

15 June 2026

s9(2)(a)
[REDACTED]

Tēnā koe [REDACTED]

Thank you for your email, received on 3 June 2026, to Oranga Tamariki—Ministry for Children (Oranga Tamariki) requesting information about Oranga Tamariki employee's performance appraisal processes. Your request has been considered under the Official Information Act 1982 (the Act).

You have requested:

1. ***A description of the performance rating scale currently used by your organisation when determining an employee's overall performance rating. Please note, I am not requesting information about your performance review process itself, only the rating scale used. For example, does your organisation assign employees a rating based on a 1-5 numerical scale, descriptive categories, matrices, or another model. I would like to know the type of rating scale used and how it defines each stage/step of the scale.***
2. ***A high-level description of what employees are currently assessed on as part of their performance review process. For example, is their rating based on the technical requirements/duties of their role, competencies, behaviours, alignment to values, etc. An indication of how these areas are weighted would also be helpful. A high-level description of your organisation's overall approach is fine, I am not seeking information on a role-by-role basis.***
3. ***A high-level description of if/how performance ratings are currently taken into account when your organisation carries out regular remuneration reviews. Does an employee's performance rating affect their remuneration review and, if so, how?***

I have responded to each part of your request below.

1. ***A description of the performance rating scale currently used by your organisation when determining an employee's overall performance rating.***

Oranga Tamariki is reviewing its Performance and Development Framework, with the intention of implementing an updated approach on 1 August 2026.

As part of this review, Oranga Tamariki are considering the most appropriate way to provide staff with clear and meaningful feedback on their performance and development. This includes consideration of how progress against agreed performance and development goals is described and communicated, including whether a rating scale is used.

Currently, a finalised rating scale has not yet been confirmed or formally implemented therefore Oranga Tamariki do not have a formal performance and development review in place.

2. ***A high-level description of what employees are currently assessed on as part of their performance review process.***

As part of the current framework and review, performance and development discussions are focused on:

- progress against agreed work objectives and responsibilities
- the quality and impact of work delivered
- how work is carried out, including alignment with organisational values and expected behaviours
- development goals and capability growth over time.

The organisation's approach is holistic, with an emphasis on ongoing conversations between managers and staff, rather than reliance on a formulaic or heavily weighted scoring system.

There are no formal or standardised weightings applied across these dimensions.

3. ***A high-level description of if/how performance ratings are currently taken into account when your organisation carries out regular remuneration reviews.***

Performance and development processes at Oranga Tamariki are not directly linked to remuneration decisions.

Any consideration of remuneration is undertaken through separate processes and frameworks, and performance discussions are primarily intended to support development, clarity of expectations, and ongoing feedback.

Oranga Tamariki may make the information contained in this letter available to the public by publishing this on our website with your personal details removed.

I trust you find this information useful. Should you have any concerns with this response, I would encourage you to raise them with Oranga Tamariki. Alternatively, you are advised of your right to also raise any concerns with the Office of the Ombudsman. Information about this is available at www.ombudsman.parliament.nz or by contacting them on 0800 802 602.

Nāku noa, nā

A handwritten signature in blue ink, appearing to read 'Elizabeth Blanchfield'.

Elizabeth Blanchfield
**General Manager People and High Performance
People, Culture, and Enabling Services**