

21 April 2022

[REDACTED]

Kia ora [REDACTED]

We respond to your OIA below by providing the information in the table.

We have aggregated the team breakdown information relating to the teams with low resignation numbers. Given the small number of resignations from these teams, if we provided the responses by team breakdown, it could reveal the identity of the 4 persons that raised the matters. We therefore consider it is appropriate to withhold this team breakdown information to protect the privacy of these 4 individuals (see section 9(2)(a) of the Official Information Act). We note you have the right to seek an investigation and review by the Ombudsman of this decision to withhold this breakdown. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

The FMA fosters a workplace environment that supports all employees treating each other with respect. As a result, the FMA will not tolerate bullying, harassment or discrimination of any form in the workplace. The FMA takes bullying seriously and encourages the reporting of any such unwelcome behaviour by complainants and witnesses, and has mechanisms to report internally or via an external confidential service.

The FMA proactively asks resigning employees about bullying and harassment in the exit interview survey. Each exit interview survey is followed with a voluntary face-to-face meeting to discuss the context of the survey answers; including covering the situation and behaviour that led to the resignee holding the view that they were either subject to bullying, or observed it. We have a bullying, harassment and discrimination policy along with resolution guidelines, and we have bullying and harassment online training which all staff complete to raise awareness. Staff also have the option of having their exit interview conducted by an external party for independence.

Ngā mihi,



Natalie Muir
Principal Adviser, Governance

	Resignations 1 January 2021 - 22 March 2022	Number of these resignees that considered they observed bullying or harassment of any kind at any time during their tenure (this includes the persons to the right).	Number of these resignees that considered they were subject to bullying or harassment of any kind at any time during their tenure.
General Counsel	19	7	3
Supervision	17	2	2
Capital Markets	6	1	1
Operations	5	1	0
People and Capability	5	0	0
All smaller sized function areas including:		4	1
Regulation	3		
Investment Management	1		
Strategy and Stakeholder Relations	1		
External Communications and Investor Capability	1		
Chief Executive Office	1		
Banking and Insurance	0		
Market Engagement	0		
	59	15	7