

5 August 2026

s9(2)(a)

Tēnā koe s9(2)(a)

Thank you for your email, received on 7 July 2026, to Oranga Tamariki—Ministry for Children (Oranga Tamariki) requesting information about employees on “garden leave”, paid suspension, or other employer-directed paid non-working leave. Your request has been considered under the Official Information Act 1982 (the Act).

You have requested:

1. *The total number of employees who are currently:*
 - on garden leave;
 - on paid suspension;
 - on paid special leave;
 - on administrative leave with pay; or
 - on any other employer-directed paid non-working arrangement under which the employee remains employed, continues to receive remuneration (whether full or partial), and has been directed not to perform some or all of their normal duties.
2. *For each employee included in Question 1, please provide:*
 - the employment status or leave category recorded by the agency (for example, “garden leave”, “paid suspension”, “paid special leave”, “administrative leave”, or the equivalent internal classification);
 - the employee's salary band or remuneration range (for example, “\$100,000–\$109,999”, “Band J”, or the agency's equivalent remuneration band); and
 - the length of time the employee has been in that status, expressed in days, weeks, or months, whichever is most appropriate.

Please find below, as **Appendix A**, information responding to your request.

On 7 July 2026 there were 14 individual kaimahi on leave within scope of your request. Of those, 11 individuals were on paid suspension leave, while three kaimahi were on paid discretionary leave.

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

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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.

Paid discretionary leave, in addition to entitlement leave such as annual leave, is at the discretion of the employee's manager for variable and legitimate purposes.

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

A handwritten signature in black ink, appearing to be 'N. Pole', written in a cursive style.

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

APPENDIX A:

Absence	Unique identifier	Duration of paid leave (weeks)	Band	Band Range (\$)
Paid Suspension Leave	1	6.71	OYW	55,760 - 80,786
	2	7.86	OYW	55,760 - 80,786
	3	19.43	OYW	55,760 - 80,786
	4	32.57	OYW	55,760 - 80,786
	5	16.14	OYW	55,760 - 80,786
	6	35.43	OYW	55,760 - 80,786
	7	8.71	S16	90,429 - 112,007
	8	8.00	S14	68,371 - 84,423
	9	22.57	OYW	55,760 - 80,786
	10	13.57	OYW	55,760 - 80,786
	11	13.71	OYW	55,760 - 80,786
Paid Discretionary Leave	12	4.86	OYW	55,760 - 80,786
	13	4.20	C15	67,644 - 109,180
	14	4.80	OYW	55,760 - 80,786