



**National Headquarters**  
Fire and Emergency New Zealand  
National Headquarters  
Spark Central, Level 7  
42-52 Willis Street  
Wellington Central  
Wellington 6011  
  
Phone +64 4 496 3600

24 July 2025

Ref: 18686

Tēnā koe

Thank you for your request of 14 July 2025, to Fire and Emergency New Zealand requesting the following information under the Official Information Act 1982 (OIA):

- 1. Has any policies (including health and safety policies) in respect to romantic relationships at work, or any policies in respect to family members or couples (married or de facto) working together on call-outs ? and*
- 2. Keeps any official database on family members who work together?*

We can advise that we do not have a policy that relates specifically to romantic relationships; however, we do have a policy that defines a conflict of interest between individuals in a close personal relationship.

Please find attached, as an **Appendix** to this response, a copy of our *Conflicts of interest, gifts, prizes and hospitality policy*. Page 10 defines a 'close personal relationship' and there is a specific section on page 3 which speaks to close personal relationships in volunteer brigades. Please note, this policy document is in the process of being updated.

We can also advise that page 7 of our Te Tikanga Whanonga Code of Conduct emphasises the importance of not letting our personal interests or relationships affect our actions. A copy of our code of conduct is available on our [website](#).

You asked if we maintain a dataset of family members who work together. We maintain a conflict of interest register; however, this register extends beyond familial relationships.

We trust that the information being provided is of assistance. If you require further information, please email [officialinformationrequests@fireandemergency.nz](mailto:officialinformationrequests@fireandemergency.nz)

Please note that because of the identified public interest in the information that you have requested, we intend to publish this response (with your personal details removed) on our website.

Nāku noa, nā

A handwritten signature in black ink, appearing to read 'A. Saunders', with a stylized flourish at the end.

Aidan Saunders  
Manager, Information Requests

