility criteria for applicants, and the resourcing implications of possible options for Immigration New Zealand.

Decisions were taken on this advice, but were superseded prior to announcement by work on the 2021 Resident Visa. As part of establishing the 2021 Resident Visa, the Cabinet agreed to the continued suspension of EOI selections until after the 2021 Resident Visa closed to applications on 31 July 2022. How selections resume and whether there will be any changes to eligibility criteria after 31 July 2022 will be considered as part of the skilled residence review in 2022.

Question 209

Has a review of the Parent Residence category commenced?

The review of the Parent Category is currently scheduled to commence in the second half of 2022. This timing is due to and remains subject to other work programme pressures arising from the ongoing COVID-19 response and progressing the Immigration Rebalance programme.

Question 210

What work has Immigration New Zealand done around investor visa categories?

The Government is working on a new Investment Attraction Strategy aimed at encouraging high-value international investment into New Zealand, particularly targeted to areas where New Zealand has capital gaps.

The Ministry is looking to ensure that investor visa settings align with the objectives of the Investment Attraction Strategy and is in the process of providing advice to Ministers.

The Ministry is aware of high levels of interest within the investment and immigration advisory industry around potential changes to investor visa settings.

Since the decision was made to close the New Zealand borders in March 2020, Immigration New Zealand has continued to process investor visa applications so successful applicants can be granted visas when the border restrictions lift.

Following the judicial review, Immigration New Zealand recommenced processing of all offshore residence applications including investor visa categories. Applications are being allocated in the order in which they were received regardless of whether the applicant is inside or outside of New Zealand.

TOURISM

Question 211

The following question relates to the 2021 support - Tourism Communities: Support, Recovery and Re-set Plan.

How much funding was allocated, how much of this has been spent, and how much is unspent, for the following initiatives:

- Psycho-social (or mental well-being) support
- Business advisory support
- Grants for businesses to implement advice
- Tourism Kick-start Fund
- Milford Opportunities project
- Queenstown Lakes Economic Transformation and Resilience Fund
- Grants to Regional Tourism Organisations (RTOs)
- Tourism Industry Transformation Plan (ITP)
- Support for Māori Tourism
- Department of Conservation (DOC)
- Conversion of Inbound Tour Operator (ITO) loans to grants (up to \$0.5 million per ITO)
- Tourism Infrastructure Fund

Initiative	Funding allocated 2020/21 \$m	Funding spent \$m	Comments
Psycho-social (or mental well-being) support for people in the five communities	4.50	0.14	Funding spent as at 19 October 2021. District Health Boards in the five communities have been contracted to deliver this support. To date, 18 community trainings/events have been held across the districts. A further 32 events have been scheduled or are being planned for the near future.
Business Advisory Support to enable businesses in the five communities to receive expert advice and support through the Regional Business Partner Network	10.00	0.17	As at 31 October 2021, \$1.3M has been issued to customers to use with Regional Business Partner service providers, of which \$0.17M has been claimed by service providers. The delta outbreak slowed down the ability of lead entities to deliver.
Business Advice Implementation Grant to enable businesses in the five communities to implement advice received	10.00	0.23	As at 31 October 2021, \$0.32M has been approved, of which \$0.23M has been paid out to businesses. There is likely to be a lag between businesses receiving advice and then applying for the implementation grant, so we expect the quantum of grants to steadily increase in the coming months.
Tourism Kick-start Fund to help tourism businesses in the five communities prepare for the return of international visitors	49.00	-	The Minister decided to pause this until there is more clarity about the resumption of travel through the 'Reconnecting New Zealanders' work.
Milford Opportunities Project (MOP) , which involves the fundamental redevelopment of Milford Sound Piopiotahi and the surrounding region	15.00	0.18	Funding spent as at 30 September 2021. A dedicated team has been established at the Department of Conservation (DOC), governance appointments are being finalised and work will soon commence on feasibility assessments on the proposals outlined in the MOP Masterplan.

Initiative	Funding allocated 2020/21 \$m	Funding spent \$m	Comments
Queenstown Lakes Economic Transformation and Resilience Fund to support Queenstown's development of alternative industries with the aim of increasing local economic resilience	20.00	-	Ministry officials have been working with the Queenstown Lakes District Council and other local stakeholders on advancing opportunities from this fund.
Grants to Regional Tourism Organisations (RTOs) to support RTOs in leading and coordinating activities in their regions, especially developing and implementing destination management	26.8	25.7	As at 11 November 2021, \$25.7 million has been contracted to 29 RTOs to undertake their 2021/22 investment plans, as well as Regional Tourism NZ to support the RTOs.
Tourism ITP which aims to transform tourism in New Zealand to a more sustainable model	10.00	0.16	Funding spent as at 10 November 2021. The initial focus of the Tourism ITP will be "Better Work", with a broader objective of regenerative tourism. The three co-Chairs and the Leadership Group for the ITP have been appointed. The scope of the ITP and Leadership Group members were announced at the Tourism Workforce Wānanga on 17 November 2021.
Support for Māori tourism , as New Zealand Māori Tourism (NZMT) is delivering a business support programme for Māori businesses	15.00 (over two years)	7.50**	This work is aimed at helping reposition the industry for the future and ensuring that businesses are safeguarded in the short-term. In addition, funding has been put aside for anchor projects to boost tourism.
Department of Conservation concession fees waiver to offset the payment of tourism concession fees to DOC	10.00	10.00*	By 1 January 2022, the government will have provided \$35 million of support through the fee-waiver for tourism concessionaries for 22 months. The Cabinet has agreed that fees will be re-instated from 1 January 2022.
Conversion of Inbound Tour Operator (ITO) loans to grants to enhance existing support ITOs, which promote and sell New Zealand travel packages to offshore buyers	14.00	12.25	As at 10 November 2021, \$12.25M of loans to ITOs has been converted to grants and paid to ITOs.
Tourism Infrastructure Fund , which helps to develop tourism-related infrastructure that supports regions facing pressure from tourism growth.	16.50	-	This funding was added to the existing TIF appropriation as a 'top up' to allow the fund to run a further round in 2022. It is expected that the remainder of the TIF funding will be allocated under the March 2022 funding round.

* The \$10 million of funding forms part of DOC's overall 2021/22 operating budget.

** This is managed by Te Puni Kokiri.

Question 212

The following questions relate to the freedom camping review:

- a. How will Proposals 1 and 2 respectively affect people sleeping in their vehicles near a DOC trail?
- b. How will Proposals 1 and 2 respectively affect people sleeping in their vehicles near a beach or popular surfing location?
- c. How will Proposals 1 and 2 respectively affect people sleeping in their vehicles in urban areas?
- d. How will Proposals 1 and 2 respectively affect homeless people or those temporarily residing in their vehicles?
- e. How will Proposals 1 and 2 respectively affect people resting in their vehicles during a long drive?
- f. How will Proposals 1 and 2 respectively affect people sleeping in tents?
- g. How will Proposals 1 and 2 respectively affect people sleeping in removable vehicle rooftop tents?
- h. In determining which types of toilets are suitable for self-containment, which groups has MBIE consulted?
- i. In determining which types of vehicles are suitable for self-containment, which groups has MBIE consulted?
- j. What risks, if any, has MBIE identified related to this review?

On 30 November 2021 the Minister of Tourism announced the Government's intention to reform the legislative and regulatory system for freedom camping. These changes responded to the proposals put forward by the Government for public consultation in April 2021, including Proposal 1 and 2.

Amongst other things, the Government has proposed to:

- Introduce a new rule for freedom campers staying in a vehicle on land managed by a local authority to use a certified self-contained vehicle, unless staying at a site designated by the local authority as suitable for freedom camping in non-self-contained vehicles. This rule supersedes Proposal 1 and 2, both of which were strongly supported in public consultation.
- Introduce a regulatory system for self-contained vehicles.
- Require all new vehicle certifications for self-contained vehicles to have a fixed toilet.
- Strengthen the infringement system for the *Freedom Camping Act 2011*.
- Expand the *Freedom Camping Act 2011* to include land managed by Waka Kotahi and Land Information New Zealand.

The below answers will therefore refer to the new rule for freedom camping rather than to Proposals 1 and 2.

a. How will Proposals 1 and 2 respectively affect people sleeping in their vehicles near a DOC trail?

Department of Conservation (DOC) land is not in scope of the new rule to require freedom camping in a vehicle to be done in self-contained vehicles. DOC will continue to manage conservation land subject to the *Freedom Camping Act 2011* through its notice making power.

If the land near a DOC trail is administered by DOC, the new rule would therefore not apply. If the land is managed by a local authority, the new rule would apply and freedom campers would be required to use a certified self-contained vehicle, unless they are at a site designated for non-self-contained vehicles by the local council.

Under the *Freedom Camping Act 2011*, Local authorities and DOC are required to ensure there is signage to ensure freedom campers understand which rules will apply to them at a given site.

b. How will Proposals 1 and 2 respectively affect people sleeping in their vehicles near a beach or popular surfing location?

If the land is managed by a local authority, then people freedom camping in vehicles near the beach will be required to use a certified self-contained vehicle, unless at a site designated for non-self-contained vehicles by the relevant council.

However, if the land is administered by DOC, the new proposal will not apply. However, DOC may have issued a notice for the land that may prohibit or restrict freedom camping on that area.

c. How will Proposals 1 and 2 respectively affect people sleeping in their vehicles in urban areas?

Vehicle-based freedom campers who stay in urban areas will be required to use a certified self-contained vehicle, unless at a site designated for non-self-contained vehicles by the relevant council.

d. How will Proposals 1 and 2 respectively affect homeless people or those temporarily residing in their vehicles?

The *Freedom Camping Act 2011* is not intended to be applied to those experiencing homelessness. Local enforcement officers will continue to be able to exercise their discretion in determining who is experiencing homelessness. Careful consideration has been given to ensuring those experiencing homelessness are not further disadvantaged by the proposed changes.

The Ministry is working with the Ministry of Housing and Urban Development, MSD and Kāinga Ora to ensure that there is appropriate guidance in place for enforcement officers to support those experiencing homelessness, including referring them to appropriate organisations.

e. How will Proposals 1 and 2 respectively affect people resting in their vehicles during a long drive?

There are no changes proposed for the current exemption included in the *Freedom Camping Act 2011* for resting or sleeping at the roadside in a caravan or motor vehicle to avoid driver fatigue. This is because this exemption is necessary for road and driver safety.

f. How will Proposals 1 and 2 respectively affect people sleeping in tents?

The new rule for freedom camping does not apply to tent-based freedom camping.

g. How will Proposals 1 and 2 respectively affect people sleeping in removable vehicle rooftop tents?

To ensure the rules are easily understood and applied by New Zealanders and enforcement officers, any tent attached to a motor vehicle or caravan will be treated as an extension of the vehicle. In order for the new freedom camping rules not to apply to it, a tent must be able to support itself without being attached to a vehicle. This addresses the fact that most tents attached to a vehicle are using the vehicle to support habitation, making them not substantially different from camping in the vehicle.

This means that freedom campers using rooftop tents will be considered to be freedom camping in a vehicle. They will therefore be required to use a certified self-contained vehicle, unless at a site designated for non-self-contained vehicles by the local council.

h. In determining which types of toilets are suitable for self-containment, which groups has MBIE consulted?

Public consultation on the proposed changes occurred between 9 April and 16 May 2021, in which the Ministry heard from a wide range of interest groups including camping organisations such as the

New Zealand Motor Caravan Association, industry representatives such as Tourism Industry Aotearoa, and local government representatives such as Local Government New Zealand and a range of councils.

The Ministry and the Minister of Tourism also tested the refined proposals, which included the new requirement that a toilet be fixed in order for a vehicle to be certified as self-contained, with the Responsible Camping Working Group. The Working Group comprises a range of industry, local government and camping organisation representatives, and was established in 2018 to identify ways to better manage the freedom camping system.

i. In determining which types of vehicles are suitable for self-containment, which groups has MBIE consulted?

The Ministry did not focus on determining which types of vehicles are suitable for self-containment when designing the policy proposals.

It is possible this could be looked at as a part of the design of the Self-Contained Vehicle Regulations, which will be developed with industry input and publicly consulted on in 2022.

j. What risks, if any, has MBIE identified related to this review?

Identified risks have included:

- People need sufficient time to upgrade their vehicles or change the way they freedom camp. To mitigate this, there will be a transition period of two years for vehicles to meet the new self-containment requirements. The transition period will also ensure there is capacity in the system to certify and recertify vehicles by avoiding a rush of certifications in a short time.
- During the transition period, local authorities will need support to enforce the current rules, which have shortcomings in their effectiveness at managing freedom camping. This includes where councils need to introduce a bylaw if they already have one. To mitigate this, the Government is introducing a transitional fund, which is modelled on the successful Responsible Camping Fund, that will be available for councils to apply to for during the 2022/3 and 2023/4 summer periods.
- Campers may not be aware of or understand the new rules. The Ministry will work with local authorities, the Department of Conservation, rental companies and recreational groups to develop an information programme and to ensure there is local education and signage about the rules. The transition period of two years will also enable orderly transition. This includes messaging for international freedom campers to mitigate the risk of information not being well-received or understood by that group.
- Councils may not enforce the new rule or put in place bylaws. Regions that do not use bylaws to manage freedom camping may not welcome the new rule, or they may not have the resources to do so. This has potential to undermine the effectiveness of the changes.
- Vehicle owners may not have the resources to upgrade and certify their vehicles. The transition period will help to address this, but some people may end up being in breach of the new rules once that is finished. Alternatively, they may choose to instead freedom camp at DOC-run or commercial campsites.
- People may use tents to get around new vehicle requirements. This is mitigated by the fact that many councils already regulate freedom camping in tents through bylaws, and many places where people freedom camp, like car parks, are not suitable to pitch a tent at.

- The changes may affect people experiencing homelessness where enforcement officers are unable to determine whether someone is a freedom camper or experiencing homelessness. Work is ongoing across agencies to mitigate this risk, and specific commentary will be included in the Amendment Bill's General Policy Statement. There will also be local referral pathways for people who want support, and training for enforcement officers, including information on how to assist people experiencing homelessness to access appropriate support.

Question 213

For which sectors, if any, is MBIE currently working on Industry Transformation Plans?

The Ministry is currently working on Industry Transformation Plans (ITPs) for the following sectors:

- Advanced Manufacturing
- Agritech (jointly with the Ministry for Primary Industries)
- Construction
- Digital Technologies
- Tourism

The Ministry also provides support and oversight of the ITP programme. In addition to the sectors mentioned above, this ITP programme includes four other sectors: Food and Beverage, Forestry and Wood Processing, and Fisheries.

Question 214

The following questions relate to the Tourism Industry Transformation Plan:

- What areas of the tourism industry will this plan focus on?
- What is the expected release date of the draft and final versions of this plan?
- Which industry stakeholders have been or will be consulted?
- How many additional workers (FTE) have been hired, if any, to prepare this plan?
- What is the budget for this plan?

a. What areas of the tourism industry will this plan focus on?

The Tourism Industry Transformation Plan (Tourism ITP) will prioritise regenerative tourism, which means the industry and activity seeks give back more than it takes from people, places and the environment.

The Tourism ITP will, at first, be focused on enabling Better Work for the tourism and hospitality industry. Providing better work and opportunities for those to develop and grow in the tourism system, is a key part of creating a regenerative tourism system.

The second phase of the ITP, after Better Work, will be focused on the environment. The ITP Leadership Group will work with the industry, workers and government over the coming months to refine the focus of this topic, and where the ITP partnership model can be put to best use.

b. What is the expected release date of the draft and final versions of this plan?

The ITP Leadership Group will work to:

- deliver a draft Better Work Action Plan in Quarter 2 of 2022 for wider consultation, with a final version expected to be completed by Quarter 3, 2022.
- have a refined scope for the second phase of the ITP by Quarter 2 of 2022.

c. Which industry stakeholders have been or will be consulted?

Membership of the ITP Leadership Group is being finalised, and the following industry members are confirmed:

- Bridget Legnavsky, RealNZ
- Charlie Phillips, Queenstown Resort College
- Gráinne Troute, chair of Tourism Industry Aotearoa (industry co-Chair)
- Gillian Millar, Accor Hotels
- John Barrett, Kāpiti Island Nature Tourism
- Julie White, Hospitality Association New Zealand
- Les Morgan, Sudima Hotels
- Nikki Dines, Air New Zealand
- Pania Tyson-Nathan, New Zealand Māori Tourism
- Paul Retimanu, Manaaki Management
- Trent Yeo, Ziptrek EcoTour.

The ITP Leadership Group also includes union and government representatives and will draw on the expertise of others in the industry as needed. John Crocker, Unite Union National Secretary, is the workers' co-chair.

Once the initial draft of the Better Work Action Plan has been developed, the group will consult widely on it with industry stakeholders.

d. How many additional workers (FTE) have been hired, if any, to prepare this plan?

One project coordinator has been hired to help with developing the ITP.

e. What is the budget for this plan?

\$10 million has been allocated to the Tourism ITP as part of the Tourism Communities Support, Recovery and Re-set Plan announced in May 2021.

Question 215

How much funding has been spent on refurbishing, upgrading or refitting offices used by MBIE for the following financial years:

- 2020/21
- 2019/20
- 2018/19
- 2017/18
- 2016/17

Please refer to the response to Question 21 and Appendix 8.

For previous years, please refer to the following responses:

- 2019/20 – question 21, Appendix 8 (page 34) at: [Annual Review 2019/20](#)
- 2018/19 – question 21, Appendix 8 (page 34) at: [Annual Review 2018/19](#)
- 2017/18 – question 21, page 14 at: [Annual Review 2017/18](#)

- 2016/17 – question 16, page 23 at: [Annual Review 2016/17](#)

Question 216

The following questions relate to the 2020 support - Tourism Recovery Package worth \$400m:

- Is the Minister certain that all answers to written parliamentary questions about this fund have been accurately answered? If not, what answers were inaccurate and what was the cause of this inaccuracy?

The Ministry has advised the Minister of Tourism on some responses to written Parliamentary Questions regarding the Tourism Recovery Package, however, this question is best directed to the relevant Minister.

Question 217

The following questions relate to the 'Untitled Amazon Project':

- What date did MBIE first learn of Amazon's decision to produce season 2 of this series overseas?
- After hearing of Amazon's decision, what actions did MBIE take, if any, to retain production in New Zealand?
- After hearing of Amazon's decision, what actions did MBIE take, if any, to wrap up production in New Zealand?
- What date did MBIE first inform the office of the Economic Development Minister, if at all, of Amazon's decision to produce season 2 of this series overseas? How did this take place?
- What date did MBIE first inform the Economic Development Minister directly, if at all, of Amazon's decision to produce season 2 of this series overseas? How did this take place?
- What components of the Series Memorandum of Understanding were fulfilled, if any?
- What components of the Season 1 Memorandum of Understanding were fulfilled, if any?
- What was the total cost of negotiations with Amazon Studios and GSR productions, and how much of this expenditure was in the following areas:
 - Domestic flights (within New Zealand)
 - Domestic flights within other countries
 - International flights
 - Accommodation
 - Food and non-alcoholic drink
 - Alcohol
 - Taxi, UBER or other similar transportation
 - Gifts
- How many jobs (FTE) would this project have created both directly and indirectly?
- How many additional staff members (FTE) hired as a result of this project? How many were retained following Amazon's decision to relocate? How many were not retained?
- Is the Minister certain that all answers to written parliamentary questions about this fund have been accurately answered? If not, what answers were inaccurate and what was the cause of this inaccuracy?

a. What date did MBIE first learn of Amazon's decision to produce season 2 of this series overseas?

Officials from the Ministry met with senior Amazon staff at 2.30pm on 12 August 2021, and were informed of the relocation decision.

b. After hearing of Amazon's decision, what actions did MBIE take, if any, to retain production in New Zealand?

Officials engaged with Amazon to understand what if any action could be taken to retain production in New Zealand. The Ministry was informed the decision had already been made by Amazon with a public announcement planned for 13 August 2021. Amazon did not cite any matters within New Zealand's

control as the reason for the relocation decision or identify any actions that could be taken to change the decision. No further action was taken by the Ministry to retain the production.

c. After hearing of Amazon's decision, what actions did MBIE take, if any, to wrap up production in New Zealand?

The Ministry is not involved in the production of the Lord of the Rings Series, which is a commercial operation within the control of Amazon Studios. No actions were taken by the Ministry to wrap production.

d. What date did MBIE first inform the office of the Economic Development Minister, if at all, of Amazon's decision to produce season 2 of this series overseas? How did this take place?

The Ministry called the Minister's Office shortly after receiving advice from Amazon staff on 12 August 2021. A draft press release and communications were shared with the Minister's Office that afternoon.

e. What date did MBIE first inform the Economic Development Minister directly, if at all, of Amazon's decision to produce season 2 of this series overseas? How did this take place?

The Ministry advised the Minister for Economic and Regional Development of this decision by phone call on the afternoon of 12 August 2021.

f. What components of the Series Memorandum of Understanding were fulfilled, if any?

The Memorandum of Understanding for the series was a framework agreement outlining the approach to the partnership. Specific deliverables are not set out under this framework.

g. What components of the Season 1 Memorandum of Understanding were fulfilled, if any?

Eight internships and two professional placements have been completed by Amazon. Electronic press kit interviews with cast and crew have been completed by Tourism New Zealand for future use when the show launches, about their experience and time in New Zealand.

h. What was the total cost of negotiations with Amazon Studios and GSR productions, and how much of this expenditure was in the following areas:

- i. Domestic flights (within New Zealand)
- ii. Domestic flights within other countries
- iii. International flights
- iv. Accommodation
- v. Food and non-alcoholic drink
- vi. Alcohol
- vii. Taxi, UBER or other similar transportation
- viii. Gifts

The majority of the negotiations were resourced from within baselines. No alcohol, international flights or gifts were funded by the Ministry as part of these negotiations. The total cost of the negotiations funded by the Ministry amounts to \$24,150.14 and comprised:

Description	Total \$
Lead negotiator contract for services	22,500.00
Domestic flights (within New Zealand)	964.49

Description	Total \$
Accommodation	495.65
Food and non-alcoholic drink	70.00
Taxis/Ubers	120.00
Total	\$24,150.14

Additional costs were incurred by the New Zealand partners New Zealand Film Commission (NZFC) and Tourism New Zealand (TNZ).

- NZFC provided hospitality to Amazon totalling \$2,529.41
- TNZ provided hospitality to Amazon totalling \$2,850.00.

No additional staff were funded for this project by NZFC or TNZ, and all international travel related to the negotiation of the uplift was undertaken as part of existing trips planned for the American Film Market as part of NZFC's standard international attraction activities.

The above costs directly attributable to these negotiations falling to the New Zealand partners (the Ministry, TNZ and NZFC) total \$29,529.55.

i. How many jobs (FTE) would this project have created both directly and indirectly?

For production of Season One, 1,200 workers were directly employed, and 700 engaged indirectly.

Over 1,100 New Zealanders have been employed on the production:

- 67 per cent of the speaking roles have been cast to New Zealand actors (124 speaking roles; 83 are New Zealanders)
- 20 per cent of the major roles have been cast to New Zealand actors (32 regular and recurring cast; 7 are New Zealanders)
- Over 92 per cent of the crew are New Zealanders (out of a total crew of 1,200)
- 80 per cent of the Heads of Departments (HOD) are New Zealanders (out of a total of 41 HODs)

Future seasons of Lord of the Rings were expected to create similar levels of employment.

j. How many additional staff members (FTE) hired as a result of this project? How many were retained following Amazon's decision to relocate? How many were not retained?

No additional staff were hired at the Ministry as a result of this project, which was resourced from within baselines. The services of one consultant were contracted to support the New Zealand partners in the negotiations, these costs are included in the estimated cost of negotiation of the MoU provided in answer to part h. above.

k. Is the Minister certain that all answers to written parliamentary questions about this fund have been accurately answered? If not, what answers were inaccurate and what was the cause of this inaccuracy?

The Ministry has advised the Minister for Economic and Regional Development on some responses to written Parliamentary Questions regarding this project, however, this question is best directed to the relevant Minister.

CARBON NEUTRAL GOVERNMENT PROGRAMME

Question 218

What actions has MBIE taken, if any, with respect to the Carbon Neutral Government Program?

Please refer to the response to Question 110.

Question 219

What other work has MBIE done to decarbonise its operations?

Please refer to the response to Question 110.

Question 220

How much funding has been allocated for MBIE to implement the Carbon Neutral Government Program?

No funding was allocated to implement the Carbon Neutral Government Programme. However, implementation costs incurred for the 2020/21 reporting year is \$37,076 (emissions inventory preparation and third-party verification).

Question 221

What percentage of MBIE's vehicle fleet is:

- Fully electric
- Hybrid
- Petrol or Diesel
- Other

Information relating to the Ministry's vehicle fleet in October 2021 is included in the table below:

	Number of vehicles	Per cent
Fully electric	1	0.6
Hybrid	14	7.9
Petrol	134	75.3
Diesel	29	16.3
Other	0	0

STRATEGIC TOURISM ASSETS PROTECTION PROGRAMME

Question 222

The following questions relate to the Strategic Tourism Assets Protection Programme (STAPP):

- How many businesses funded did not meet their commitments? For any such projects, what were the consequences?
- How many loans to businesses, if any, have been repaid?
- How many businesses funded by STAPP grants or loans have closed since?
- How many businesses given STAPP funding have distributed income to shareholders? Which businesses did this?
- How many businesses given STAPP funding made a profit during the 2020/21 financial year? Which businesses did this?
- What actions has MBIE taken with respect to the Auditor-General's enquiry into STAPP?

- How many businesses funded did not meet their commitments? For any such projects, what were the consequences?**

To date, all funded businesses have met their commitments of the STAPP.

b. How many loans to businesses, if any, have been repaid?

Some Inbound Tour Operators (ITOs) used their converted loan to grant funding to repay up to \$500,000 of their loans. This resulted in a reduction of outstanding ITO loans from \$11,379,200 to \$2,900,000.

c. How many businesses funded by STAPP grants or loans have closed since?

None.

d. How many businesses given STAPP funding have distributed income to shareholders? Which businesses did this?

Some STAPP funding recipients distributed income to shareholders for the 2020/21 financial year. For clarity, the specified use of STAPP funding is set out in each funding recipient's funding agreement and none allowed for STAPP funding to be used to make payments to shareholders. Companies that have a STAPP loan are not permitted to use this funding to pay shareholders.

e. How many businesses given STAPP funding made a profit during the 2020/21 financial year? Which businesses did this?

Some STAPP funding recipients have declared a profit for the 2020/21 financial year. A number of these would not have been able to do this without financial assistance. STAPP Funding was provided to ensure that key tourism assets remained viable through the impacts of COVID-19, and in many cases, STAPP funding, as well as other government COVID-related funding initiatives has ensured this.

f. What actions has MBIE taken with respect to the Auditor-General's enquiry into STAPP?

The Ministry has cooperated with the Office of the Auditor-General, providing documentation and information as requested throughout the enquiry.

PROCUREMENT

Question 223

How has MBIE supported public sector entities in meeting the 5% Māori business procurement target?

A partnership project between Te Puni Kōkiri and the Ministry has been established to implement the progressive government procurement policy. The policy aims to increase the diversity of suppliers engaged in government procurement; change agencies' processes and behaviours where they are a barrier to Māori businesses engaging in government procurement; and serve as a lever to improve economic outcomes for Māori. Its focus is on both Māori businesses and government agencies:

- For Māori businesses, the project is prototyping approaches to reducing barriers for Māori businesses to enable them to participate in government procurement processes
- For Government agencies, the project is assisting government agencies to implement the progressive procurement policy.

The project has completed one-to-one engagements and webinars with approximately 135 central government agencies to date. Agencies have actively and positively participated and have been provided with practical guidance about how to implement the policy effectively.

Question 224

What actions has MBIE taken, if any, to determine whether current procurement sources are Māori businesses?

One aim of the progressive procurement policy is to increase the diversity of suppliers engaged in government procurement, and one of the features of the policy agreed by the Cabinet is an initial target of 5 per cent of government procurement contracts being awarded to Māori businesses.

From 1 July 2021, all mandated government agencies are required to report on the contracts they have awarded to Māori businesses. This will be used to report progress towards achieving the 5 per cent target.

The Ministry is currently investigating the development of a Māori business database that includes a mechanism for verifying eligible Māori businesses. Prior to this being available, agencies are required to conduct their own due diligence of self-identified Māori businesses to check that they are either at least 50 per cent Māori-owned or a Māori authority as defined by Inland Revenue. This can include checking whether the Māori business is registered with Amotai (Supplier Diversity Aotearoa; formerly He Waka Eke Noa), since all such businesses have been verified by Amotai.

In addition, to assist with the identification of Māori businesses, the Ministry has:

- Added a Māori business identifier to the New Zealand Business Number (NZBN) Register. Businesses can now self-identify as a Māori business on the NZBN Register.
- Included Māori and Pacific business identifiers in the Government Electronic Tender Service (GETS) and the All of Government Online Panel Directory.

Question 225

What briefings or reports were prepared to assess the effects of implementing the 5% Māori business procurement target, if any?

In November 2020, the Cabinet agreed to the progressive procurement policy which includes – as one of its four key features – an initial policy target of 5 per cent of the number of all procurement (including social services) contracts that mandated agencies award each year being awarded to Māori businesses. The rationale and supporting evidence for the establishment of the target is detailed in the Cabinet paper.

No assessment of the effect of implementing the target has been undertaken yet. The first quarterly reporting of data was received from agencies in October 2021, covering the July-September 2021 quarter. This data provides a baseline only. The second reporting period, to December 2021, will provide an initial indication of progress against the 5 per cent target. A review of policy settings – including the 5 per cent target – will be undertaken in mid-2022.

Question 226

What intermediary organisations have been commissioned to assist with verifying supplier businesses as meeting the definition of Māori business?

- a. What are the names of these intermediary organisations?
- b. How much funding is allocated annually towards contracting these intermediary organisations?

To date, only one organisation, Amotai, has been commissioned to provide intermediary services. Amotai has been contracted via the Auckland Council to provide a range of services that support the progressive procurement policy, including the registration and verification of Māori businesses. The contract runs from November 2020 to 30 June 2022 at a total cost of \$3,085,438 for all the services to be provided.

Question 227

What is the total amount of funding allocated towards meeting the 5% Māori business procurement target across the public sector, and within MBIE, respectively?

In November 2020, the Cabinet approved the initiative *Supporting the Māori Economy Through Social Procurement* as part of the COVID-19: Response and Recovery Fund Foundation Package. The appropriation for this initiative was \$7.3 million.

On 30 November 2020, the Cabinet agreed to the progressive procurement policy, of which the 5 per cent target is a key feature. There is no funding allocated specifically to the 5 per cent target, funding is for the implementation of the policy as a whole.

In addition, the Ministry and other mandated agencies have resourced the implementation of the policy within each of their own agencies from within their baselines.

Question 228

What risks, if any, have been raised by officials regarding the 5% Māori business procurement target?

The following matters were raised during engagement between officials and the project team:

- In seeking to meet the target, some agencies were concerned that they might need to compromise on some aspects of the procurement, such as cost, quality or amend service requirements. To prevent this, government agencies have been clearly informed that the policy is not about compromise or expecting less of Māori suppliers, it is about opening up market access and building the capability of Māori businesses so that they can meet the same requirements expected of every supplier under the Government Procurement Rules.
- Agencies may not be able to identify all the Māori businesses that are awarded contracts, resulting in the under-reporting of progress towards the 5 per cent target.
- Since the policy does not imply any special advantage or benefits for Māori businesses over non-Māori businesses, it is possible that a significant number of suppliers to government that are more than 50 per cent owned by Māori are not currently recorded as “Māori businesses”. To address this, agencies are being supported to manage their relationships with suppliers more deliberately and systematically, and the feasibility of creating a single database to which all government agencies can refer is being investigated.
- Conversely, some businesses that self-identify as Māori businesses might not meet the definition of “Māori business” under the policy (i.e. either at least 50 per cent Māori-owned or a Māori authority as defined by the Inland Revenue).
- Since the policy does not confer any financial benefits on Māori suppliers over non-Māori suppliers, any instances of this nature are more likely to be accidental than deliberate. This concern relates mainly to the need to count “Māori businesses” consistently when reporting on progress towards the 5 per cent target. While not a major risk, the development of a single Māori business database would address it – this is being investigated (as noted above).

5G MOBILE CONNECTIVITY

Question 229

What plans, if any, has the Ministry put in place in relation to the ongoing rollout of 5G mobile connectivity technology?

The Ministry has provided advice to the Minister for the Digital Economy and Communications on spectrum needs and other regulatory and policy settings necessary for the successful introduction of 5G technology.

Industry has been consulted to ensure that the technical arrangements for the 3.5 GHz band meet industry needs. An initial allocation of 3.5 GHz spectrum was completed in June 2020, this included an allocation to the Interim Māori Spectrum Commission.

The relevant Ministers (Māori Crown Relations: Te Arawhiti, Māori Development, and Digital Economy and Communications) have now signed an agreement with Māori on the Māori interests in spectrum. As part of this agreement, 20 per cent of all future allocated commercial spectrum will be allocated to a Māori Spectrum Entity to hold on behalf of Māori. The allocation of the 3.5 GHz spectrum is due to take place by November 2022.

5G is an enabling technology that will result in the increased use of the “Internet of Things” (IoT) and increased use of solutions that involve large amounts of data transfer. The Ministry itself has processes for assessing new developments. The IoT and data transfer developments will be covered by those as a matter of course. Over time, the Ministry’s device and identity management systems will need to keep pace with the changing scale enabled by 5G, and appropriate ICT roadmap items are already being considered for this.

DIGITAL

Question 230

What digital algorithms have been in use at MBIE in the period since your last Annual Review; if any, please outline what they are used for?

The Immigration New Zealand (INZ) group within the Ministry uses algorithms to support its operational processes. The categories of operational algorithms in use by INZ are:

- biometric and biographic matching
- customer segmentation based on risk
- customer screening based on eligibility/alerts/watch lists/risk e.g. Interpol alerts
- case prioritisation.

Examples of algorithms in use include:

- IDMe (the Identity Management system of INZ): Identity matching and resolution decides if a customer is someone for whom INZ already has an identity created and stored in its system. The matching uses biographic and/or biometric information.
- Visa triage system: Assigns a risk level to visa applications based on risk rules that use information INZ holds related to the application. The risk level speaks to the level of verification required. All visa decisions are made by delegated immigration officers.
- Advance Passenger Processing (APP): The algorithm performs some validation matching, as well as some automated “border checks” (e.g. does the individual have a valid visa, if one is needed, or matching the individual’s passport against a list of lost or stolen passports).
- Passenger Name Records: The programme uses APP information and Passenger Name Records data to assess potential risk associated with travellers who do not require a visa.
- Screening for risks at the border: The programme uses Advance Passenger Information and Passenger Name Record data to assess potential risks associated with travellers.

The MIQ group within the Ministry uses a public facing booking system called the Managed Isolation Allocation System (MIAS) that functions as a booking interface for people reserving spaces in a managed isolation facility. MIAS uses algorithms to match the number of people flying into the country with the

availability in managed isolation facilities. The Ministry contracted third party developer, Satellite, to build MIAS in July 2020. Satellite is a local web and software development company that developed a similar booking system for APEC 2021.

The WhosOnLocation is used at MIQ Facilities to manage site attendance (site attendance covers everyone who accesses a facility, and is not required to stay there). The attendance data is then provided to the Ministry of Health via its Border Workforce Testing Register (BWTR). WhosOnLocation may use algorithms to create reporting of site attendance.

Question 231

What has the organisation planned for the next twelve months to support the growth of Artificial Intelligence software and programmes?

The Ministry, under the Digital Technologies Industry Transformation Plan (ITP), has begun to scope the formation of a national Artificial Intelligence Strategy for New Zealand. The Ministry's partners for this piece of work are the Artificial Intelligence (AI) Forum (a non-government organisation coordinated by the New Zealand Tech Alliance). The Ministry is also consulting widely with other agencies on the planned cornerstones of the proposed strategy.

The objective of the strategy is to ensure that New Zealand can benefit from the socio-economic advantages that AI promises while ensuring any potential risks are mitigated.

In April 2019, Ministers approved \$95,000 of Government funding to develop a business case for the Nelson Artificial Intelligence Institute (NAII) and in August 2019, a \$3.4 million loan for the project was announced. Located in Nelson, the NAII will be the centre of excellence in artificial intelligence in New Zealand and will work collaboratively with research organisations, industry, and education providers with a focus on the aquaculture sector.

Question 232

What is the organisation's policy on transportable digital storage devices such as USBs being used on workplace devices?

To keep information and data safe, USB removable storage is restricted to encrypted devices approved by the Ministry only. This includes USB hard drives, memory sticks and any other devices that store and transfer data, such as images, videos and documents. If staff need to share or move files that cannot be stored in MAKO (the Ministry's corporate records keeping system), or in a business system, they can use an encrypted USB approved by the Ministry.

Question 233

How many employees of MBIE, by FTE, have been seconded to work with the Digital Council of New Zealand in the period since your last Annual review?

The Ministry has not seconded any employees to work with the Digital Council in the past year, but has worked with the Department of Internal Affairs to support its work with the Council.

Question 234

What has been the cost of the Digital Council of New Zealand for MBIE in the period since your last Annual review?

The Ministry provides joint secretariat support with the Department of Internal Affairs to the Digital Economy and Digital Inclusion Ministerial Advisory Group. This secretariat support is part of the usual staff work programme. The Group was disestablished in December 2019. No dedicated costs have been incurred.

Question 235

Has any planning been made yet regarding the next stage of UFB/ RBI Rollouts around New Zealand; if so, what work has been done since last year's answers to Annual Review Questions?

Work is progressing well on initiatives to further improve New Zealand's information and telecommunications infrastructure networks over the next few years:

- Phase 2 of the Rural Broadband Initiative (RBI2) is due to conclude in 2023, by which stage 84,000 rural homes and businesses will have access to improved broadband with download speeds of 20Mbps or more. As at the end of June 2021, this work was 80 per cent complete (compared to 62 per cent last year) with nearly 67,000 homes and businesses having access to improved broadband. By the end of June 2021, the complementary Mobile Blackspot Initiative had also provided mobile coverage to 70 tourism sites and 877 kilometres of State Highway.
- The Ultra-fast Broadband Initiative (UFB), due to be completed in 2022, will eventually provide access to fibre to over 1.8 million homes and businesses (approximately 87 per cent of New Zealanders) in 412 towns and cities. As at the end of June 2021, the programme was 97 per cent complete (compared with 91 per cent last year) with over 1.76 million homes and businesses having access to fibre in 309 towns and cities. Uptake has grown to 65 per cent (compared to 60 per cent last year). Extensions to key fibre links in the form of the Fox to Haast link and Milford sound fibre link should be complete in early 2022 and near the end of 2022 respectively.
- Of the additional \$65 million announced in 2020 to relieve network pressures and better serving under-served areas, \$15 million is currently being used to provide additional tower capacity (now 93 per cent complete with 65 towers upgraded) and connecting additional Marae. The remaining funds (approximately \$50million) are being used to extend fibre networks in Northland, and nearly \$48 million worth of mobile tower upgrades, additional towers, and improved backhaul in rural areas with significant network congestion (with work expected to be completed in stages over 2022 and 2023).

Question 236

What has the Ministry planned already for the next 12 months to support digital preservation work in New Zealand?

The Ministry's operates an internal Records Management Policy aligned with the Public Records Act 2005, which governs and controls the rules and processes for the lifecycle management of digital (and non-digital) information. All Ministry information that is stored, archived or disposed of must be reviewed against these rules to ensure the right digital information is preserved. There is an ongoing work programme to ensure that tools and processes support digital preservation.

Question 237

What has the Ministry planned already for the next 12 months to support government digital services?

The Ministry is prioritising its investment spend to support the delivery of the Government Digital Strategy. A new Digital, Data and Insights group has been established to strengthening the core data and insights, digital and technology functions within the Ministry, and finalised its Digital Blueprint that sets out the priorities over the next two years.

Ongoing investments include upgrades to infrastructure (network and security), flexible working and collaboration tools, business digital channels and e-invoicing. The Ministry continues to participate in cross agency digital leaders groups and runs portfolios to continuously strengthen its digital and data capability.

The Ministry's Digital Blueprint supports delivering the Empowered by Data Roadmap 2021-2023. Please refer to the response to question 238 for information about how the Ministry is supporting the Government Chief Data Steward.

Question 238

What has the Ministry planned already for the next 12 months to support the Government Chief Data Steward?

The Ministry sees strong value in a functional lead to support the Government's priorities in getting more value from data that helps inform decisions, shapes policy, and improves service delivery decisions.

The delivery of the Ministry's Data Readiness Strategy has led to the development of the Empowered by Data Roadmap 2021-2023, that has three goals over the next two years:

1. Harness and share value from our data
2. Grow the Ministry's data culture and talent
3. Strengthen the Ministry's data foundations.

The road map has the goals to join up the Ministry's data and expertise, empower our people to grow their skills and the Ministry's data landscape is well understood and governed and secure.

Significant progress has been made under the Roadmap and other Ministry initiatives, including:

- planning to deliver a centralised data cataloguing, diagnostic, and governance tools that will map, discover, and assess the quality of the Ministry's data assets
- a new enterprise data warehouse platform has been built and is ready for data transition
- launching support to the Ministry's data community, including new communities of practice and identification of ways to support new data graduates.

The Ministry has created a new Digital, Data and Insights group (DDI). DDI is responsible for consolidating and strengthening core data and insights, digital and technology functions within the Ministry. It will oversee the delivery of the Digital Blueprint for the Ministry.

The Ministry's Digital Blueprint supports the Empowered by Data Roadmap 2021-2023 by delivering the strengthening our foundation component of the Roadmap. Please refer to the response to question 237 for information about how the Ministry is supporting government digital services.

Question 239

What has the Ministry planned already for the next 12 months to support the Government Chief Digital Officer?

The Ministry supports the Government Chief Digital Officer's (GCDO) Partnership Framework and meets regularly with the GCDO to discuss technology applicable to government agencies and incorporates this into the Ministry's technology and data plans.

Please also refer to the response to question 237 for more information about how the Ministry is prioritising its investment spend to support the delivery of the Government Digital Strategy.

Question 240

What has the Ministry planned already for the next 12 months to support the Digital Council of New Zealand intended to replace the cancelled Chief Technology Officer position?

This question relates to Government Digital Services work that is carried out by the Department of Internal Affairs.

DEMOGRAPHICS AND TE AO MĀORI CAPABILITY

Question 241

What has the Ministry planned already for the next 12 months to employ more New Zealanders from non NZ-European and Maori Backgrounds?

The Ministry's People Strategy and Inclusion and Diversity programme is focused on building an inclusive and supportive workplace to support attraction and retention of people from diverse backgrounds.

The Ministry has delivered programmes that build cultural competency, and address bias.

In 2020, the Ministry's foundational learning programme, Mana Āki, was launched, aimed at building intercultural awareness. In addition to this, the Ministry has customised and implemented two online modules: Understanding Unconscious Bias, and Unconscious Bias in Recruitment. Workshops have been undertaken on Mitigating Unconscious Bias through the Employee Lifecycle for our People and Culture teams to help in understanding how bias can occur and be mitigated in people processes.

In addition, the Ministry has implemented a two-day Beyond Diversity workshop to build leadership capability in relation to understanding racial equity and bias. This programme provides practical tools to engage in thoughtful, compassionate exploration of race and racism.

As mentioned in question 104, the outcomes of the People Experience Hub will help the Ministry to enhance its people processes to better support the attraction and retention of diverse populations.

Question 242

What has the Ministry planned already for the next 12 months to support multi- language use in the workplace?

The Ministry actively supports multi-language use in the workplace. Stories are communicated internally that celebrate the language and culture of a range of different peoples, and to raise awareness about the Ministry's diverse workforce.

Te Ara Reo Rangatira (the Ministry's Te Reo Strategy) is being finalised and will be in place in 2021/22.

The Ministry is proud to have a range of Māori cultural learning offerings, of which increased use of Te Reo Māori is one. These include:

- Te Reo Māori modules, workshops and resources
- Tiriti o Waitangi module, workshops and resources
- Tours of Te Papa
- Tours of He Tohu exhibition at the National Library
- Modules on Aotearoa New Zealand history
- The Wall Walk, a half-day workshop to build awareness of key events in the history of Aotearoa New Zealand's bicultural relations
- The Kōra app, developed as a mobile resource for staff containing information about Māori culture, practice and engagement.

Te Reo is at the front and centre of the Ministry values, and the Ministry has an opening karakia and waiata, and a closing karakia incorporating the values. The Ministry also uses Te Reo Māori in internal documents and communications where appropriate.

Te Reo capability is a key area of focus in the Ministry's Te Whāinga Amorangi - the Ministry's plan to strengthen the Ministry's Māori-Crown relations and build our people capability in this area. It sets out our intentions over the next one to three years. The plan includes four key areas of focus: Te Reo Māori, Te Tiriti o Waitangi, Tikanga/Kawa, and Engagement with Māori. The plan has received positive feedback from Te Arawhiti.

Te Ara Reo Rangatira (the Ministry's Te Reo Strategy) is being finalised and will be in place in 2021/22.

The Ministry celebrates all seven of the official Pacific language weeks throughout the year, primarily by profiling Pacific people through storytelling and supporting staff-led activities.

The Ministry also has an ongoing poster campaign focussed on New Zealand Sign language and a list of interpreters the Ministry can call on to assist with working together with the diverse communities it serves.

Question 243

What has the Ministry planned already for the next 12 months to publish more works in written languages other than English, Maori and Braille?

The Ministry publishes information in many languages to meet the needs of its different audiences. This information includes educational material for workers, employers, tenants, landlords and migrants. The Ministry will continue to provide documents in other languages, where audiences may not be fluent in English, to ensure everybody has access to its information and services.

INFRASTRUCTURE AND ADDITIONAL DIGITAL MATTERS

Question 244

What has the Ministry planned already for the next 12 months to support the growth of Artificial Intelligence software and programmes?

Please refer to the response to question 231.

Question 245

What steps, if any, has the Department undertaken in preparation for a third phase of the Ultrafast broadband and Rural Broadband Initiative (UFB/RBI) rollout?

The contracts for Ultra-Fast Broadband, the Rural Broadband Initiative and Mobile Black Spot Fund will be completed by 2023. There are currently no plans for further extension to these programmes.

Question 246

Does MBIE have any strategies pre-arranged for a large increase in operational budget, if so, please outline?

The Ministry's services, functions and outputs are developed to contribute to the achievement of the Ministry's strategic outcomes, as set out in the [Strategic Intentions 2021-2025](#).

The Ministry's risk and compliance framework has also been used to ensure compliance is maintained and risks are managed and mitigated as far as possible. The use of current leadership and governance structures ensures appropriate oversight of operations.

Question 247

What resources, work plans or strategies have been ring-fenced to support the future appointment of a Government Chief Technology Office, Digital Council of New Zealand, any replacement council style body such as the Digital Council of New Zealand, and/or Officer position?

Please refer to the response to question 240.

Question 248

What work has MBIE done in relation to the Maori ICT Development fund and the Maori Economic Development Digital Literacy initiatives/ Pathways Awarua programme since its last appearance before the Select committee?

The Ministry and Te Puni Kōkiri (TPK) administer the operation of the Ka Hao: Māori Digital Technology Development Fund (Ka Hao), with TPK being the lead agency. The overarching goal of Ka Hao is to create high value jobs and opportunities that advance Māori in digital technologies. The fund is currently under review to improve focus and operational effectiveness.

Pathways Awarua is an initiative that was developed by the Tertiary Education Commission.

Question 249

What new infrastructure worth more than \$50,000 has the Ministry installed since last year's answers to Annual Review Questions?

The Ministry has defined infrastructure as "basic physical and organisational facilities (e.g. buildings, roads, and power supplies) needed for the operation of a society or enterprise.

The Ministry has installed the following infrastructure worth more than \$50,000 since 1 July 2020:

Date	Infrastructure type	Infrastructure installed	Status	Infrastructure Name	Value
June 2021	Building	Dining room building extension	Addition	Mangere Refugee Resettlement Centre Te Āhuru Mōwai Aotearoa	\$1.359 million

IMPACT OF COVID-19 TO RULES, REGULATIONS AND OPERATIONAL PRACTICES**Question 250**

What temporary rule changes, regulations or operational practices did MBIE undertake due to COVID-19; if any please outline the nature of these with any start and end date, cost and reason?

The Ministry made a wide range of changes to rules, regulations and operational practices due to COVID-19. Areas with significant changes included (details are available on request):

- Managed Isolation and Quarantine operations
- Collective bargaining timeframes
- Immigration, including:
 - Refugee Quota Programme
 - RSE workers
 - Work visa extensions and policy changes
 - Border restrictions
 - Special directions and transit
 - Management of deportations
 - Migrant repatriation assistance
- Tenancy Tribunal and Tenancy Services
- Operational practices including the suspension of in person services under Alert levels 3 and Early resolution and remote mediation practices
- Temporary Accommodation Service activated

- Business Integrity Services
- Business Travel Documentation
- Contact centre operations
- Provincial Growth Fund
- Small Business Services
- Assessment framework for MIQ hotels ventilation systems
- Application process for specialised building and construction workers to stay in MIQ hotels
- Crown Mineral Permits
- Radio spectrum management
- Employment Services and Labour Inspectorate
- PGF projects that provided immediate employment opportunities
- Price Watch
- Consumer Travel Reimbursement Scheme
- Credit Contracts and Consumer Finance
- Addendum to the Responsible Lending Code
- Extend term of appointment for current KiwiSaver default providers
- Business Debt Hibernation
- Contract and Commercial Law Act Amendments
- Modifications and Exemptions
- Companies Office
- Rent arrangements for office leases
- RSI contracts, investment and reporting processes
- Unlocking Curious Minds Investment Process
- Smart Ideas reporting
- Financial monitoring of CRIs
- Parental leave provisions
- Remuneration Authority temporary reduction determinations
- Changes to the function and use of the Ministry's offices and properties.

TE REO MĀORI STRATEGIES AND IMPLEMENTATION FOR THE 2020/21 YEAR

Question 251

Did MBIE have a te reo Māori strategy for the 2020/21 year? If yes, when [month/year] was this first adopted? Will your strategy align with the Public Sector Act and te Maihi Karauna obligations and principles? Will your strategy take into account the "ZePa Model" promoted by Te Māngai Pāho?

Te Ara Reo Rangatira – the Ministry's Draft Māori Language Plan was completed and endorsed by the Senior Leadership Team in October 2021. The key outcomes of the plan are:

- Te Reo Māori is incorporated in everything the Ministry does, and it is progressing towards a bilingual organisation by 2040.
- Knowledge and competency in Te Reo Māori is a requirement for all Ministry roles.

- Te Reo Māori competency is recognised as necessary to achieve Te Ara Amiorangi (the Ministry's organisational strategy) a key area of focus of Partnering with Māori.
- There is an alignment of the Ministry's Te Reo Māori development with the Government's Maihi Karauna strategy, Te Arawhiti competency framework, and the Ministry is a leader of Te Ao Tūmatanui (Public Services Act 2020).
- Te Ara Reo Rangatira aligns with the Public Sector Act and the Maihi Karauna obligations and principles.

Question 252

If MBIE didn't have a te reo Māori strategy in the 2020/21 when will it have a strategy in place? If there is no plan to have a te reo Māori strategy, what is MBIE's reason for not having a strategy?

The Ministry has developed a Te Reo Māori Strategy (Te Ara Reo Rangatira). As part of the implementation a Māori Capability Team is being established to be responsible for implementing Te Ara Reo Rangatira.

Question 253

If MBIE is currently developing or reviewing its te reo Māori Strategy, what is the current status of the strategy? What independent, expert and/or iwi/Māori input has MBIE sought in developing or reviewing the strategy?

The Ministry's Māori Language plan, Te Ara Reo Rangatira, was completed in January 2021. The Ministry has consulted internally across the agency. Externally, Te Taura Whiri i Te Reo Māori have been a part of the development of the plan and have provided advice and guidance. An implementation plan is now being developed in consultation internally and with external stakeholders.

Question 254

Does your strategy explain, and support, specific engagement situations where the entity will focus its use of te reo Māori? What are some key examples? How will the strategy for implementation and success be measured?

The intent of the language plan is to lift Te Reo Māori capability across the Ministry towards a key goal of being bilingual by 2040. This has been included into the Ministry's strategic intentions document that is currently in draft. Te Reo Māori is a key component for engagement with Māori to strengthen the Ministry's collective focus area, 'Partner with Māori'. Areas across the agency are developing 'Māori Engagement Guidelines' that align to the Public Service Act 2020, Maihi Karauna, current Cabinet advice and the Cabinet approved 'Guidelines for the engagement with Māori' developed by Te Arawhiti.

Question 255

How many staff accessed te Reo Training in 2020/21? How is staff capability and progress in the use of te Reo demonstrated and reported on? Will the induction of new staff include access to training in te Reo where needed?

The Ministry's expectation is when staff participate in Te Reo Māori training, staff will have an understanding of and be able to use (basic) Te Reo Māori in everyday situations. This will be displayed in their behaviour, appropriate use of tikanga, and the relevant application of Te Tiriti o Waitangi/the Treaty of Waitangi - where it is included in the learning.

The Ministry report on staff participation and completing formal evaluations of the learning for all Te Reo programmes.

In 2020/21, there were 360 Ministry staff that have had access to Te Reo learning via workshops, virtually or online. For 2021/22, the Ministry estimates that approximately 800 staff accessed one of the Te Reo/Te Ao Māori learning options by the end of December 2021. For the remainder of the 2021/22 year, the

forecast is less clear but a similar volume of take up is anticipated. These numbers are conservative as there is some Te Reo training that has been decentralised and participation in these programmes are not captured or reported on centrally.

As part of the Ministry's evaluation of Te Reo programmes, an assessment will be undertaken of what stage an employee should begin Te Reo training, in conjunction with all other Induction programmes required to be completed when starting at the Ministry.

Not including the above content, staff have access to two online modules which can be accessed anytime on the Ministry's Learn@MBIE platform which covers:

- An Introduction to Te Reo Māori; Māori Greetings and Signoffs and building a basic mihi
- Te Reo Māori 201, pronunciation of vowels and consonants, digraphs and place names.

Question 256

Do MBIE currently have or plan to develop a Treaty/Te Tiriti partnership approach that was used in the past 12 months? Have any NGOs/providers been involved in developing or supporting this approach and what was the criteria for selecting them? Were they be funded directly? How was performance measured and reported?

The Ministry is committed to upholding its obligations to partnership under Te Tiriti. 'Partner with Māori' is a key focus area within the Ministry's organisational strategy, Te Ara Amiorangi. Various teams within the Ministry already undertake a range of approaches to partnership. The Ministry is currently considering how it might develop and implement a whole-of-Ministry approach to partnership. This will include internal capability building as well as strategies for engaging and working with iwi Māori and how NGO/providers might be involved.

Question 257

If MBIE did not plan to develop a Treaty / Te Tiriti partnership approach when does it plan to develop an approach? If [public entity] there is no plan to develop a Treaty/ Te Tiriti partnership approach, what is the reason for not having an approach?

Please refer to question 256.

Question 258

How does MBIE measure the strength of its relationship with iwi/Māori, Treaty / Te Tiriti negotiations mandate holders, and takutai moana claimants in the 2020/21 year? If so, how is this done, and can you provide any information about the current status of these relationships?

The Ministry is conducting an iwi partnerships internal assurance review in 2021/22, which will gather insights and data to allow it to measure the strength of its relationships with iwi/Māori, including progress towards meeting its Treaty obligations.

Question 259

What specific services and strategies were planned in the 2020/21 year to strengthen MBIE's capability in building sustainable and productive Māori-Crown relationships? How did MBIE, if at all, collaborate with others to deliver these?

The Ministry is committed to supporting the Crown in its relationship with Māori, developing its capability to engage with Māori, understand Māori perspectives and be a good employer that recognises the aims and aspirations of Māori. Specific services and strategies include:

- Kahui Paerangi, the Ministry Senior Māori Leadership Group has been formed, with the purpose to provide improved coordination, awareness, knowledge and efficient collaborative working

partnerships internally for the betterment of delivering the Ministry's respective work programmes.

- The Ministry's organisation strategy, Te Ara Amiorangi, has a collective focus area 'Partner with Māori'.
- Te Reo Māori and tikanga training for staff, as detailed above, along with training on New Zealand history and the Treaty of Waitangi/Te Tiriti o Waitangi and its principles.
- Participation in Te Arawhiti Whāinga Amorangi – Transforming Leadership programme.

Question 260

Please describe the processes MBIE you used in the past 12 months when partnering with iwi/Māori. These may include engagement, consultation, or co-design processes. How were these evaluated?

The Ministry has partnered with iwi/Māori on a number of processes and work programmes. Some significant examples of this include:

Te Pire mō te Hararei Tūmatanui o te Kāhui o Matariki/Te Kāhui o Matariki Public Holiday Bill

The Government announced in 2020 that New Zealand would have a public holiday for Matariki, the first public holiday to recognise Te Ao Māori. The Ministry worked in a cross-agency Steering Group with Te Arawhiti, Te Puni Kōkiri, Ministry for Pacific Peoples, Ministry for Culture and Heritage and Ministry of Education to progress the legislation.

This Steering Group has also worked with the Matariki Advisory Group, experts in Te Ao Māori and the mātauranga associated with Matariki and the Maramataka (Māori lunar calendar). The Group provided advice on the principles and values of Matariki, how the Matariki public holiday should be celebrated, as well as the dates for the public holiday for the next 30 years, to 2052.

The Climate Change Commission report - Ināia tonu nei: a low emissions future for Aotearoa

The Energy Strategy to decarbonise the energy system will be prepared in partnership with iwi/Māori utilising the He Ara Waiora framework and Te Arawhiti engagement guidelines. This work is planned to commence May 2022.

Managed Isolation and Quarantine

Three engagement mechanisms have assisted in producing relationships with iwi that are productive, respectful and responsive. The day-to-day engagement and governance conversations occurring with iwi at the frontline, the broader based iwi Communications Collective weekly hui, and the more targeted fortnightly hui with iwi partners from each of MIQs five operating locations. Specific examples of joint iwi-MIQ action include the rapid co-design and stand-up of additional facilities such as "Amohia" in Kirikiriroa, and the support iwi has extended to the self-isolation pilot.

This level and array of engagement is the fundamental platform that has underpinned everything from simple information dissemination, collecting policy information, key conversations seeking guidance from Treaty partners on behalf of Ministers, brokering information exchanges with related agencies, and supporting the overall Ministry's Treaty-based obligations.

Managing our iwi relationships is not always easy. The rapid pace of MIQ policy development, the complications of simultaneous multiple cross agency leadership, and the limitations to engagement arising from the COVID-19 environment, have posed several challenges to maintaining an appropriate Treaty based relationship with iwi.

While there has been no formal evaluation of the relationship quality, observations consistently note the constant engagement between MIQ and iwi in the regions, a high rate of attendance at scheduled hui, frequent and regular expressions of satisfaction with the manner of engagement, the quality of information shared, and the positive feedback partners share with other related parties (including Ministers and other iwi) about the Ministry.

Decommissioning of the Tui oil field

In March 2021, the Ministry entered into an agreement with Te Kāhui o Taranaki Iwi to ensure that Taranaki Iwi's cultural values and interests, particularly in relation to the environment, are identified and mitigated to the extent practicable throughout the decommissioning of the Tui oil field off the Taranaki coast. The agreement supports a dedicated engagement lead and a group of advisors from Taranaki Iwi. A key focus of the agreement is cooperation on a decommissioning marine consent application and associated decommissioning plan, which includes a cultural impact assessment. The agreement provides for an annual review.

Question 261

Did you have a systematic approach for 2020/21 year to review your operational policies; funding mechanisms, allocation criteria; access thresholds to ensure that they are consistent with the Treaty of Waitangi / te Tiriti o Waitangi?

- What was reviewed in the 2020/21 year, and what was the outcome?
- How will you ensure reviews are inclusive of te ao Māori? Who will be involved in these reviews?
- How much more do you need to do to be confident you have embedded the Treaty / te Tiriti in your work and what activities did this include?
- How long will it take you to become confident and demonstrate success?
- What factors, if any, are impeding your progress?

While the Ministry takes its obligations under the Te Tiriti o Waitangi seriously, it does not currently have a systematic approach to reviewing these obligations. However, individual teams within the Ministry may take a range of approaches to review their work against the Te Tiriti o Waitangi. The Ministry also anticipates that the internal assurance review discussed in the response to question 258 will help to highlight opportunities for improvement.

KĀNOA

Question 262

How many FTE equivalents are based in Kānoa – REDIU as at 30 June 2021 and how does this compare each previous year since 2018?

The table below shows the number of Full Time Equivalent (FTE) staff (permanent and fixed term) employed in Kānoa – Regional Economic Development and Investment Unit (Kānoa-REDIU) as at 30 June each year.

FTE equivalents	30/06/2021	30/06/2020	30/06/2019	30/06/2018
Total	140	131	91	26

Question 263

What is the most detailed breakdown of the role staff in the prior answer perform?

The table below shows the breakdown of staff employed in Kānoa-REDIU by role since 2018.

Job Titles	30/06/2021	30/06/2020	30/06/2019	30/06/2018
Advisor	1	3		
Analyst		1		
Analyst/Database Administrator			2	
Assistant portfolio analyst			1	
Business Advisor		1	2	
Business Manager	1			
Business Systems Advisor	1			
Business Systems Coordinator	3			
Chief Advisor		1	1	
Chief Operating Officer REDIU	1	1		
Contracts Advisor		1		
Contracts Coordinator		2		
Data Administrator		2		
Director Regional Development	1	1		
Director Regional Development - North	1			
Director Regional Development - Central/South	1			
Director Skills and Employment	1	1		
Executive Assistant	4	4	3	2
Principal Advisor - External Secondment	1			
General Manager, Strategy, Planning and Performance	1	1	1	1
Graduate Policy Advisor				2
Head of Investment Management	1	1	1	
Head of Kānoa-REDIU - Regional Economic Development and Investment Unit	1	1	1	1
Youth Employment Pathways Manager	1		1	1
Investment Analyst	7	7	3	
Investment Director	4.75	4.75	3.75	
Investment Lead	0.5	0.8		
Jobs and Skills Hub Operations Manager	2	2	2	
Jobs and Skills Hub Recruitment Facilitator	3	2		
Jobs and Skills Hub Schools Facilitator	1	1	1	
Jobs and Skills Hub Training Facilitator	1	2		
Manager Business Systems and Intelligence	1			
Manager Operations Support and Improvement	1	1		
Manager Regional Development - North		1	1	
Manager Regional Development - Central/South		1	1	
Manager, Investment Management	1	1		
Manager, Monitoring and Reporting		1	1	
Manager, Risk, Assurance and Governance		1	1	
Manager, Strategy and Policy	1	1	1	
Operations Manager	1			

Job Titles	30/06/2021	30/06/2020	30/06/2019	30/06/2018
PA/Team Administrator	3	6.5	4	1
Policy Advisor	2	2	3	
Portfolio Analyst			1	
Principal Advisor	4	8.6	4.6	2
Principal Advisor Investment Management			1	
Principal Advisor Risk, Assurance and Governance			1	
Principal Advisor, Regional Teams	1	0.8		
Principal Business Systems Advisor	1			
Principal Data Analyst	0.85			
Principal Policy Advisor	1.26	2	2	1
Principal Policy Advisor/Team Leader				1
Principal Regional Advisor	81	7	7	
Principal Research Analyst	1			
Private Secretary	1	2	2	2
Programme Director		0.8		
Programme Director - Sector Workforce Engagement	1	1	1	1
Project Coordinator	1			
Project Manager	1	1	1	
Records Management Administrators	1	1.53		
Records Management Advisor	1			
Recruitment Facilitator ²	3			
Regional Advisor	8	4		
Regional Advisor - Youth Employment Pathways			1	
Regional Advisor - Wellington	3	4	4	
Regional Economic Development Director				1
Regional Economic Development Project Manager				4.63
Risk and Verification Advisor	0.5	1.5	0.5	
Senior Regional Advisor - Bay of Plenty Seconded out	1			
Senior Advisor	3	3	1	
Senior Advisor Governance	1	2	1	
Senior Advisor - RGP				1
Senior Advisor, Investment Management		1		
Senior Business Advisor	1	1		
Senior Data Analyst	1	1	1	
Senior Engagement Advisor	2	2	7	
Senior Events Advisor			1	
Senior Investment Analyst	4	4.9	5	1
Senior Ministerial Services Advisor	1			
Senior Performance Analyst	1	1	1	
Senior Policy Advisor	1	1	1.9	2.7
Senior Policy Advisor - Youth Employment Pathways			1	
Senior Regional Advisor	17.4	10	1	

¹ Regions – Bay of Plenty, Hawke's Bay, Manawatu/Wanganui, Northland, South Island (2 staff in 2021), Tairāwhiti, Waikato, and West Coast - rest of the regions 1 staff each.

² Jobs and Skills Hub staff located in Auckland have now moved to the Ministry of Social Development.

Job Titles	30/06/2021	30/06/2020	30/06/2019	30/06/2018
Senior Regional Advisor - Bay of Plenty		1		
Senior Regional Advisor - Hawke's Bay	1		1	
Senior Regional Advisor - Manawatū/Whanganui	2	1		
Senior Regional Advisor - Northland	1	1	1	
Senior Regional Advisor - Nelson/Marlborough/Tasman	1	1	1	
Senior Regional Advisor - Otago/Southland		1	1	
Senior Regional Advisor - Tairāwhiti	1	1		
Senior Regional Advisor - Taranaki	0.6	0.7	0.7	
Senior Regional Advisor - Waikato	1	1		
Senior Regional Advisor - Wellington	1	1	3	
Senior Regional Advisor - Napier	1			
Senior Regional Advisor - South Island	1			
Senior Regional Advisor - Wairarapa/Kapiti	1	1	1	
Senior Reporting Analyst	2	2		
Stakeholder Engagement Advisor	2			
Team Leader	1	2		
Team Leader Information Management			1	
Transitions Project Manager	1			
Workflow Advisor				1
Youth/Community Facilitator				
Total	139.86	130.88	91.45	26.33

Question 264

How many Kānoa staff (by FTE) are based outside of the Wellington MBIE headquarters, broken down by region? What is the most detailed breakdown of their role descriptions?

The following table shows the number of Kānoa-REDIU FTE staff based outside of the Ministry's head office in Wellington by region.

Region	Number of staff	Per cent
Auckland	20	14
Northland	5	4
Canterbury	4	3
Hawke's Bay	4	3
Gisborne	3	2
Manawatū-Wanganui	3	2
Waikato	3	2
Bay of Plenty	2	1
Taranaki	0.6	0
Total	44.6	32

The following table shows the breakdown by role. Please that note due to rounding, total values may not match exactly.

Role	Auckland	Bay of Plenty	Canterbury	Gisborne	Hawke's Bay	Manawatū-Wanganui	Northland	Taranaki	Waikato	Total
Operations Manager	1									1
Youth/Community Facilitator	1									1
Investment Director	0.75									0.75
Jobs and Skills Hub Recruitment Facilitator	1									1
Recruitment Facilitator (SWEP)	3									3
Principal Regional Advisor (Bay of Plenty)		1								1
Principal Regional Advisor (Hawke's Bay)					1					1
Principal Regional Advisor (Manawatū/Whanganui)						1				1
Principal Regional Advisor (Northland							1			1
Principal Regional Advisor (South Island)			2							2
Principal Regional Advisor (Tairāwhiti)				1						1
Principal Regional Advisor (Waikato)									1	1
Regional Advisor				0			1			1
Regional Advisor (Wellington)									1	1
Senior Regional Advisor	1	1		1	1		2			6
Senior Regional Advisor (Hawke's Bay)					1					1
Senior Regional Advisor (Manawatū/Whanganui						1				1
Senior Regional Advisor (Nelson/Marlborough/Tasman			1							1
Senior Regional Advisor (Northland)							1			1
Senior Regional Advisor (Tairāwhiti)				1						1
Senior Regional Advisor (Taranaki)								0.6		0.6
Senior Regional Advisor (Waikato)									1	1
Senior Regional Advisor (Napier)					1					1
Senior Regional Advisor (South Island)			1							1
Senior Regional Advisor (Wairarapa/Kapiti)										0
Senior Regional advisor (Manawatū/Whanganui)						1				1
Jobs and Skills Hub Operations Manager	2									2

Role	Auckland	Bay of Plenty	Canterbury	Gisborne	Hawke's Bay	Manawatū-Wanganui	Northland	Taranaki	Waikato	Total
Jobs and Skills Hub Recruitment Facilitator	2									2
Jobs and Skills Hub Schools Facilitator	1									1
Jobs and Skills Hub Training Facilitator	1									1
Senior Engagement Advisor	2									2
Stakeholder Engagement Advisor	2									2
Youth/Community Facilitator	1									1
Transitions Project Manager	1									1
Total	20	2	4	3	4	3	5	0.6	3	44.4

PROVINCIAL GROWTH FUND (PGF)

Question 265

How many jobs in total have been supported by the PGF based on the latest information, broken down by region, gender, ethnicity, age and the year the job was first supported?

The number of jobs that have been supported by the PGF is set out in the following tables by region and broken down by age, ethnicity, and gender. Please note that the following is based on information provided by fund recipients.

Region

The table below contains the total number of jobs as at 30 September 2021 for all PGF projects managed by the Ministry and other agencies. Please note that records are not available for the year the job was first supported.

Region	Total number of jobs
Bay of Plenty	2,127
Canterbury	390
Chatham Island	64
Hawke's Bay	1,178
Kapiti	265
Manawatū-Whanganui/Horowhenua	1,556
Otago	504
Pan-Region	264
Southland	483
Tairāwhiti/East Coast	1,152
Taranaki	290
Te Tau Ihu/Top of the South	382
Te Tai Tokerau/Northland	4,010
Waikato	1,179
Wairarapa	433
West Coast	803
Total	15,081

Breakdown by age, ethnicity, and gender

The data for gender, ethnicity and age associated with jobs is limited. It is only collected for PGF-funded projects that were part of the PGF reset in May 2020, and at month end for contracted projects. Age related information is only collected for those in the NEET (Not in Education, Employment or Training) cohort. Please note this is based on information provided by fund recipients.

Total number of jobs supported - breakdown by regions and age (15 to 24 years) in NEET:

Regions	Jan 21	Feb 21	Mar 21	Apr 21	May 21	June 21	July 21	Aug 21	Sep 21	Oct 21
Bay of Plenty	64	433	530	425	834	1105	349	286	695	259
Canterbury		89	91	96	103	98	19	30	78	38

Regions	Jan 21	Feb 21	Mar 21	Apr 21	May 21	June 21	July 21	Aug 21	Sep 21	Oct 21
Hawke's Bay	20	169	200	81	149	346	191	187	303	154
Kapiti		38	116	100	48	258	126		2	1
Manawatū-Whanganui/Horowhenua		41	214	195	255	298	155	136	336	251
National			12	6	12	15	3	6	12	6
Otago	6	72	38	28	52	88	43	62	142	68
Southland		2	2	3	3	4	2	3	4	1
Te Tai Tokerau/Northland	36	63	265	334	338	713	314	309	518	418
Tairāwhiti/East Coast	19	98	167	134	221	279	55	143	276	196
Taranaki	3	97.5	51	11	74	97	22	0	43	20
Te Tau Ihu/Top of the South		116	166	92	120	248	58	35	105	56
Waikato		69	32	17	45	61	70	176	312	211
Wairarapa		19	9	1	11	19	0	1	6	4
West Coast		94	93	21	30	57	18	43	65	55

Total number of jobs supported - breakdown by ethnicity – Māori

Regions	Jan 21	Feb 21	Mar 21	Apr 21	May 21	Jun 21	Jul 21	Aug 21	Sep 21	Oct 21	Nov 21
Bay of Plenty	143	667	885	668	1317	3266	1205	866	2169	812	1258
Canterbury		13	17	16	18	22	6	21	35	10	22
Chatham Islands		5	10	10	20	20			10	5	5
Hawke's Bay	24	198	329	112	335	855	390	281	716	372	398
Kapiti		42	113	110	48	265	119		2	1	1
Manawatū-Whanganui/Horowhenua	16	94	422	414	714	1040	467	337	746	555	314
Otago	1	6	8	7	13	30	14	33	50	29	16
Te Tai Tokerau/Northland	71	133	553	692	771	1534	647	599	1092	789	645
Tairāwhiti/East Coast	65	387	915	959	1372	1900	352	623	1618	1106	742
Taranaki	16	133	127	22	187	265	54	22	144	48	89
Te Tau Ihu/Top of the South		84	200	140	166	275	49	59	126	100	44
Waikato		12	45	47	155	212	171	428	958	692	538
Wairarapa		3	10	5	21	35	11	2	6	5	3
West Coast		21	42	42	45	69	22	27	100	79	32

Total number of jobs supported - breakdown by ethnicity – Pasifika

Regions	Jan 21	Feb 21	Mar 21	Apr 21	May 21	Jun 21	Jul 21	Aug 21	Sep 21	Oct 21	Nov 21
Bay of Plenty	6	25	128	173	310	113	69	28	57	17	21
Canterbury		4	1	0	0	7	3	2	4	3	3
Hawke's Bay	0	37	17	10	11	18	34	66	8	10	4
Kapiti		13	31	28	17	90	46		4	2	2
Manawatū-Whanganui/Horowhenua		0	37	21	57	59	31	23	37	27	26
Otago		0	0	0	5	7	3	3	6	5	5

Regions	Jan 21	Feb 21	Mar 21	Apr 21	May 21	Jun 21	Jul 21	Aug 21	Sep 21	Oct 21	Nov 21
Te Tai Tokerau/Northland		0	4	12	20	73	46	42	57	54	19
Tairāwhiti/East Coast	0	0	94	126	144	73	5	0	5	5	3
Taranaki		0	3	1	9	8	0	2	4	2	7
Te Tau Ihu/Top of the South		2	22	20	21	40	10	15	30	25	10
Waikato		4	6	3	10	10	8	29	51	46	73
Wairarapa		2	6	0	6	10	0	0	4	2	2
West Coast		1	1	0	0	4	0	1	10	10	2

Total number of jobs supported - breakdown by gender - Female

Regions	Jan 21	Feb 21	Mar 21	Apr 21	May 21	Jun 21	Jul 21	Aug 21	Sep 21	Oct 21	Nov 21
Bay of Plenty	23	108	150	119	273	539	206	192	521	253	268
Canterbury		18	23	14	21	43	13	13	30	17	12
Hawke's Bay	1	41	54	30	53	171	77	57	115	67	54
Kapiti		16	32	24	10	55	25		4	2	2
Manawatū-Whanganui/Horowhenua		20	85	72	142	208	80	58	151	110	78
Otago	4	72	77	32	81	141	58	57	124	98	66
Southland	12	12	24	24	48	60	0	0	0	0	0
Te Tai Tokerau/Northland	19	24	120	149	176	322	137	136	247	182	146
Tairāwhiti/East Coast	17	120	288	313	446	501	100	139	428	269	161
Taranaki	2	18	13	1	12	24	6	2	24	6	9
Te Tau Ihu/Top of the South		35	68	45	51	83	15	16	44	30	15
Waikato		21	31	34	34	46	45	104	275	155	143
Wairarapa		1	3	0	3	5	0	0	2	1	1
West Coast		28	86	78	143	158	46	44	91	84	72

Question 266

How many jobs supported by the PGF lasted for six months, one year or two years and longer?

The Ministry does not collect information on the duration of jobs supported by the PGF.

Question 267

Of the \$3 billion initial PGF funding how much had been committed as at 30 June 2021?

The full amount of \$3 billion had been committed as of 30 June 2021.

Question 268

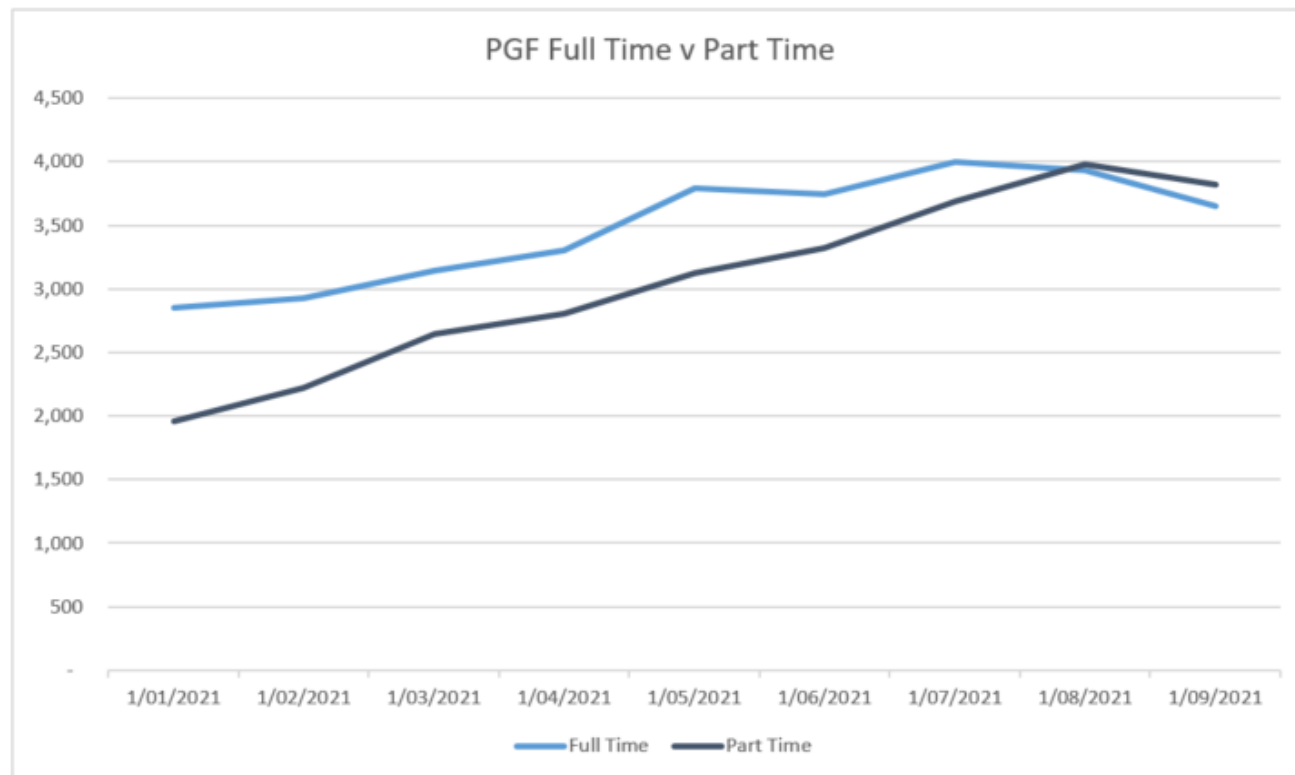
Of the \$3 billion initial funding how much had been spent as at 30 June 2021 and how does this compare with forecast?

Funding is paid when contract milestones have been met. As at 30 June 2021, \$1.468 billion had been spent.

Question 269

Of the \$3 billion initial funding how many new jobs were created? How many were full time? How many were part time? How is this distinction measured? If it isn't measured, why not?

The following shows the jobs created each month (trend) and the total number of jobs as at 30 September 2021, which was 15,081.



Full time = roles worked over 30 hours a week throughout the previous month.

Part time = roles worked under 30 hours a week throughout the previous month.

Please note that the full time and part time jobs numbers are for the current month. The data available does not allow the total number of full time or part time jobs over the lifetime of the projects to be calculated.

Question 270

Of the \$3 billion initial funding how many jobs were saved?

The Ministry does not collect information on the number of jobs saved.

Question 271

How has the Provincial Growth Fund lifted productivity in the provinces; if so, what is the best evidence that supports this conclusion?

As at 30 June 2021, \$1.468 billion had been spent on projects through the Provincial Growth Fund, supporting regional economies. There are a number of ways impact can be measured, for example some regions have reported steady economic performances over the 2018 to 2020 period as reflected in Stats NZ data.

Stats NZ data shows in that in 2020, the GDP for Te Tai Tokerau (Northland) increased 4.6 per cent. Over the same period, Te Moana-a-Toi (Bay of Plenty), along with Nelson Tasman, had the highest GDP increase at 6.1 per cent; well above the national average of 5.4 per cent. Only Te Tai Poutini (West Coast) had a decrease in GDP by 1.4 per cent over 2020.

The PGF is supporting Māori economic prosperity through unlocking the potential of Māori assets, and growing Māori Small and Medium Enterprises (SME), broadband connectivity, and social procurement. For more information please refer to [Māori economic development page](#) of the Ministry website.

The NZIER report, [Economic impact of PGF investments in Māori economic development](#) (March 2020), assessed the economic impacts of PGF investments into Māori economic development with results in terms of the improvements in GDP by region, household income and GDP by sector.

In summary, the \$495 million investment in Māori economic development (MED) projects resulted in:

- A projected increase in GDP by \$249.5 million per annum, more than would be the case if the investments had not been redirected to the MED projects
- The generation of 1,257 jobs in New Zealand
- The equivalent of an additional \$87 million in the pockets of New Zealand households (an average of \$47 per household)
- The regions that have benefited the most are the Bay of Plenty, Northland and Auckland.

Question 272

Which three provinces (in order) have seen the largest increase in productivity due to the Provincial Growth Fund? How exactly has this been measured?

Although it is still too early to measure the contribution of the PGF to regional GDP, some regions have reported steady economic performances over the 2018 to 2020 period as reflected in data from Stats NZ. Stats NZ data shows in that in 2020, the GDP for Te Tai Tokerau (Northland) increased 4.6 per cent. Over the same period, Te Moana-a-Toi (Bay of Plenty), along with Nelson Tasman, had the highest GDP increase at 6.1 per cent.

For more information on the economic impact, please refer to the Economic impact of PGF investments in Māori economic development report: www.growregions.govt.nz/assets/Uploads/economic-impact-of-pgf-investments-in-Māori-economic-development.pdf.

Question 273

How much PGF funding remains unallocated to any project? What is the target date, if any, the Government expects to have exhausted the entire \$3 billion PGF fund?

The \$3 billion PGF fund was fully approved. Any funding becoming available due to underspends or withdrawals has been reallocated to Regional Strategic Partnership programmes.

Please note that the \$3 billion PGF fund is split across 11 Votes. It is currently projected to be fully paid out in 2032/33, due to the longer timeframe of the 1 Billion Trees investment led by the Ministry for Primary Industries. However, current forecasts project that \$2.616b (87 per cent) of the fund will be paid out by June 2023.

Question 274

Has social inclusion been improved by the PGF and what metric is used to measure this?

There are no specific metrics for social inclusion, however the PGF evaluation noted that PGF projects have improved social inclusion and increased optimism in the community.

For the list of PGF projects, please refer to Appendix 24.

Question 275

Has environmental sustainability been improved by the PGF and what metric is used to measure this?

PGF funding has been approved for projects such as conservation, planting, fencing of waterways, and alternative sources of energy.

There are no specific metrics for environmental sustainability from PGF projects.

For the list of PGF projects, please refer to Appendix 24.

Question 276

Has the resilience of critical infrastructure been improved by the PGF and what metric is used to measure this? What is the exhaustive list of PGF projects which have contributed to this objective?

The PGF supported critical infrastructure in the regions. Outcomes for infrastructure projects are not expected for a number of years to come.

For the list of PGF projects, please refer to Appendix 24.

Question 277

Has the PGF enabled Maori to realise aspirations in all aspects of the economy and what metric is used to measure this?

The Ministry's Kānoa - RDU group administers a portfolio of projects totalling \$4.35 billion (including operating expenditure). Of this, it is estimated that \$786.7 million (approximately 700 projects) directly benefit Māori.

The Provincial Growth Fund has contributed to a range of programmes that have directly benefitted Māori. Projects delivered by, or in partnership with, Māori groups or entities; and through projects where Māori people, communities, or assets are a primary focus for the service or infrastructure development include investment in:

- Whenua Māori
- Marae Digital Connectivity
- Marae Renovation
- Historic sites of National Importance
- Māori Business Investments
- 1 Billion Trees
- Te Ara Mahi/He Poutama Rangatahi/Māori Trade Training.

There are no specific metrics to measure benefit. However, there are other sources of information that provide indicators of progress for Māori such as the number of Māori that have participated in skills and employment programmes and the number of rural marae that are connected to broadband (362 installed as at March 2021). (Source: Evaluation of the Provincial Growth Fund, page 49).

According to the NZIER report, *Economic impact of PGF investments in Māori economic development* (April 2020), the economic impacts of the PGF investments into Māori economic development was assessed and with results in terms of the improvements in GDP by region, household income and GDP by sector. Please refer to the following for further information: www.growregions.govt.nz/assets/Uploads/economic-impact-of-pgf-investments-in-Māori-economic-development.pdf.

The PGF is supporting Māori Economic prosperity through unlocking the potential of Māori assets, and growing Māori SMEs, broadband connectivity, social procurement. Please refer to the following for further information: www.mbie.govt.nz/business-and-employment/economic-development/regional-economic-development/.

Question 278

What are the five most important changes that have been made to improve the PGF since its inception?

Within the period that decisions were made about PGF funding, the important changes included:

- The establishment of Provincial Growth Fund Limited (now Crown Regional Holdings Limited - CRHL), which holds loan and equity investments.
- CRHL ensures that there is an entity in place with appropriate oversight and expertise that will be responsible for such investments beyond the life of the PGF, and that the Crown benefits from its investment.
- The establishment of a strong partnership approach with partner agencies, to support the development of opportunities for investment.
- The development of strong investment management capability to enable more innovative funding solutions for applicants, such as loans and equity.

The establishment of the Regional Strategic Partnership Fund (RSPF) is also an important evolution. The RSPF builds on the strengths of the PGF. Within the RSPF, key changes from the PGF include:

- A refined vision for regional economies to be Productive, Resilient, Inclusive, Sustainable and Māori-enabling, which is guiding investment decisions.
- Given the centrality of Māori economic development to regional economic development, the establishment of a Māori Economic Development Ministers group, to help ensure the RSPF effectively supports regional Māori economic aspirations.

Question 279

Have all recommendations from independent reports and audits of the PGF been implemented; if not, which ones have not been? On what specific date were any such recommendations implemented?

Independent reports and audits of the PGF have included:

- *Managing the PGF*, published July 2020 by the Office of the Auditor General. This report included three recommendations:
 - In response to the first recommendation for transparency of operations, the PDU made ongoing improvements to PGF administration processes and procedures. For transparency, a vast range of information and decisions are available on the Crown Regions and the Ministry's websites such as details of funds, assessment criteria, decisions made, roles and responsibilities, Cabinet papers and briefings, funded projects and stories of funded projects.
 - Regarding the second recommendation, for consolidated reporting on the PGF, the Ministry has regularly and comprehensively provided information to Parliament and members of the public in keeping with the requirements of the Public Finance Act. Providing consolidated reporting from three different agencies about the PGF is considered by the Ministry to be beyond what is required by the Public Finance Act.
 - The third recommendation required the plan for evaluating the overall effectiveness of the Provincial Growth Fund to be published. This was published in March 2021. The Evaluation of the Provincial Growth Fund can be found here:

<https://www.mbie.govt.nz/dmsdocument/14474-evaluation-of-the-provincial-growth-fund-12-march-2021>.

Question 280

What are the five biggest disappointments the Government has about the PGF? What are the five biggest successes of the PGF?

This question is best directed to the relevant Minister.

Question 281

What is the exhaustive list of PGF projects whose delivery is behind schedule?

For a list of projects that have not met key milestones or reporting requirements, please refer to question 295.

Question 282

What is the exhaustive list of PGF projects whose delivery is ahead of schedule?

The following projects were delivered before their contract end dates.

PGF projects delivery completed before contracts end dates	Number of days gained
(Kaipara Kick-start) Pouto Road Phase 1	226
Okaroro Incorporation(Inc) Whenua Whakatupuranga Project	250
Gisborne Airport Terminal Redevelopment Project	164
Mahia Rooding Resilience - Hawke's Bay District Council	19
Kairakau Lands Trust	17
Awawhiti Cress - Acceleration of Business expansion	32
Development Plan for Governance Structure for West Coast Ports	3
Bluff Engineering and Welding Limited – Machinery	9
Wind Tunnel for Facade Testing - Manufacturing Enhancements	44
Te Pari Products - Growth of Livestock Handling Equipment	35
Growing the Engineering Sector - Datum Engineering	3
Dunedin Establishment Project	34
Manufacturing Automation Project – CNC and Robotics	42
Chatham Islands Electricity Multi-Purpose Lines Vehicle	67

Question 283

What is the exhaustive list of PGF projects that have not supported the number of jobs that the Beehive press release (ie fewer jobs than the Beehive press release said) claimed they would?

Information on job data collected for PGF projects managed by Kānoa-REDIU is available publicly on the Grow Regions website: <https://www.growregions.govt.nz/media-centre/funded-projects/>.

Question 284

What is the exhaustive list of PGF projects that have supported more jobs than the Beehive press release said would be supported?

Information on job data collected for PGF projects managed by Kānoa-REDIU is available publicly on the Grow Regions website: <https://www.growregions.govt.nz/media-centre/funded-projects/>.

Question 285

What is the exhaustive list of PGF projects that have been announced but are yet to begin?

The table shows PGF-funded projects which have been announced for funding but are yet to begin, as at 14 January 2021.

Projects yet to begin	Lead agency	Approved funding \$
Hiringa - Renewable Power and Green Hydrogen Project	MBIE (Kānoa - RDU)	19,900,000
Rohe Produce Limited (Resubmission)	MBIE (Kānoa - RDU)	14,000,000
Total		33,900,000

Please note that \$4,973,199 was allocated for the Tourism Infrastructure project funding from the \$3 billion PGF Fund.

Question 286

What is the exhaustive list of PGF projects that were announced but were subsequently cancelled? Of any such projects, what was the reason for their cancellation?

Please refer to appendix 25.

Question 287

What is the exhaustive list of PGF projects that have spent more than their initial budget allocation? Of any such projects, how much is the overspend?

There are no projects that have spent more than their initial budget allocation. Where further funding may be required, that funding is subject to a further formal application and approval process and therefore treated as a new application.

Question 288

What is the exhaustive list of PGF projects that have spent less than their initial budget allocation? Of any such projects, how much is the underspend?

The following PGF projects have spent less than their initial budget allocation.

List of projects unspent as at October 2021	Underspend \$
1. Twin Coast Package - Township Plans (up to 12 plans)	856,314
2. Twin Coast Package - SH11 Kawakawa to SH10 Puketona	252,227
3. Twin Coast Package - Resource Support	217,382
4. Twin Coast Package - Passing and Overtaking Opportunities	190,392
5. Twin Coast Package - Rest Area Strategy and Implementation Plan	152,995
6. Twin Coast Package - Integrated Cycle Plan	20,264
7. Twin Coast Package - Twin Coast Discovery Route Wayfinding Signal	80,733
8. Wilson Heavy Machinery Operatory Training Centre	480,200
9. Te Hiku (Far North) Water Solutions Project	9,500
10. Feasibility Study and Detailed Business Case - Riverside Hotel & Entertainment Precinct	13,847
11. Academy for Retention of Wahine Māori	448
12. Waharoa Industrial Hub Feasibility and Development Programme	418,103
13. Te Aroha Tourism Precinct Feasibility and Development Programme	400,722
14. Ahi Tupua: Ngāti Rangiteaorere Koromātua Council Geothermal Power project	134,500

List of projects unspent as at October 2021	Underspend \$
15. Opotiki Rugby Club and Golf Club	7,463
16. Waikohatu Marae Renovations	49,999
17. Tairāwhiti Roding - East Cape Business Case	13,660
18. Tairāwhiti Roding - East Cape Road Sealing	13,659
19. Tairāwhiti Roding - Rakaiatane Road	17,371
20. Tairāwhiti Roding - Route 1: Corridor 16	45,559
21. Tairāwhiti Roding - Route 2: Corridor 35	11,011
22. Tairāwhiti Roding - Route 4: Corridor 40	37,048
23. Tairāwhiti Roding - Route 5: Corridor 20	115,900
24. Tairāwhiti Roding - Kaiinanga Hill - Improving Flood Resilience	3,168
25. Tairāwhiti Roding - Tiniroto Road Emergency Works	27,733
26. A Feasibility Study on the Potential Reinstatement of the Gisborne to Wairoa Rail Line	6,542
27. Puhi Kai Iti - Cook Landing Site Development	29,708
28. Tairāwhiti Economic Action Plan Refresh	1,050
29. Te Koru Drug & Alcohol, Education & Employment Initiative - TAM	51,606
30. Ruatoria Aerodrome Development Project	7,154
31. Kuru Contracting Workforce Development (TAM)	39,636
32. Whakaki Catchment Pilot Project - Analysis to Inform Land Areas and Risk Opportunities	20,000
33. Hawke's Bay Food Innovation Hub - Feasibility Study	48,476
34. QRS Training Facility (TAM)	15,000
35. Hastings Eastside Masterplan	360,065
36. Business Case on Central Hawke's Bay upgrades to meet HPMV standards	132
37. Mahia Roding Project - Rocket Lab Launch Site	1,505
38. Tautua Ltd. He Poutama Rangatahi	3
39. Whanganui Rail	825,865
40. Whanganui Rangitikei Land Use Optimisation Project	5,000
41. Dannevirke Hub	3,743
42. Ports Feasibility Study - Greymouth and Westport	30,411
43. Development Phase Study for Tourism Services - Hokitika to Westport	50,000
44. Westport Airport - Critical Infrastructure Resilience	75,812
45. Porters Gravity Bike Park	80,000
46. Mount MacDonald Farm Limited	6,996
47. Southland - Predator Free Rakiura Project Manager	8,495
48. Resource Support for Age-Friendly Community Projects	39,314
49. Bluff Engineering and Welding Limited – Machinery	17,500
50. Development Phase Studies for Rail Freight Opportunities - Taranaki	189,327
51. Industrial Park Feasibility - South Taranaki	10,000
52. Wairarapa Community Water Storage (Wakamoekau)	5,260
53. Wairarapa Dark Sky Reserve - International Certification	20,000
54. Anzac/Kiwi Hall upgrade	7,833
55. Featherston War Memorial renovation	7,584
56. Featherston Community Centre	1,710
57. Whale Trail Technical Study	62,931
58. Port Tarakohe Business Case	52,000

List of projects unspent as at October 2021	Underspend \$
59. The Food Factory	3,784
60. Stage One of the Big Daddy Adventure Park - Economic Impact Assessment	4,853
61. Engineering Machinery	75,000
62. Manufacturing Automation Project – CNC and Robotics	1,502
63. Establishing an aquaculture industry in the Chatham Islands - Feasibility and Business Case	93,964
64. Chatham Islands Electricity Multi-Purpose Lines Vehicle	12,629
65. Waiorua Bay Lodge Development	136,847
Total underspent	5,979,433

Question 289

What is the exhaustive list of PGF projects considered to be completed?

Please refer to Appendix 26 for the list of PGF projects completed as at 30 June 2021. The information is grouped into two tables: A. List of Projects Completed and B. List of Contracts Completed.

Question 290

What is the exhaustive list of PGF projects which have begun but are yet to be complete?

Please refer to Appendix 27 for the list of projects funded through the PGF, which have begun and are yet to be completed as at 30 June 2021. Some of these are managed by partner agencies, not the Ministry.

Question 291

What is the exhaustive list of PGF projects considered to contracted but not started?

Work on all contracted PGF-funded projects has started.

Question 292

How many PGF projects are yet to be announced?

All PGF projects with approved funding have been announced.

Question 293

By what date is it anticipated that all PGF projects will be completed?

The duration of projects across the portfolio varies. For example, infrastructure projects may be long-term. Some loan funded projects have terms of 15 years. Some Crown Forestry Joint Ventures funded through the PGF and part of the 1 Billion Trees programme, will not be completed until 2058, as it takes time for planted forests to mature and deliver a return to the Crown.

Question 294

Why was the Regional Strategic Partnership Fund introduced before the PGF fund and projects were exhausted?

The Regional Strategic Partnership Fund (RSPF) was announced on 27 May 2021. While PGF funding had not been fully disbursed at that point (because PGF projects can have delivery timeframes and related payment milestones of up to 10 to 15 years), PGF funding had been fully committed.

Question 295

What is the exhaustive list of PGF projects that did not meet agreed milestones? Of any such instances, what was the milestone not met and by what quantum was the milestone not met?

Kānoa – RDU closely monitors projects against agreed milestones and ascertains the impact of missed milestones on project delivery and completion as part of ongoing contract management practices. As appropriate, adjustments may be made to the milestones agreed in the initial funding agreement. Once any formal variation is approved, new timeframes are recorded in the agreement.

As at 31 October 2021, the following projects have not met key milestone or reporting requirements.

Riccarton Synthetic Race Track

There milestones have been delayed by one month.

This delay has been caused by the slower availability of specific materials due to COVID-19. (A Contract Variation request to extend the project completion date to February 2022, is being put in place).

Kaikoura Marine Development Programme - Part 1 Wakatu Quay

Three milestones have been delayed by nine months.

Delays in contracting and project initiation meant milestone variations were required. The recipient has identified a need for further funding and sought Expressions of Interest from investors in October 2021. Final investment proposals are due by 31 January 2022 with consideration by Kaikoura District Council at their February meeting.

Based on a successful investor proposal, Detailed Design works would be expected by 30 June 2022. This process will help inform the construction schedule.

Wood Processing Hub at Red Stag:

Two milestones for this project were not met due to delays caused by COVID-19, as the commissioning of machinery was required offshore. The milestones have now been met.

1. Soft commissioning of Cross Laminate Timber Plant was to occur in April/May, occurred July (2 month delay)
2. Full production commissioning of CLT Plant in June/July. Occurred September (2 month delay)

Wood Engineering Technology - Acceleration of Manufacturing Capacity (Stage 2):

The upgrade and optimisation of the Borrower's existing production line, known as Gisborne G1.1. was set for an opening on 17 May 2021. Due to COVID-19, there were delays in receiving specialist equipment which caused the opening to be delayed by one month.

Te Haumanu o Te Kapua:

The start of physical works was to begin in June 2021, based on successful bidding for kiwifruit licenses and receipt of water consent. Due to negotiations and water consent taking longer than expected, the completion of this milestone occurred in October 2021. The start date was therefore delayed by 3-months.

Business expansion - premium spirits distillery:

The project had a practical completion date of May 2021. Due to an increased scope of the project and a location change, the practical completion of the project is now expected in March 2022.

Question 296

What is the exhaustive list of PGF projects who have defaulted on any repayments they owed? In any such instance, what was the total monetary value of the defaulted payment?

PGF funded equity or loan investments are held by Crown Regional Holdings Limited (CRHL). As at 30 June 2021 there was one PGF loan with a defaulted amount of \$19, 247.

Question 297

In each of the regions with projects funded via the Provincial Growth Fund what is the increase in the employment rate and wages resulting from the funding? What was the employment rate before and after the projects were completed? What was the jobseeker number before and after?

Data on regional employment rates and wages is collected by Stats NZ. Data on regional jobseeker numbers is collected by The Ministry of Social Development.

Question 298

Of the 13,000 jobs claimed to have been created as at 20 October 2021, how many were new jobs?

All jobs on Kānoa-REDIU projects are counted as new jobs, as they are a direct result of the investment and occur within the contracted period of the funding.

Question 299

Of the 13,000 jobs claimed to be have been created as at 20 October 2021, how many were full time and how many part time jobs?

Based on the information provided by recipients, there was a total of 14,129 jobs created as at 30 June 2021. The number of full-time jobs was 3,743, and the number of part-time jobs was 3,326. The Ministry does not hold information on the remaining 7,060 jobs as not all projects report jobs created as full-time and part-time jobs.

Question 300

Of the 13,000 jobs claimed to have been created as at 20 October 2021, how many of the jobs will be permanent jobs and how many temporary?

As Kānoa-REDIU funded projects are contracted for a fixed timeframe, information is only collected on jobs that occur within that timeframe. Information is not collected as to whether those jobs persist once the contracted funding period is complete.

Question 301

Which 20 projects have been the most successful in terms of value for money in creating new jobs?

The ratio of jobs to investment is not a measure used by the Ministry. Information on job data collected for PGF projects managed by Kānoa-REDIU is available publicly on the Grow Regions website at www.mbie.govt.nz/business-and-employment/economic-development/regional-economic-development and [Economic impact of PGF investments in Māori economic development \(growregions.govt.nz\)](http://www.growregions.govt.nz)

Question 302

Which 10 projects have been the least successful in terms of value for money in creating new jobs?

The ratio of jobs to investment is not a measure used by the Ministry. Value for money is not a measure used by the Ministry. Information on job data collected for PGF projects managed by Kānoa-REDIU is available publicly on the Grow Regions website at www.growregions.govt.nz/regions.

Question 303

As at 30 June 2021 how much of the Regional Strategic Partnership Fund has been allocated?

As at June 30 2021 there were no approved investments against the Regional Strategic Partnership Fund (RSPF). The RSPF was announced on 27 May 2021 and since that time, Kānoa – REDIU has been working on the design of the RSPF, establishing Regional Economic Development Partnerships and developing regional economic development priorities to inform RSPF investments for each region.

WHENUA MĀORI PROVINCIAL GROWTH FUND**Question 304**

How many jobs have been supported by the Whenua Maori Provincial Growth Fund to date, broken down by region, gender and age-bracket?

The Whenua Māori allocation of the Provincial Growth Fund has supported jobs in the following regions.

Region	Total
Bay of Plenty	18
Hawke's Bay	44
Manawatū-Whanganui/Horowhenua	30
Te Tai Tokerau/Northland	61
Tairāwhiti/East Coast	56
Taranaki	0
Waikato	36
West Coast	1
Total	246

The Ministry did not collect information on gender and age for projects approved prior to the PGF-reset in May 2020.

Question 305

How much of the \$100 million Whenua Maori Provincial Growth Fund is spent, allocated and unallocated? Of any unallocated funding, what is the target date when the entire fund will be allocated?

As at 30 September 2021, there has been \$32.3m approved Whenua Māori funding. \$20.1m of this has been paid. There is no unallocated Whenua Māori funding, as the remainder of the \$100m allocation was repurposed for other projects as part of the PGF-COVID reset in May 2020.

Question 306

What is the exhaustive list of evaluations that have occurred assessing the effectiveness of spending from the Whenua Maori Provincial Growth Fund?

Whenua Māori funding was considered as part of the NZIER report *Economic impact of PGF investments in Māori economic development* (March 2020) and includes GDP results broken down by region, household income and sector. For more information please refer to the NZIER report:
<https://www.growregions.govt.nz/assets/Uploads/economic-impact-of-pgf-investments-in-maori-economic-development.pdf>

Question 307

How many projects are yet to be announced from the Whenua Maori Provincial Growth Fund?

All projects funded through the Whenua Māori allocation have been announced.

Question 308

What is the exhaustive list of projects contracted but yet to being from the Whenua Maori Provincial Growth Fund?

All projects from the Whenua Māori allocation have started work.

Question 309

What is the exhaustive list of projects announced but not contracted from the Whenua Maori Provincial Growth Fund?

All projects from the Whenua Māori allocation have been contracted.

Question 310

What is the exhaustive list of project that have begun but are yet to be completed from the Whenua Maori Provincial Growth Fund?

The table below shows a list of projects from the Whenua Māori allocation that are currently underway and yet to be completed.

Region	Sector	Project name	Approved funding \$
Bay of Plenty	Agriculture / Horticulture	Macadamia trees: Raukokore/Waihau Bay: 20 Hectares	894,161
Bay of Plenty	Agriculture / Horticulture	Miro-Meihana Koata Berry Farm	2,125,000
Bay of Plenty	Agriculture / Horticulture	Raukokore/Waihau Bay 200ha Kiwifruit Development	5,000,000
Bay of Plenty	Forestry	Development of Matahi Forest, Te Waimana Kaaku Trust on behalf of Nga Hapū/Marae o Te Waimana	579,490
Bay of Plenty	Tourism	Omataroa Eco Tours	615,902
Hawke's Bay	Agriculture / Horticulture	Mangamaire Ara Ki Mua	535,000
Hawke's Bay	Agriculture / Horticulture	Hineuru Cherry Land Development Project	4,300,000
Te Tai Tokerau/ Northland	Agriculture / Horticulture	Establishment of New Zealand's first commercial taro plantation	241,000
Te Tai Tokerau/ Northland	Agriculture / Horticulture	Tapuaetahi Incorporation Remedial Farming Improvements Works Project	858,034
Te Tai Tokerau/ Northland	Agriculture / Horticulture	Whangaroa Ngaiotonga Trust Farm Revitalisation	936,750
Te Tai Tokerau/ Northland	Agriculture / Horticulture	Tokerau Miro - Blueberry expansion on Māori-owned land in the Mid to Far North of Te Tai Tokerau	962,500
Te Tai Tokerau/ Northland	Agriculture / Horticulture	Transition from Pastoral Leasing to Active Management of Waima Topu B Trust Farm Operations	991,800
Te Tai Tokerau/ Northland	Agriculture / Horticulture	Ngā Whenua Kaikohe	1,532,000
Te Tai Tokerau/ Northland	Tourism	Waiomio Glow-worm Cave Facility Upgrade	980,000
Te Tai Tokerau/ Northland	Training Skills / Employment	Pakanae 5A Land Productivity Project	602,700
Tairāwhiti/East Coast	Agriculture / Horticulture	Hereumu Trust	687,400

Region	Sector	Project name	Approved funding \$
Tairāwhiti/East Coast	Agriculture / Horticulture	Te Rimu Trust - Lime Orchard Development	871,459
Tairāwhiti/East Coast	Airports	Tairāwhiti Air Capability	99,775
Taranaki	Agriculture / Horticulture	Blueberry Production in South Taranaki - Whenua Māori	1,450,000
Waikato	Agriculture / Horticulture	Ngāti Hauā - Horticultural Hub - Pilot Programmes	1,300,000
Waikato	Tourism	Whanau Camping ground expansion	283,178
Waikato	Tourism	Kaimanawa Alpine Adventures Ventures	596,800
West Coast	Mining	Ngāti Waewae direct sourcing and management of Pounamu	995,500

Question 311

What is the exhaustive list of projects that have been completed from the Whenua Māori Provincial Growth Fund?

All projects funded through the Whenua Māori Provincial Growth Fund are currently underway.

HE POUTAMA RANGATAHI**Question 312**

How many jobs have been supported by HPT each year over the past five years, broken down by region, ethnicity, gender and age of the people who have filled these jobs?

The Ministry no longer has responsibility for these funds. This question should be directed to MSD.

Question 313

How many people of any such people supported into jobs stayed in employment for more than one year, more than two years, more than three years, more than four years and more than five years?

The Ministry no longer has responsibility for these funds. This question should be directed to MSD.

Question 314

How many people supported into jobs by HPT each year over the past five years ceased this job within six months?

The Ministry no longer has responsibility for these funds. This question should be directed to MSD.

Question 315

What is the total spend on HPT each year over the past five years? How much unallocated or overspend has occurred for HPT each year over the past five years?

The Ministry no longer has responsibility for these funds. This question should be directed to MSD.

Question 316

What is the exhaustive list (by title, date and author) of evaluations and assessments about HPT?

The Ministry no longer has responsibility for these funds. This question should be directed to MSD.

GROW REGIONS

Question 317

Please provide a breakdown by initiative, spend, and location of the jobs created and published on the www.growregions.govt.nz website as at 30 June 2021.

Please see the website www.growregions.govt.nz for lists of initiatives, spend and location of the jobs as at 30 June 2021.

REGIONAL STRATEGIC PARTNERSHIP FUND

Question 318

What specific measurements are being utilised to measure the Regional Strategic Partnership Fund objectives?

An impact management framework for the RSPF, with a specific set of indicators aligned with the Productive, Resilient, Inclusive, Sustainable and Māori-enabling vision for regional economies, has been developed.

Question 319

With Auckland having experienced an extended lockdown period will it now be eligible for the Regional Strategic Partnership Fund?

New Zealand's major metropolitan centres have a range of benefits, and access to economic development support that New Zealand's regions do not, including support specifically established to support Auckland's recovery from the impacts of COVID-19. The RSPF is designed to support regional economic development outside of New Zealand's main centres, and this remains its focus.

SECTOR BREAKDOWN/GENERAL

Question 320

How many of the Jobs for Nature projects have been completed?

Fencing of Waterways projects funded through the PGF are a component of the Jobs for Nature programme. As at the 22 November 2021, six PGF funded Fencing of Waterways projects have been completed. For information on the full programme, please contact the Ministry for the Environment.

Question 321

How many new full time jobs did the Jobs for Nature deliver as at 30 June 2021 and how does this compare with the number of new full time jobs promised?

As at 22 November 2021, the Fencing of Waterways projects created 325 jobs compared to 143 jobs as 16 June 2021. Job creation is only one of a range of benefits that projects and their associated economic activity create for their communities and region's economy. For information on the full programme, please contact the Ministry for the Environment.

Question 322

Which TLAs have not received any funding through the PGF?

All Territorial Local Authorities (TLA) in New Zealand have had projects funded through the PGF. While no Kānoa-REDIU managed PGF projects are located in Auckland, Porirua, Wellington or Christchurch city, some partner agency projects in forestry, tourism infrastructure and rail are either within those TLAs or cross TLA boundaries.

Question 323

How many jobs have been created from the food and beverage sector?

The food and beverage sector is not a separate reporting category for Kānoa-REDIU.

Question 324

How many jobs have been created from the aquaculture sector?

As at the 30 September 2021, the Kānoa-REDIU managed projects have created 142 jobs in the aquaculture sector.

Question 325

How many jobs have been created from the tourism sector?

As at 30 September 2021, the PGF has created 3,853 jobs in the tourism sector.

Question 326

How many jobs have been created from the digital connectivity sector?

As at 30 September 2021, the PGF has created 239 jobs in the ICT and digital connectivity sector.

Question 327

How many jobs have been created from the forestry and wood processing sector?

As at 30 September 2021, the PGF has created 251 jobs in the forestry and wood processing sector.

Question 328

Was the upgrade to the Taupo airport terminal started on time? If not, why not?

The Taupō Airport terminal construction was originally forecast to begin by 30 December 2020. This construction did not begin until July 2021 due to a delay in finalising the construction contract and confirming the budget for the construction. The construction contract was signed in July 2021 and the works on the terminal began shortly after this.

Question 329

Was the upgrade to the Milford airport terminal started on time? If no, why not?

Funding for the Milford Aerodrome project was withdrawn due to the impacts of COVID-19.

Question 330

How many new jobs will be created by each of the airport terminal projects and what is the duration of these jobs?

There are expected to be 98 jobs working on the Taupō airport terminal. Kānoa-REDIU does not collect information on the duration of jobs.

In addition, the table below shows the rest of the airport projects with job numbers

Region	Project status	Funding type	Project	Fund recipient	Jobs working on terminal
Southland	Project Complete	Grant	Invercargill Airport Air Cargo and Terminal Development	Invercargill Airport Limited	28
Te Tai Tokerau Northland	Contract Complete	Grant	Bay of Islands Airport Upgrade Project	Far North Holdings Limited	93

Region	Project status	Funding type	Project	Fund recipient	Jobs working on terminal
Tairāwhiti East Coast	Contract Complete	Grant	Gisborne Airport Terminal Redevelopment	Gisborne Airport Limited	39
Tairāwhiti East Coast	Contracted	Grant	Tairāwhiti Air Capability	Eastland Group Limited (On Behalf of Te Rimu Ahu Whenua Trust)	5
Tairāwhiti East Coast	Contract Complete	Grant	Ruatoria Aerodrome Development Project (RADP)	Ruatoria Papa Rererangi Charitable Trust	8
West Coast	Contracted	Grant	Hokitika Airport Terminal Extension	Destination Westland Limited	14
West Coast	Contract Complete	Grant	Westport Airport - Critical Infrastructure resilience	Buller District Council	41

Question 331

How many new jobs have been created by the Covid-19 Response and Recovery Fund by 31 December 2020?

Kānoa-REDIU manages projects in the following programmes, which are part of the of the COVID-19 Response and Recovery Fund (CRRF):

- Infrastructure Reference Group (IRG)
- Worker Redeployment
- Jobs for Nature.

COVID-19 Infrastructure Investment projects managed by Kānoa-REDIU, report employment outcomes on FTE basis:

New jobs as at 31 December 2020	Current jobs	Previous jobs
COVID-19 Response - Worker Redeployment Package	565	301
COVID-19: Infrastructure Investment (CRRF)	156	35

Question 332

How many new jobs have been created by the Covid-19 Response and Recovery Fund between 1 January 2021 and 30 June 2021?

COVID-19 Infrastructure Investment (CRRF) projects report employment outcomes on an FTE basis:

New jobs between 1 January 2021 and 30 June 2021	Current Jobs	Previous Jobs
COVID-19 Response - Worker Redeployment Package	657	646
COVID-19 Infrastructure Investment CRRF	117	38

TE ARA MAHI**Question 333**

How many jobs have been supported by Te Ara Mahi to date each year broken down by region, ethnicity, gender and age bracket? Of any such jobs, how many were part time and how many were full time?

Te Ara Mahi (TAM) was established to support people into employment opportunities and equip them with the skills and experience to find work and build a career. TAM funded projects are focused on methods to improve the pathway to employment and included tailored support for people to become work-ready and gain and sustain employment as well as assisting employers who needed support, coordination or connections, to employ local people.

Please refer to Appendix 28 Te Ara Mahi (Pathways to Work) - Number of people supported into employment, training, further education, broken down by region, ethnicity, gender, part-time and full-time.

Question 334

Of any such people supported into jobs, how many left that job within six months or one year? How many stayed in the job longer than one year? How many stayed in the job longer than two years?

This data is not currently collected.

Question 335

How many people have been supported into training or education placements by Te Ara Mahi broken down by region, ethnicity gender and age bracket?

Please refer to Appendix 28 Te Ara Mahi (Pathways to Work) for information on the number of people supported into employment, training, further education, broken down by region, ethnicity, gender, part-time and full-time.

Question 336

How much of the \$82.4 million has been spent, broken down by region and the most detailed breakdown of what the spending went towards?

The summary table below shows expenditure of the \$82.4 million broken down by region and type of expenditure from the latest to smallest total value. Please note this information has been provided by fund recipients.

Regions	Human & Social Capital - Work Readiness \$	Te Ara Mahi (Pathways to Work) \$	Total \$
Bay of Plenty	8,055,576	6,888,918	14,944,494
National	717,000	13,272,713	13,989,713
Manawatū-Whanganui/Horowhenua	5,185,688	5,273,447	10,459,135
Tairāwhiti	2,866,253	7,304,424.40	10,170,677
Northland	4,183,240	5,186,835.	9,370,075
Hawke's Bay	589,443	8,209,912	8,799,355
Waikato	2,685,340	1,347,730	4,033,070
Southland		3,643,878.85	3,643,878
Canterbury		2,772,188	2,772,188
Otago	1,850,000	313,000	2,163,000
West Coast		2,080,040	2,080,040

Regions	Human & Social Capital - Work Readiness \$	Te Ara Mahi (Pathways to Work) \$	Total \$
Wairarapa		60,000	60,000
Total	26,132,540	56,353,086.25	82,485,626

Please refer to Appendices 28 and 29 for further information on Te Ara Mahi.

Question 337

How much of the \$82.4 million has been allocated, but not spent, and how much remains unallocated?

All funding has been allocated.

Question 338

How many employers have taken part in Te Ara Mahi, broken down by region?

This data is not currently collected.

Question 339

What is the exhaustive list of assessment or reports (by title, date and author) regarding Te Ara Mahi's performance?

No assessments or reports have been completed regarding Te Ara Mahi.

PACIFIC EMPLOYMENT SUPPORT SERVICE-PGF FUNDING**Question 340**

How many jobs were supported by the Pacific employment programme PGF investment of \$8.85 million broken down by region, gender and age bracket? How many of these jobs were part-time jobs?

The Tupu Aotearoa Programme (Pacific Employment Support Service) is an intervention service proven to effectively assist Pacific people to undertake further training to increase their skills and qualifications, and also assists participants to enter into employment.

Funding is not solely focussed on employment outcomes.

Please refer to Appendix 30 Pacific Employment Support Service -Number of Pacific People supported for this information.

This is a multi-regional national contract. A breakdown of participation and/or outcomes by each region is not available from the current database.

Question 341

How many training or education places were supported by the Pacific employment programme PGF investment of \$8.85 million broken down by region, gender and age bracket?

Please refer to the response to question 340.

This is a multi-regional national contract. From the current database, we are unable to give a breakdown of participation and /or outcomes by each region.

Question 342

How much of the \$8.85 million has been allocated but the initiative is yet to begin?

All funding has been allocated and used for this initiative.

Question 343

How much of the \$8.85 million has been unallocated to date?

All funding has been allocated.

Question 344

What is the exhaustive list of assessments and reports (by title, date and author) undertaken about the Pacific Employment Service/PGF initiative?

No assessments or reports have been completed regarding the Tupu Aotearoa Programme (previously known as the Pacific Employment Support Service).

REGIONAL STRATEGIC PARTNERSHIP FUND

Question 345

Who specifically is deciding which projects receive funding from the Regional Strategic Partnership Fund?

Regional Economic Development Ministers will make decisions on all investments under \$20 million. These ministers are:

- The Minister of Finance
- The Minister for Economic and Regional Development
- The Minister for Social Development and Employment
- The Minister for Māori Development.

The Cabinet will make decisions about all investments of \$20 million or more.

Question 346

Which Ministers will sign off or reject funding for Regional Strategic Partnership Fund? How many meetings where Ministers have made any such decisions have been held to date (by each date they were held)?

Regional Economic Development Ministers will make decisions on all investments under \$20 million. These ministers are:

- The Minister of Finance
- The Minister for Economic and Regional Development
- The Minister for Social Development and Employment
- The Minister for Māori Development.

The Cabinet will make decisions about all investments of \$20 million or more.

Since the start of the RSPF, Regional Economic Development Ministers have met three times on the following dates:

- 5 July 2021
- 27 October 2021
- 10 December 2021.

MĀORI TRADES AND TRAINING

Question 347

What is the target date for the fund to be fully allocated?

The Ministry no longer has responsibility for these funds. This question should be directed to MSD.

Question 348

What is the target date for all projects supported by the fund to be complete?

The Ministry no longer has responsibility for these funds. This question should be directed to MSD.

Question 349

How much of the fund is yet to be allocated?

The Ministry no longer has responsibility for these funds. This question should be directed to MSD.

MARAE DIGITAL CONNECTIVITY

Question 350

What is the exhaustive list of Marae (by name/region) that have benefited from the Marae Digital Connectivity works and eligibility?

Please refer to Appendix 31 - List of Marae that have benefited from Marae Digital Connectivity Fund by name and region.

Question 351

How many Marae, even if it's a guess, lack digital connectivity?

Of eligible marae, 338 are not connected under the marae digital connectivity programme as at November 2021. Of these, 84 have applied for connection and they are expected to be connected soon.

Question 352

What is the exhaustive list of companies used to deliver the digital connectivity, broken down by the amount of funding each company has received from the fund?

The following companies are being used to deliver digital connectivity. The amount of funding each company has received is commercially sensitive.

	Company
1	Enhanced Solutions
2	Evolution
3	Farmside
4	Gisborne Net
5	Gravity
6	Inspire
7	Lightwire
8	Primo
9	Spark
10	Uber Group
11	Wifi Connect

Question 353

How much of the funds allocated to Marae Digital Connectivity are yet to be spent and allocated?

As at 27 November 2021, \$5,082,765 remains unspent of the \$22,150,000 allocated to the programme.

Question 354

What is the exhaustive list of assessments and reports (by title, date and author) about the Marae Digital Connectivity Initiative?

Crown Infrastructure Partners (CIP) produce several regular reports which cover its marae digital connectivity programme. These reports are listed below:

Date	Title
15 Jul 2020	Crown Infrastructure Partners Limited Board Pack – July
31 Jul 2020	Ultra-Fast Broadband, Rural Broadband, Mobile Black Spot and PGF Programmes Monthly Progress Report June 2020
6 Aug 2020	Crown Infrastructure Partners Limited Board Pack – August (Monthly Telecommunications Infrastructure Report August 2020)
31 Aug 2020	Ultra-Fast Broadband, Rural Broadband, Mobile Black Spot and PGF Programmes Monthly Progress Report July 2020
31 Aug 2020	Provincial Growth Fund Digital Connectivity August 2020 Report
31 Aug 2020	Provincial Growth Fund Digital Connectivity July 2020 Report
3 Sep 2020	Crown Infrastructure Partners Limited Board Pack – September (Monthly Telecommunications Infrastructure Report September 2020)
24 Sep 2020	Infrastructure Reference Group Work Programme Implementation Fortnightly Progress Report
29 Sep 2020	Ultra-Fast Broadband, Rural Broadband, Mobile Black Spot and PGF Programmes Monthly Progress Report August 2020
30 Sep 2020	Provincial Growth Fund Digital Connectivity September 2020 Report
7 Oct 2020	Briefing – ‘Shovel Ready’ Infrastructure Projects approval – tranche six
31 Oct 2020	Provincial Growth Fund Digital Connectivity October 2020 Report
5 Nov 2020	Crown Infrastructure Partners Limited Board Pack – November (Monthly Telecommunications Infrastructure Report November 2020)
5 Nov 2020	Ultra-Fast Broadband, Rural Broadband, Mobile Black Spot and PGF Programmes Monthly Progress Report September 2020
20 Nov 2020	Crown Infrastructure Partners Annual Report 2020
27 Nov 2020	Ultra-Fast Broadband, Rural Broadband, Mobile Black Spot and PGF Programmes Monthly Progress Report October 2020
30 Nov 2020	Provincial Growth Fund Digital Connectivity November 2020 Report
3 Dec 2020	Crown Infrastructure Partners Limited Board Pack – December (Monthly Telecommunications Infrastructure Report December 2020)
15 Dec 2020	Ultra-Fast Broadband, Rural Broadband, Mobile Black Spot and PGF Programmes Monthly Progress Report November 2020
31 Dec 2020	Provincial Growth Fund Digital Connectivity December 2020 Report
25 Jan 2021	Board of Directors Update January 2021
31 Jan 2021	Provincial Growth Fund Digital Connectivity January 2021 Report
9 Feb 2021	Ultra-Fast Broadband, Rural Broadband, Mobile Black Spot and PGF Programmes Monthly Progress Report December 2020
26 Feb 2021	Crown Infrastructure Partners Limited Board Pack – February (Monthly Telecommunications Infrastructure Report February 2021)
28 Feb 2021	Provincial Growth Fund Digital Connectivity February 2021 Report

Date	Title
5 Mar 2021	Ultra-Fast Broadband, Rural Broadband, Mobile Black Spot and PGF Programmes Monthly Progress Report January 2021
17 Mar 2021	Infrastructure Reference Group Work Programme Implementation Monthly Progress Report for January 2021
30 Mar 2021	Ultra-Fast Broadband, Rural Broadband, Mobile Black Spot and PGF Programmes Monthly Progress Report February 2021
31 Mar 2021	Provincial Growth Fund Digital Connectivity March 2021 Report
1 Apr 2021	Crown Infrastructure Partners Limited Board Pack – April (Monthly Telecommunications Infrastructure Report April 2021)
1 Apr 2021	Crown Infrastructure Partners Limited Board Pack – March (Monthly Telecommunications Infrastructure Report March 2021)
14 Apr 2021	Infrastructure Reference Group Work Programme Implementation Monthly Progress Report for February 2021
30 Apr 2021	Provincial Growth Fund Digital Connectivity April 2021 Report
5 May 2021	Ultra-Fast Broadband, Rural Broadband, Mobile Black Spot and PGF Programmes Monthly Progress Report March 2021
6 May 2021	Board of Directors Update May 2021
12 May 2021	Infrastructure Reference Group Work Programme Implementation Monthly Progress Report for March 2021
14 May 2021	Quarterly Infrastructure Reference Group Update - Q1: To 31 March 2021
31 May 2021	Provincial Growth Fund Digital Connectivity May 2021 Report
2 Jun 2021	Infrastructure Reference Group Work Programme Implementation Monthly Progress Report for April 2021
2 Jun 2021	Ultra-Fast Broadband, Rural Broadband, Mobile Black Spot and PGF Programmes Monthly Progress Report April 2021
3 Jun 2021	Crown Infrastructure Partners Limited Board Pack – June (Monthly Telecommunications Infrastructure Report June 2021)
29 Jun 2021	Ultra-Fast Broadband, Rural Broadband, Mobile Black Spot and PGF Programmes Monthly Progress Report May 2021
30 Jun 2021	Provincial Growth Fund Digital Connectivity June 2021 Report

ONE BILLION TREES

Question 355

How many trees have been directly supported by the fund to date, broken down by region? How exactly is this measured?

The following responses to questions 355-361, relating to One Billion Trees, have been provided by officials from Te Uru Rākau – New Zealand Forest Service who were responsible for the administration and management of the One Billion Trees Fund.

As at 31 October 2021, the One Billion Trees fund has directly supported the planting of 48,147,034 trees, which is broken down below:

Region	Trees funded		
	Indigenous species	Exotic species	Total trees
Auckland	1,442,109	8,592	1,450,701
Bay of Plenty	4,405,595	57,376	4,462,971
Canterbury	1,893,495	6,390,453	8,283,948

Region	Trees funded		
	Indigenous species	Exotic species	Total trees
Chatham Islands	374,932	11,407	386,339
Gisborne	1,863,666	361,835	2,225,501
Hawke's Bay	4,345,135	1,207,340	5,552,475
Manawatū/Whanganui	5,399,198	167,568	5,566,766
Marlborough	628,712	859,500	1,488,212
Nelson	3,114,068	-	3,114,068
Northland	4,246,502	394,556	4,641,058
Otago	1,306,766	1,701,018	3,007,784
Southland	291,633	642,828	934,461
Taranaki	1,044,069	197,429	1,241,497
Tasman	672,051	770,166	1,442,217
Waikato	2,305,392	133,313	2,438,705
Wellington	1,147,674	530,356	1,678,030
West Coast	221,981	10,320	232,301
Total	34,702,977	13,444,057	48,147,034

These tree numbers are calculated by multiplying the estimated area of planting in hectares by the trees planted per hectare (or stems per hectare) of each project. Each of these measures are disclosed in the contract of all tree-planting projects (some Partnership Grants do not include tree planting). Otherwise, an estimated number of trees funded is disclosed.

Question 356

How many jobs have been supported by the One Billion Trees initiative, broken down by region, ethnicity, gender and age bracket and year the jobs were supported? How many of these jobs were part-time? What is the most detailed available breakdown of how long these jobs last for?

As of 30 June 2021, it is estimated that 1,840 FTE jobs have been supported by the One Billion Trees initiative. Detailed information on regional distribution ethnicity, gender and age bracket was not captured. The majority of the employment was short term in nature, being concentrated upon areas such as seasonal planting and training courses, while most projects that did not have employment as their primary purpose had a reporting schedule that has not allowed an accurate assessment of employment on a year-by-year basis.

Question 357

Will one billion trees be supported by the fund by 2028? If not, what is the likely final number of trees that will be supported based on the current rate of planting?

The 1BT Programme is well on track to meet its target of planting one billion trees by 2028.

The One Billion Trees Fund was always a time limited initiative and closed on 30 June 2021. It has been a cornerstone of the broader One Billion Trees Programme by incentivising new tree planting and supporting projects in communities across New Zealand.

Question 358

What impact has the programme had on helping New Zealand meet its climate change targets? How exactly is this measured?

Te Uru Rākau provides information on hectares and treatment types to the Ministry for Primary Industries, which are then used in its calculations from government forestry programmes towards emission budgets.

The table below provides the contribution from government forestry programmes towards emission budgets and climate change targets. The projections completed in June 2021 estimate that forestry could contribute around 81 million tonnes of carbon dioxide removals over the period 2021 to 2030 towards meeting New Zealand's first Nationally Determined Contribution (NDC). Within this, government programmes are estimated to contribute around 72 million tonnes CO₂, or around 89 per cent.

The projected impacts of the various government forestry initiatives are also provided in the table below. The combination of historical government forestry initiatives and the NZ ETS is projected to have an important contribution to increasing net removals, and the contribution to emission budget and targets in the future. Without the inclusion of New Zealand government forestry-related policies and measures, projected net removals would be significantly lower.

Please note that the following information has been provided from the Ministry for Primary Industries who manage the programme.

Programme	Emissions Budgets 1	Emissions Budgets 2	Emissions Budgets 3	Nationally Determined Contribution	Net Zero
	2022-2025	2026-2030	2031-2035	2021-2030	2050
Emission Trading Scheme	-8	-31	-51	-41	-20.1
Grant Programme	-1	-3	-3	-4	-0.1
Partnerships	-1	-3	-2	-3	0.0
Afforestation Grant Scheme	-2	-4	-3	-6	-0.3
Hill Country Erosion Programme	-1	-4	-4	-5	-0.2
Permanent Forestry Sink Initiative	-1	-1	-1	-2	-0.1
Erosion Control Funding Programme	-4	-5	-5	-10	-0.6
Total Government Programmes	-19	-50	-68	-72	-21.4
Avoided ETS Deforestation*	-5	-6	-6	-12	-1.2
Total	-24	-50	-71	-81	-24.8

*Compares the levels of deforestation with and without an ETS, the removals represent avoided deforestation emissions

Note 1: Removals are expressed as negatives (-) and represent net CO₂ removed from the atmosphere, while emissions are expressed as positives (+) and represent net CO₂ emissions to the atmosphere.

Note 2: Removal estimates exclude the possibility of double counting. Afforestation and removals estimates are only assigned to the initiative or scheme that was attributed to the forest establishment.

Question 359

What is the breakdown between direct funds and partnership funding, by year?

The following table includes the breakdown between direct funds and partnership funds by year.

Year	1BT Grants \$	1BT Partnerships \$	Total \$
2018/19	210,000	241,000	451,000
2019/20	6,363,000	9,900,000	16,263,000
2020/21	15,227,000	31,747,000	46,974,000
2021/22	20,800,000	28,684,000	49,484,000
2022/23	17,830,000	15,719,000	33,549,000
2023/24	8,524,000	8,987,000	17,511,000
2024/25	3,998,000	1,905,000	5,903,000

Year	1BT Grants \$	1BT Partnerships \$	Total \$
2025/26	2,086,000	810,000	2,896,000
2026/27	702,000	413,000	1,115,000
2027/28	185,000	282,000	467,000
2028/29	0	78,000	78,000
Total	75,925,000	98,766,000	174,691,000.00

Question 360

How much of the budget allocation has not yet been allocated to a project?

As at 15 November 2021, \$2,389,467 of the \$176 million budget was not currently allocated to a project.

Question 361

How many projects funded did not meet their commitments? For any such projects, what were the consequences?

As of 15 November 2021, 15 grants have experienced failures at the establishment verification stage, with four being classed as full failures and 11 partial failures.

In each case the approach has been to work with the grantee to either adjust timelines to allow remedial activity to be undertaken, or to adjust the planting area (and contract amount) to reflect what can be or has been successfully achieved.

In addition to this, 23 grantees have withdrawn from their contracts for a variety of reasons. In some cases, this has been before the project has commenced. In other cases, where the grantee had already received funding, this has been returned, with an additional \$3,000 administration fee.

\$100 MILLION REDEPLOYMENT FUND**Question 362**

Is the Minister certain that all answers to written parliamentary questions about this fund have been accurately answered? If not, what answers were inaccurate and what was the cause of this inaccuracy?

This question is best directed to the relevant Minister.

Question 363

Is the Minister certain that jobs supported by this fund are not also counted in any other Government initiatives (ie they've been double counted)? If double-counting has occurred, what are the details of this?

The Ministry has provided accurate advice to the Minister for Economic and Regional Development on the number of jobs supported by the Worker Redeployment Fund however, this question is best directed to the Minister.

Question 364

How exactly are the total number of jobs supported by the redeployment fund measured? Is any guess work involved; if so, what?

As with all funds managed by Kānoa-REDIU, job related information is collected directly from recipients on a monthly basis.

DELTA**Question 365**

What specific actions, policies or plans are underway to support regions given the impact of the Delta variant?

A \$60 million dollar support package was announced on 22 October 2021 for businesses in Tāmaki Makaurau/Auckland to access business advice, implementation grants for that advice, and access to health and wellbeing support. Auckland Unlimited, as Auckland's Regional Business Partner is leading the delivery of this package, with support of the Auckland business support eco-system.

The tourism sector has received \$600 million through the Tourism Recovery Package and Tourism Communities: Support, Recovery and Re-set Plan as part of the Government's COVID-19 response to date. Communities in regions throughout New Zealand have benefited from the different initiatives in these support packages. Specific examples include:

- Dedicated business advice and grants to implement advice, mental health support and funding to kick-start businesses once borders reopen. These initiatives target five communities most affected by the loss of international tourism: Queenstown Lakes, Southland, Kaikōura, Mackenzie and Westland Districts (\$108.5 million in total for these districts).
- Support for 31 Regional Tourism Organisations across New Zealand to assist with destination management and planning, increasing industry capability and stimulating regional demand (\$48 million across the two support packages).
- Assistance to help regions reliant on tourism to build resilience and transform their economies (\$20 million for Queenstown) and to help redevelop Milford Sound Piopiotahi and the surrounding region (\$15 million).
- Helping local communities facing pressure from tourism growth and in need of assistance (especially in areas with high visitor numbers but small ratepayer bases) through the Tourism Infrastructure Fund (\$16.5 million).
- Funding to stimulate domestic tourism and travel between regions through holding events (\$50 million).
- Support for Māori tourism businesses throughout New Zealand (\$15 million over two years).

Question 366

What five regions, according to MBIE forecasts, have been worst hit by the Delta lockdowns? What regions, according to MBIE forecasts, have remained relatively unscathed from the Delta lockdown?

The five regional economies most negatively impacted by the Alert Level lockdowns during the Delta period, based on the measured decline of in-person consumer spending across the Paymark network, are Auckland (down 36 per cent), Otago (down 15 per cent), Waikato (down 13 per cent), Wellington (down 7 per cent) and Nelson (down 6 per cent). These figures compare spending from 18 August 2021 (when New Zealand went into Alert Level 4 lockdown following the first known community case of the Delta variant) up to 21 November 2021 (latest date for when data is available), with the same period two years ago.

The declines of in-person spending in Auckland and Waikato relate to the longer time these regions were at the higher Alert Levels, with the decline in spending largest for the retail and hospitality sectors which could not operate under higher Alert Levels. Despite the decline in consumer spending, other indicators show that the labour market in Auckland proved resilient in the September 2021 quarter (which includes

the start of the Delta period), with its employment rate rising to 72.2 per cent and its unemployment rate declining to a low of 3.1 per cent.

The decline in consumer spending in Otago is driven by a 35 per cent drop in spending in the Queenstown-Lakes District that reflects the ongoing impact of reduced tourism spending in the district, while the decline in spending in Wellington is driven by an 18 per cent drop in spending in Wellington City, which may reflect fewer people coming into the city to work.

The regions least impacted over the Delta period, as measured by consumer spending, include the West Coast (no change), Gisborne (up 1 per cent), Manawatū-Whanganui (up 2 per cent), Tasman (up 4 per cent), and Hawke's Bay (also up 4 per cent).

Please note this analysis is not based on Ministry forecasts, but on changes in consumer spend data across the Paymark EFTPOS network, which gives an indication of regional economic activity over the period. The Paymark network covers approximately 67 per cent of New Zealand's EFTPOS network, which is sufficient to give a reasonable degree of representativeness of change in regional spend. According to recent analysis from BNZ, the online share of consumer spending surged over the Delta lockdown, which off-set some of the aggregate decline seen in-person spending, particularly in Auckland and Wellington.

Change in consumer spending	
Region	Change* per cent
Auckland	-36
Otago	-15
Waikato	-13
Wellington	-7
Nelson	-6
Canterbury	-5
Southland	-3
Bay of Plenty	-2
Marlborough	-1
Northland	0
Taranaki	0
West Coast	0
Gisborne	1
Manawatū-Wanganui	2
Tasman	4
Hawke's Bay	4
New Zealand	-16

*Delta period compared to same period two years ago. Delta period for this analysis is 18 August to 21 November 2021. Source: MarketView Payment EFTPOS data via MBIE Consumer Spend Dashboard.

CONFLICTS OF INTEREST

Question 367

How many conflicts of interest have been drawn to a Government Minister's or MBIEs attention regarding any regional economic development initiative in the past two years? What was the conflict of interest and how was it handled?

The Ministry's Code of Conduct and Declarations of Interest Policy require all conflicts of interest to be disclosed to managers as or when they arise. Interests are declared in a central register along with any management plan required to mitigate a conflict.

The declarations are of "interests" relevant to the work that staff do and the position they hold. Not all of those interests will result in potential conflicts. Where a potential conflict may arise, an agreed management plan is put in place to avoid or mitigate that conflict.

The Independent Advisory Panel (IAP) and Senior Regional Officials (SROs) Panel declared interests regarding regional economic initiatives in the last two years as follows:

Advisory board	Interests
a. Independent Advisory Panel	51
b. Senior Regional Officials Panel	20
Total Interests	71

A total of 51 interests were declared on projects between 1 July 2019 and 30 June 2021. Interests with specific projects were declared at each meeting and recorded within the minutes.

Declarations declared by the IAP and SROs were managed as appropriate to the situation. Management actions included for example:

- noting interests
- removing individual from discussions
- address matters of fact only
- abstaining from voting.