

4 August 2026

s9(2)(a)

Tēnā koe s9(2)(a)

Thank you for your email, received on 6 July 2026, to Oranga Tamariki—Ministry for Children (Oranga Tamariki) requesting information on Oranga Tamariki employees who have been suspended over the past three years. Your request has been considered under the Official Information Act 1982 (the Act).

You have requested:

Can you please a list of all Oranga Tamariki employees who have been suspended within the past 3 years, include where the suspension started outside the 3 years but continued within this period.

Please include for each;

- *the date of suspension,*
- *reason for suspension,*
- *date of return to work or other outcome,*
- *what the outcome was (eg return to work, suspension still active, dismissal etc).*

Where an employee has been suspended more than once during the period, please show this by using the same non-identifier

Where serious concerns are raised, an employee may be placed on suspension while an employment process is undertaken. This process may include gathering relevant information, interviewing appropriate people, providing the employee with full details of the concerns raised, providing them with an opportunity to respond, and carefully considering all available information before any decision is made. In some instances, other processes may need to occur before decisions are made (for example, a Fraud and Integrity or Police investigation, or Court proceedings may delay internal employment processes). Suspension is a precautionary measure and is not a finding that misconduct has occurred.

Please find the information you have requested below as **Appendix A**. This includes figures for the last three financial years (2023/24; 2024/25; and 2025/26). For the 2023/24 financial year, it includes staff suspended as at the start of that period, which may include staff suspended within the prior financial year. The latest financial year, 2025/26, includes those still suspended as at the end of that period.

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While you have requested 'the date of suspension' and the 'date of return to work or other outcome', these have been withheld under section 9(2)(a) of the Act, to protect the privacy of natural persons who may potentially be identified by the provision of specific dates. Instead, we have provided you with duration of the suspension, which may traverse over financial years. For example, if a period of suspension commenced in the 2024/25 financial year and went over into the 2025/26 financial year, it will only be recorded in the year it commenced.

The reason for all suspensions in **Appendix A** has been recorded as 'Alleged Serious Misconduct'. I am withholding further information about the reasons for the suspensions under section 9(2)(a) of the Act. This includes the number of kaimahi presently involved in an ongoing employment investigation.

As you will note from **Appendix A**, Oranga Tamariki records the outcome after a suspension as one of five categories: Return to Work (RTW – where the person suspended returned to work after the appropriate investigations); Unpaid Suspension Leave (USL – where a kaimahi is still on unpaid leave while the matter is investigated); Paid Suspension Leave (PSL - where a kaimahi is still on paid leave while the matter is investigated); Resigned (where the staff member chose to resign); and Dismissed (where Oranga Tamariki has dismissed the employee).

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. If you wish to discuss this response with us, please feel free to contact OIA_Requests@ot.govt.nz. 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



Nicholas Pole
Deputy Chief Executive, People, Culture and Enabling Services

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APPENDIX A:

Financial Year	Unique Identifier	Absence	Reason	Duration of suspension (weeks)	Outcome
FY2023/24	1	Paid Suspension Leave	Alleged serious misconduct	11.9	RTW
	2	Paid Suspension Leave	Alleged serious misconduct	4.0	RTW
	3	Paid Suspension Leave	Alleged serious misconduct	4.0	Resigned
	4	Paid Suspension Leave	Alleged serious misconduct	17.7	Resigned
	2	Paid Suspension Leave	Alleged serious misconduct	55.3	Dismissed
	5	Paid Suspension Leave	Alleged serious misconduct	19.9	RTW
	6	Paid Suspension Leave	Alleged serious misconduct	4.3	Resigned
	7	Paid Suspension Leave	Alleged serious misconduct	3.7	RTW
	8	Paid Suspension Leave	Alleged serious misconduct	4.6	Dismissed
	9	Paid Suspension Leave	Alleged serious misconduct	2.4	RTW
FY2024/25	10	Paid Suspension Leave	Alleged serious misconduct	57.9	Dismissed
	11	Unpaid Suspension Leave	Alleged serious misconduct	63.0	USL
	12	Unpaid Suspension Leave	Alleged serious misconduct	1.9	RTW
	13	Paid Suspension Leave	Alleged serious misconduct	28.7	RTW
FY2025/26	14	Paid Suspension Leave	Alleged serious misconduct	0.4	RTW
	15	Paid Suspension Leave	Alleged serious misconduct	9.9	RTW
	16	Paid Suspension Leave	Alleged serious misconduct	17.3	RTW
	17	Paid Suspension Leave	Alleged serious misconduct	17.3	RTW
	18	Paid Suspension Leave	Alleged serious misconduct	23.9	RTW
	19	Paid Suspension Leave	Alleged serious misconduct	20.0	Resigned
	20	Paid Suspension Leave	Alleged serious misconduct	37.9	Resigned
	21	Paid Suspension Leave	Alleged serious misconduct	19.0	Dismissed
	14	Paid Suspension Leave	Alleged serious misconduct	6.4	RTW
	22	Unpaid Suspension Leave	Alleged serious misconduct	4.0	RTW
	23	Paid Suspension Leave	Alleged serious misconduct	35.0	PSL
	24	Paid Suspension Leave	Alleged serious misconduct	25.7	RTW
	25	Paid Suspension Leave	Alleged serious misconduct	12.4	RTW
	12	Unpaid Suspension Leave	Alleged serious misconduct	12.0	RTW
	26	Paid Suspension Leave	Alleged serious misconduct	33.0	PSL
	22	Unpaid Suspension Leave	Alleged serious misconduct	30.9	USL
	27	Paid Suspension Leave	Alleged serious misconduct	11.9	Resigned
	28	Paid Suspension Leave	Alleged serious misconduct	3.3	RTW
	29	Paid Suspension Leave	Alleged serious misconduct	23.0	PSL
	30	Paid Suspension Leave	Alleged serious misconduct	15.1	Resigned
	31	Paid Suspension Leave	Alleged serious misconduct	19.0	PSL
	32	Paid Suspension Leave	Alleged serious misconduct	16.0	PSL
	33	Paid Suspension Leave	Alleged serious misconduct	0.1	Resigned
	34	Paid Suspension Leave	Alleged serious misconduct	14.0	PSL
	35	Paid Suspension Leave	Alleged serious misconduct	14.0	PSL
	13	Paid Suspension Leave	Alleged serious misconduct	10.0	Resigned
	36	Paid Suspension Leave	Alleged serious misconduct	5.1	RTW
	37	Paid Suspension Leave	Alleged serious misconduct	7.9	PSL
	38	Paid Suspension Leave	Alleged serious misconduct	9.0	PSL
	39	Paid Suspension Leave	Alleged serious misconduct	8.0	PSL
	40	Paid Suspension Leave	Alleged serious misconduct	6.7	PSL

Outcome Key

RTW: returned to work

PSL: on paid suspension leave as at 30 June 2026

USL: on unpaid suspension leave as at 30 June 2026