

4 May 2026



Our ref: OIA 2526-1066

s9(2)(a)

Tēnā koe s9(2)(a)

Response to your Official Information Act request

Thank you for your email of 7 April 2026 to the Ministry for Ethnic Communities (the Ministry) requesting information under the Official Information Act 1982 (the Act).

On 8 April 2026, the Ministry contacted you to clarify your request. You amended your request to the following:

- 1. All internal correspondence within the Ministry for Ethnic Communities discussing staff turnover and resignations within the Security and Resilience team between January 2023 and December 2025.*
- 2. Additionally, all internal correspondence addressed to the Chief Executive that cites senior leadership or the Deputy Chief Executive as the reason for a resignation. Could this correspondence also be within the same timeframe?*
- 3. And any internal correspondence between senior leadership that discusses workplace culture, bullying and harassment during the same time period.*

Part 1

In response to part one of the request, there is a significant amount of correspondence which would require searching through to identify the information within scope. Additionally, some information is not held centrally and would need to be obtained via a search from an external service provider at an additional cost to the Ministry. As such, this part of the request is partially refused under section 18(f) of the Act as the information cannot be made available without substantial collation or research.

However, the Ministry has undertaken a reasonable search of our data management systems, using the keywords 'staff turnover' and 'resignation', and has identified nine documents without the need for substantial collation or research. The nine documents are set out in the document schedule below. One document is being released to you with some information withheld under section 9(2)(a) of the Act to protect the privacy of natural persons.

The remaining eight documents, consisting of resignation letters, are withheld under section 9(2)(a) of the Act. However, we have provided a summary of the information below.

There were eight staff members within the Security and Resilience team who resigned between January 2023 and December 2025. Where those staff have explicitly stated their reason for resignation, these include career development opportunities, moving overseas, medical, and family reasons. The table below outlines the date of the resignation.

Date of Resignation
13 January 2025
27 January 2025
3 February 2025
18 February 2025 (verbally provided 5 February 2025)
21 March 2025
14 April 2025
15 September 2025
24 November 2025

Part 2

The Ministry does not hold any internal correspondence addressed to the Chief Executive that cites senior leadership or the Deputy Chief Executive as the reason for a resignation between January 2023 and December 2025. As such, this part of the request is refused under section 18(e); as the information does not exist or, despite reasonable efforts to locate it, cannot be found.

Part 3

In response to part 3 of your request, identifying and collating all internal correspondence between senior leadership relating to workplace culture, bullying and harassment would require substantial research and collation.

Matters including workplace culture are woven within our day-to-day work and ongoing correspondence of senior leadership. As such, this part of the request is partially refused under section 18(f) of the Act.

There was one issue raised in April 2023 that related to workplace culture, bullying and harassment. Correspondence between senior leaders occurred following the issue being raised. However, as it was an employment matter, this correspondence has been withheld under section 9(2)(a) of the Act, to protect the privacy of the employees.

The Ministry continues to take all feedback regarding our work culture and areas for improvement, seriously. In July 2025, the Ministry implemented the Better Ways of Working group that consists of staff from all parts of the Ministry. The purpose of the group is to develop ongoing initiatives and solutions for the continuous improvement of how we work together and our workplace culture. Recently, the group has been focussing on information sharing and education; to ensure that information is shared efficiently and effectively at all levels across the Ministry in order to keep people informed, involved and aligned.

As required by section 9(1) of the Act, I have considered whether the grounds for withholding information under section 9 of the Act are outweighed by other considerations which would make it desirable, in the public interest, to make that information available.

Under section 28 of the OIA, you have the right to seek an investigation and review by the Office of the Ombudsman of my response relating to this request. The relevant details can be found on their website at: www.ombudsman.parliament.nz.

Please note, due to the public interest in our work, the Ministry may publish responses to requests for official information on our website, shortly after the response has been sent. If you have any queries about this, please feel free to contact our Ministerial Services team:

Ministerial@ethniccommunities.govt.nz.

Ngā mihi



Edward Firth

Director of Ministerial Services

Proactively released by the Ministry for Ethnic Communities

Information Schedule

Document Number	Date	Title	Decision
1	13-14 January 2025	Letter of Resignation	Withheld under section 9(2)(a).
2	22 January 2025	Announcement – Team comings and goings	Some information withheld under section 9(2)(a).
3	27 January 2025	Letter of Resignation -	Withheld under section 9(2)(a).
4	3 February 2025	Letter of Resignation	Withheld under section 9(2)(a).
5	18 February 2025	Letter of Resignation	Withheld under section 9(2)(a).
6	21 March 2025	Letter of Resignation	Withheld under section 9(2)(a).
7	14 April 2025	Email – Resignation	Withheld under section 9(2)(a).
8	15 September 2025	Email - Resignation	Withheld under section 9(2)(a).
9	24 November 2025	Letter of Resignation	Withheld under section 9(2)(a).

From: [Pratima Namasivayam](#)
To: [MEC All Staff](#)
Subject: Announcement: Team comings and goings
Date: 22 January 2025 10:38:43
Attachments: [image001.png](#)

Kia ora e te whanau

The lovely 9(2)(a) has finished up his role as Director S&R. It has been a busy 15 months for him at MEC where he was instrumental in setting up the S&R team with his classic cheekiness and good humor. My S&R and AAM LT colleagues will agree with me when I say that we will miss 9(2)(a) very much (there is absolutely no one quite like him!!!).

The S&R team are at a critical juncture of their work and I am pleased to appoint 9(2)(a) as Director – Security and Resilience. She was Acting Director while 9(2)(a) was away 9(2)(a) and more recently was my Chief Advisor. Colleagues outside Wellington may not have been introduced to 9(2)(a) is an experienced Group Manager in both the public and private sector, with extensive experience working in a range of programme and senior project management roles. She has been instrumental in leading the S&R work and supporting me, and I know she will do a fantastic job in leading us through the next stage. Welcome to your new role 9(2)(a), and thank you!

Have a lovely day, everyone!

na,

PN

Pratima Namasivayam



Deputy Chief Executive – Advisory, Analytics and Ministerial

Mobile 9(2)(a)

Ministry for Ethnic Communities | Te Tari Mātāwaka

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