



Te Kawa Mataaho

Public Service Commission

29 February 2024

9(2)(a) privacy

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Official Information Request

Our Ref: OIA 2024-0007

I refer to your official information request received on 8 February 2024 where you have asked the following:

- 1. Are there any employee lead networks in the public sector which specifically cater for neurodiverse individuals?*
- 2. Are there any specific career programmes for neurodiverse individuals?*
- 3. What tools / support are available to public sector people leaders who are managing individuals who identify as neurodiverse (whether disclosed or not).*
- 4. Would a diagnosis of ADHD/ Autism preclude an individual from holding a National Security Clearance?*

On 16 February 2024 we notified you that we had transferred part four of your request to the New Zealand Security Intelligence Service (NZSIS) for response and that you could expect to hear further from NZSIS pertaining to part four of your request.

Employee-led networks

Neurodiverse public servants have begun forming Employee-led Networks across a number of Public Service agencies and some have reported on this growth in their annual reports. Annual reports can be found on agencies websites.

Last year, neurodiverse public servants came together to formalise a new cross-agency neurodiversity network, which is an overarching network across the Public Service. The purpose of the cross-agency neurodiversity network is to share and develop resources, provide peer support, promote a more inclusive environment for neurodiverse staff and build a sense of community for neurodiverse public servants.

Its governance group was formalised at the end of 2023 and is working towards planning their inaugural Annual General Meeting. The network will be made up of representatives where an agency has an internal neurodiversity network as well as individuals who work at an agency where there is currently no relevant network to join.

There is also a well-established cross-agency network focused on disabled public servants. Information in relation to that network can be found at the following link: <https://employeenetworks.govt.nz/find-networks-events-and-resources/we-enable-us/>. Some

neurodiverse public servants are members of both, based on how they identify and what their needs are.

Tools and support available

In 2020, the Learning Development Centre (LDC) provided an LDC Fellowship to David Hammond. He was looking at steps public service leaders could take to enhance practices and their own leadership approach to allow neurodiversity to flourish within their organisations. David Hammond's report titled 'Neurodiversity: Untapped Talent – a guide for public sector recruitment' can be found at the following link: <https://www ldc.govt.nz/research/ldc-fellowship-research/david>

Specific career programmes

The Commission does not hold any information regarding specific career programmes for neurodiverse individuals. We are therefore refusing this part of your request under section 18(e) of the Official Information Act 1982 on the grounds the information does not exist.

If you wish to discuss this decision with us, please feel free to contact Ministerial.Services@publicservice.govt.nz.

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

Please note that we intend to publish this letter (with your personal details removed) on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely



Nicky Dirks

Manager – Ministerial and Executive Services
Te Kawa Mataaho Public Service Commission