

19 May 2023

HUD2023-002129

s 9(2)(a)

Dear s 9(2)(a)

Thank you for your email of 24 April 2023 requesting the following information under the Official Information Act 1982 (the Act) for the financial years 2020/21, 2021/22 and 2022/23. Your request has three parts. On 27 April 2023 you refined your request to:

“Incomplete data for the redundancies and suspensions is fine, thank you. I appreciate that the financial year has not yet concluded. The most up-to-date information possible would be great.”

The first part of your request is for:

“Number of employees made redundant broken down into compulsory and voluntary redundancies. Please also provide total amount of redundancy pay-outs - compulsory as well as discretionary.

- *For each compulsory redundancy, please provide the number of cases where the employee was eligible for payment of pension. For each of these cases, please provide following:*
- *Amount paid out as statutory redundancy payment*
- *Amount paid out as discretionary redundancy payment*
- *Age of the employee in bands of 5 years i.e. 55-60, 60-65, 65-70, over 70.”*

I can inform you that Te Tūāpapa Kura Kāinga – Ministry of Housing and Urban Development (the Ministry) has confirmed seven redundancies over the past three years, as detailed in the table below. All these redundancies meet your description of “compulsory redundancy”, and there have been no voluntary redundancies.

All redundancy compensation was paid in accordance with the provisions of employment agreements, and no discretionary compensation was paid.

Financial Year	No. of employees confirmed redundant	Total compensation paid this financial year	Ages of redundant employees
2022-23 (YTD)	2	\$ 74,326.92	x1: Unknown x1: 60-65
2021-22	4	\$151,574.10	x1: 30-35 x1: 40-45 x1: 50-55 x1: 60-65
2020-21	1	Amount withheld for privacy reasons under 9(2)(a) of the Act	x1: 30-35

In respect of the compensation amount paid to the individual staff member made redundant in the 2020-21 period. The Ministry considers this person may be identifiable and therefore the amount they received should not be disclosed. To protect the privacy of natural persons the Ministry has therefore decided to refuse this part of your request under section 9(2)(a) of the Act.

The second part of your request is for:

- *“For each voluntary redundancy, please provide the number of cases where the employee was eligible for payment of pension. For each of these cases, please provide following:*
 - *Amount paid out as statutory redundancy payment*
 - *Amount paid out as discretionary redundancy payment*
 - *Age of the employee in bands of 5 years i.e. 50-55, 55-60, 60-65, 65-70, over 70.”*

The Ministry has not had any voluntary redundancies over the period noted in your request. As this information does not exist, this part of your request is therefore refused under section 18(e) of the Act.

The third part of your request is for:

- *“Please provide following information for all cases of where the employee was eligible for early payment of pension:*
 - *Amount paid in statutory redundancy payment*
 - *Amount paid out in discretionary redundancy payment*
 - *Age of the employee in bands of 5 years i.e. 55-60, 60-65, 65-70, over 70,*
 - *Total strain cost to the pension fund for early payment of pension due to redundancy.*
 - *If possible please break down this figure into strain costs due to voluntary and compulsory redundancy”*

The Ministry does not operate an in-house pension scheme. Any early eligibility for pension/superannuation payments are a matter for the employee and their personal superannuation provider (e.g. under Kiwisaver requests for early eligibility for those funds is administered by the Inland Revenue Department). We do not hold this information and this part of your request is therefore refused under section 18(e) of the Act.

In terms of section 9(1) of the Act, I am satisfied that, in the circumstances, the decision to withhold information under section 9 of the Act is not outweighed by other considerations that render it desirable to make the information available in the public interest.

You have the right to seek an investigation and review of my response by the Ombudsman, in accordance with section 28(3) of the Act. The relevant details can be found on the Ombudsman's website at: www.ombudsman.parliament.nz.

As part of our ongoing commitment to openness and transparency, the Ministry proactively releases information and documents that may be of interest to the public. As such, this response, with your personal details removed, may be published on our website.

Yours sincerely



Emily Scarlett
People and Community General Manager