

31 May 2023

9(2)(a)

Tēnā koe 9(2)(a)

Thank you for your email of 24 April 2023 to Oranga Tamariki—Ministry for Children (Oranga Tamariki), requesting information relating to redundancies and pay-outs within our organisation over the past few financial years. Your request has been considered under the Official Information Act 1982 (the Act).

You have requested the following:

Please provide the following information for the financial years 2020/21, 2021/22 and 2022/23:

- *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.*
- *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.*

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.*

While you have asked for the staff details to be split by compulsory and voluntary redundancies, and for the payments to be split by statutory and discretionary components, these distinctions are not recorded in our Human Resources system. We are only able to supply overall numbers of staff who received redundancy payments and the value of those payments. Accordingly, this part of your request is refused under section 18(e) of the Act, as the information requested does not exist or, despite reasonable efforts to locate it, cannot be found.

We have interpreted employees “eligible for early payment of pension” as staff who may have received a retiring leave payment if it was provided for in their employment agreement. None of the staff who were made redundant from roles at Oranga Tamariki in the last three financial years have received such a payment and as such age data is not included.

Please refer to the below table for the total number of staff who received redundancy payments and the total amounts paid, by financial year. Note information for the 2022/23 financial year is as at 31 March 2023.

Year	Number of staff	Total payments
2022/23	2	\$131,627
2021/22	6	\$408,871
2020/21	3	\$118,601

Oranga Tamariki intends to make the information contained in this letter and any attached documents available to the public. We will do this by publishing this letter and attachments on our website. Your personal details will be deleted and we will not publish any information that would identify you as the person who requested the information.

I trust the information provided is useful. I encourage you to raise any concerns about the response with OIA_Requests@ot.govt.nz. Alternatively, you are advised of your right to also raise any concerns with the Office of the Ombudsman by contacting them on 0800 802 602 or at info@ombudsman.parliament.nz.

Nāku noa, nā



Cassandra Anderson
Deputy Chief Executive
People, Culture and Enabling Services