



31 March 2020

Dear [REDACTED]

**Official Information Request**  
**Our Ref: SSCOIA 2020/0026**

I refer to your Official Information request received on 4 March 2020 where you asked:

*“Does the state sector have a 'blacklist' for candidates for employment?*

*If the answer to 1 above is yes, then:*

- (a) am I on the blacklist?*
- (b) if so, why?”*

In response to your questions, the State Services Commission does not have a blacklist of candidates that apply for roles, for this organisation or the State sector. However, there are a series of pre-employment checks that are required before successful candidates start working at a government organisation.

These checks may include:

- providing a birth certificate to be sighted
- a Ministry of Justice criminal record check or a NZ Police vetting check
- reference checks with two previous managers
- conflict of interest declarations
- visa check, if required

Dependent on the role, a potential new employee may also be required to undertake a credit check, and/or a national security clearance by the New Zealand Security Intelligence Service.

Offers of employment are conditional on the results of these pre-employment checks being completed to the organisation's satisfaction. Offers of employment may not be made or employment may be terminated if the outcome of these checks raises concerns or does not meet the hiring organisation's requirements for employment.

If you wish to discuss this decision with us, please feel free to contact [Ministerial.Services@ssc.govt.nz](mailto:Ministerial.Services@ssc.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](http://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 State Services Commission's website.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Nicky Dirks'.

Nicky Dirks  
**Managing Principal – Ministerial Services**  
**State Services Commission**