

29 May 2024

C181451



Tēnā koe 

Thank you for your email of 1 May 2024 to the Department of Corrections – Ara Poutama Aotearoa, requesting information about Pacific Islanders working for Corrections. Your request has been considered under the Official Information Act 1982 (OIA).

For ease of your response, some of your questions have been reordered and some questions are answered together. You requested:

1. *How many Pacific Islanders from the islands work for Corrections NZ currently?*
2. *Would I be able to get a breakdown of where they are originally from – Fiji, Samoa, Tonga and other Pacific Islands?*
3. *How many males and females?*
4. *How many were recruited since 2020 and a breakdown of annual recruitments since then please?*
7. *Are there many who had worked for the Service between the 1990's to 2020?*
8. *Are there some who have held senior positions within the Service at all?*

While Corrections' employment records enable staff to record up to three ethnicities, this does not differentiate between Pacific Islanders from New Zealand, or Pacific Islanders from the Pacific Islands. Some people's employment records may indicate where a person is from, if it is provided to us by the staff member on their recruitment application, but this is not a requirement of their application.

As the information you have requested is not routinely recorded and does not currently exist in a form that can be readily supplied to you, these parts of your request are therefore refused under section 18(g) of the OIA, as the information is not held by Corrections, and we have no reason for believing it is held by another department or agency.

However, we are able to report on the number of Pasifika people who were recruited from 2020 onwards without stating where they are from, as well as a breakdown of their stated ethnicities and gender. This information is attached as Appendix One. Please note that although staff may record up to three ethnicities, this data is based on the first ethnicity entered by a staff member so that the same person will not feature multiple times.

5. Why is there a lot of interest for Pacific Islanders to work in Corrections NZ?

Corrections does not ask applicants for the specific motivations they might have for wishing to work for the Department. Rather, we focus on assessing an applicant's ability to demonstrate a number of key skills and attributes, as well as values that align with our own.

6. What values do they bring to the service?

Corrections values experience from a wide range of candidates, including people from the Pacific Islands. We benefit from people bringing their own culture, interests, hobbies, and religious beliefs into the organisation to create a more diverse workplace.

Corrections also strives to hire people whose values align with our own. These values are outlined on our website and summarised below:

- Leadership/Rangatira – We demonstrate leadership and are accountable
- Respect/Manaaki – We care for and respect everyone
- Relationships/Whānau – We develop supportive relationships
- Guardianship/Kaitiaki – We are responsive and responsible
- Spirituality/Wairua – We are unified and focused in our efforts

9. What do new interests in the island have to have if they want to work for Corrections?

We encourage anyone who is interested in working with us to gain or demonstrate significant experience working with their communities and being a positive role model, such as through work or unpaid opportunities. There are also specific visa requirements, which our recruitment staff are able to talk through with prospective staff.

10. How can they apply?

Applications are accepted via our website at the following link:

<https://careers.corrections.govt.nz>

Please note that the application process requires a candidate to be in New Zealand to complete the process, including undertaking assessments at an assessment center.

11. Does Corrections assist with their visas?

As an accredited employer, Corrections supports candidates to apply for an Accredited Employer Work Visa (AEWV) once they have successfully completed our recruitment process. Immigration will then assess their application and provide an outcome to the candidate. Once we have confirmation that they have obtained their visa we start our onboarding process which includes a 'Settlement Support pack' that outlines important information prior to their arrival in New Zealand. As part of our responsibilities as an accredited employer, we must demonstrate sufficient evidence we have unsuccessfully recruited talent who already hold the right to work in New Zealand.

Recently, Immigration New Zealand added corrections officers to the Green List (Tier 2), enabling AEWV holders in this role to pursue residency after two years, contingent upon completing additional training provided by the organisation. This offers stability to current AEWV holders and extends a residency pathway to international applicants interested in the role.

Please note that this response may be published on Corrections' website. Typically, responses are published quarterly or as otherwise determined. Your personal information including name and contact details will be removed for publication.

I hope this information is helpful. I encourage you to raise any concerns about this response with Corrections. Alternatively, you are advised of your right to raise any concerns with the Office of the Ombudsman. Contact details are: Office of the Ombudsman, PO Box 10152, Wellington 6143.

Ngā mihi

A handwritten signature in black ink, appearing to read 'R Powell', written in a cursive style.

Rebecca Powell
DCE People & Capability
People and Capability

Ethnicity	Gender	count
Cook Island Maori	Male	56
Cook Island Maori	Female	49
Fijian (except Fiji Indian)	Female	55
Fijian (except Fiji Indian)	Male	188
Fijian (except Fiji Indian)	Diverse	1
Kiribati	Male	2
Niuean	Female	15
Niuean	Unknown	1
Niuean	Male	9
Other Pacific Peoples	Female	10
Other Pacific Peoples	Male	17
Pacific Peoples	Female	2
Pacific Peoples	Male	2
Samoan	Unknown	5
Samoan	Male	283
Samoan	Female	257
Tokelauan	Female	7
Tokelauan	Male	13
Tongan	Unknown	2
Tongan	Diverse	1
Tongan	Male	157
Tongan	Female	108
		1240

Ethnicity	Gender	count
Cook Island Maori	Male	19
Cook Island Maori	Female	22
Fijian (except Fiji Indian)	Female	34
Fijian (except Fiji Indian)	Male	122
Fijian (except Fiji Indian)	Diverse	1
Kiribati	Male	2
Niuean	Male	4
Niuean	Unknown	1
Niuean	Female	5
Other Pacific Peoples	Male	7
Other Pacific Peoples	Female	7
Pacific Peoples	Female	1
Samoan	Unknown	1
Samoan	Female	133
Samoan	Male	116
Tokelauan	Female	4
Tokelauan	Male	5
Tongan	Male	87
Tongan	Female	67
Tongan	Diverse	1
		639

Year	Ethnicity	Gender	count
2020	Cook Island Maori	Female	3
2020	Cook Island Maori	Male	2
2021	Cook Island Maori	Female	5
2021	Cook Island Maori	Male	3
2022	Cook Island Maori	Male	7
2022	Cook Island Maori	Female	5
2023	Cook Island Maori	Male	7
2023	Cook Island Maori	Female	8
2024	Cook Island Maori	Female	1
2020	Fijian (except Fiji Indian)	Male	4
2020	Fijian (except Fiji Indian)	Female	4
2021	Fijian (except Fiji Indian)	Male	7
2021	Fijian (except Fiji Indian)	Female	1
2022	Fijian (except Fiji Indian)	Female	8
2022	Fijian (except Fiji Indian)	Male	6
2023	Fijian (except Fiji Indian)	Diverse	1
2023	Fijian (except Fiji Indian)	Male	39
2023	Fijian (except Fiji Indian)	Female	13
2024	Fijian (except Fiji Indian)	Male	66
2024	Fijian (except Fiji Indian)	Female	8
2022	Kiribati	Male	1
2023	Kiribati	Male	1
2020	Niuean	Female	1
2020	Niuean	Male	1
2020	Niuean	Unknown	1
2021	Niuean	Female	1
2022	Niuean	Male	1
2022	Niuean	Female	1
2023	Niuean	Male	1
2023	Niuean	Female	1
2024	Niuean	Female	1
2024	Niuean	Male	1

2021 Other Pacific Peoples	Female	1
2021 Other Pacific Peoples	Male	2
2022 Other Pacific Peoples	Male	1
2022 Other Pacific Peoples	Female	1
2023 Other Pacific Peoples	Male	4
2023 Other Pacific Peoples	Female	4
2024 Other Pacific Peoples	Female	1
2020 Pacific Peoples	Female	1
2020 Samoan	Male	13
2020 Samoan	Female	17
2021 Samoan	Female	20
2021 Samoan	Male	18
2022 Samoan	Male	23
2022 Samoan	Unknown	1
2022 Samoan	Female	36
2023 Samoan	Male	46
2023 Samoan	Female	49
2024 Samoan	Female	11
2024 Samoan	Male	16
2020 Tokelauan	Male	1
2020 Tokelauan	Female	1
2021 Tokelauan	Male	1
2022 Tokelauan	Female	2
2023 Tokelauan	Female	1
2023 Tokelauan	Male	3
2020 Tongan	Female	5
2020 Tongan	Male	11
2021 Tongan	Male	12
2021 Tongan	Female	14
2022 Tongan	Male	21
2022 Tongan	Diverse	1
2022 Tongan	Female	14
2023 Tongan	Female	24

2023 Tongan	Male	36
2024 Tongan	Male	7
2024 Tongan	Female	10
		639