

14 October 2022

s9(2)(a)

Thank you for your request of 20 September 2022 to Kāinga Ora – Homes and Communities requesting the following information under the Official Information Act 1982 (the Act):

Question 1: What are the distributions of your organisation's current workforce at 01/07/2022? (format and example given below)

Categorisation Factor	Highest education		Ethnic group	
	Number and Percentage	Doctoral	2 (1.0%)	Maori
	Master	20 (10.0%)	Pacific	.....
	Bachelor	50 (25.0%)	European	.....

Question 2A: What are the distributions of job applicants from 01/07/2021 to 01/07/2022? (format and example given below)

Categorisation Factor	Highest education		Ethnic group	
	Number and Percentage	Doctoral	2 (1.0%)	Maori
	Master	20 (10.0%)	Pacific	.....
	Bachelor	50 (25.0%)	European	.....

Question 2B: What is the number of total applicants and accepted candidates for job applicants from 01/07/2021 to 01/07/2022? (format and example given below)

Categorisation Factor	Highest education			Ethnic group		
		Total	Accepted		Total	Accepted
Number of applicants and accepted candidates	Doctoral	10	1	Maori	.....	.....
	Master	.....	.....	Pacific	.....	.....
	Bachelor	.....	.....	European	.....	.....

(Accepted candidate: the job applicant who finally has been offered with the advertised position)

On 23 September 2022, we advised you that we have interpreted your request as follows:

- number and % of staff with higher education (PHD, Masters etc.)
- number and % by ethnicity
- number and % of for job applicants with higher education (PHD, Masters etc.)
- number and % by ethnicity
- number and % for successful applicants with higher education (PHD, Masters etc.)
- number and % by ethnicity.

On 23 September 2022, you clarified that “highest education” means the highest educational background (not “higher education”).

Highest educational background

I am unable to provide you with information concerning numbers and percentages of staffs’ highest educational background as Kāinga Ora does not collect this data in an easily retrievable system and the information is held in individual Curriculum Vitae (CVs). In order to provide you with this information, Kāinga Ora staff would need to go through all the CVs of current Kāinga Ora staff stored in candidate applications in our applicant tracking system, which would be time consuming and costly.

As such, I refuse your request concerning numbers and percentages of staffs’ highest educational background under section 18(f) of the Act as the information requested cannot be made available without substantial collation or research. The greater public interest is in the effective and efficient administration of the public service.

Ethnic group

1. Number and percentage by ethnicity of staff at 01/07/2022

There were 3,172 total permanent and fixed term Kāinga Ora staff excluding those on long-term leave as at 30 June 2022. I refer you to Table One below for the Kāinga Ora workforce ethnicity proportion by number and percentage as at 30 June 2022.

Table One: Kāinga Ora Workforce Ethnicity Proportion as at 30 June 2022

European	52%	1,662
Māori	14%	456
Pacific Peoples	16%	501
Asian	14%	452
Middle Eastern/Latin American/African	1%	36
Other Ethnicity	5%	164
Unknown	5%	160

Note:

- This is Total Response data. People have been asked to identify their own ethnicity. Those who identify with more than one ethnicity are counted once in each group they identify with. The sum of the responses for all ethnic groups will be greater than the number of people responding.
- The total percentages by ethnicity group will add up to more than 100% where a person falls into more than one category.
- When calculating percentages, the number of total respondents is to be used as the denominator.
- When interpreting this data it would be incorrect to say that a certain number or percentage of people are for example ‘Māori’ because some Māori may also identify with another ethnic group. Instead the more correct way to word this data is to say that a certain number or percentage of people ‘identified themselves as having Māori ethnicity, either as their only ethnicity or as one of several ethnicities’.

2. Number and percentage by ethnicity for job applicants for the period 01/07/2021 to 01/07/2022

There were 46,189 applications submitted to Kāinga Ora for the period 1 July 2021 to 30 June 2022. I refer you to Table Two below for the ethnicity proportion of Kāinga Ora applicants by number and percentage for the period 1 July 2021 to 30 June 2022.

Table Two: Kāinga Ora Applicant Ethnicity Proportion for the period 1 July 2021 to 30 June 2022

European	31%	14,224
Māori	13%	5,792
Pacific Peoples	15%	7,125
Asian	29%	13,179
Middle Eastern/Latin American/African	4%	1,934
Other Ethnicity	15%	7,094
Unknown	6%	2,911

Note:

- This is Total Response data. People have been asked to identify their own ethnicity. Those who identify with more than one ethnicity are counted once in each group they identify with. The sum of the responses for all ethnic groups will be greater than the number of people responding.
- The total percentages by ethnicity group will add up to more than 100% where a person falls into more than one category.
- When calculating percentages, the number of total respondents is to be used as the denominator.
- When interpreting this data it would be incorrect to say that a certain number or percentage of people are for example 'Māori' because some Māori may also identify with another ethnic group. Instead the more correct way to word this data is to say that a certain number or percentage of people 'identified themselves as having Māori ethnicity, either as their only ethnicity or as one of several ethnicities'.
- An individual may apply for multiple roles in this period.
- Applicants' data includes internal and external recruitment, this includes secondments for short term cover within the organisation.

3. Number and percentage by ethnicity for successful applicants for the period 01/07/2021 to 01/07/2022

There were 2,178 successful applicants for the period 1 July 2021 to 30 June 2022. I refer you to Table Three below for the Kāinga Ora successful applicant ethnicity proportion by number and percentage for the period 1 July 2021 to 30 June 2022.

Table Three: Kāinga Ora Successful Applicant Ethnicity Proportion for the period 1 July 2021 to 30 June 2022

European	42%	907
Māori	15%	334
Pacific Peoples	18%	385
Asian	14%	311
Middle Eastern/Latin American/African	2%	38
Other Ethnicity	12%	263
Unknown	12%	259

Note:

- This is Total Response data. People have been asked to identify their own ethnicity. Those who identify with more than one ethnicity are counted once in each group they identify with. The sum of the responses for all ethnic groups will be greater than the number of people responding.
- The total percentages by ethnicity group will add up to more than 100% where a person falls into more than one category.
- When calculating percentages, the number of total respondents is to be used as the denominator.
- When interpreting this data it would be incorrect to say that a certain number or percentage of people are for example 'Māori' because some Māori may also identify with another ethnic group. Instead the more correct way to word this data is to say that a certain number or percentage of people 'identified themselves as having Māori ethnicity, either as their only ethnicity or as one of several ethnicities'.
- An individual may apply for multiple roles in this period.

- It is possible for an individual to be a successful applicant for multiple roles in this period.
- Applicants' data includes internal and external recruitment, this includes secondments for short term cover within the organisation.

You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at www.ombudsman.parliament.nz or Freephone 0800 802 602.

Please note that Kāinga Ora proactively releases our responses to official information requests where possible. Our response to your request may be published at <https://kaingaora.govt.nz/publications/official-information-requests/> with your personal information removed.

Nāku noa, nā

A handwritten signature in blue ink that reads "Rachel Kelly". The signature is written in a cursive, flowing style.

Rachel Kelly
Manager, Government Relations