



11 July 2025

Tēnā koe

Official Information Act request

Thank you for your email of 19 May 2025, requesting information about redundancy from 1 November 2023 to present.

I have considered your request under the Official Information Act 1982 (the Act). Please find my decision on your request set out below.

1. The agency's total redundancy spend from 1 November 2023 to today - 19 May 2025, by month, in a table.

Please refer to Table 1 which provides the information you have requested. The redundancy cost and confirmed redundancy numbers are broken down by the month that the staff member in the disestablished position left. The redundancy costs and total numbers include both voluntary redundancy and redundancy.

Please note that values smaller than five have been marked and withheld as 'S' under section 9(2)(a) of the Act, in order to protect the privacy of natural persons. The need to protect the privacy of these individuals outweighs any public interest in the information.

Table 1: Total confirmed redundancies and total redundancy costs (by month) of staff who have left the Ministry by way of redundancy between 1 November 2023 and 19 May 2025.

Years	Month (Last Month of Duty)	Confirmed Redundancy	Redundancy Cost
2023	Pre-November ¹	S	\$34,341.25
2024	January	S	\$73,167.92
	March	S	\$125,549.72
	April	S	\$220,621.43
	May	151	\$10,614,957.09

¹ The 2023 dates show as prior to 1 November 2023 due to individuals being on long term leave, although redundancy was taken post 27 November 2023, the effective date is recorded as the individuals last day of work prior to taking leave. These individuals have been grouped together to protect their privacy.

	June	42	\$2,444,550.52
	July	6	\$313,183.79
	August	11	\$928,289.29
	September	47	\$3,192,916.84
	October	14	\$720,524.49
	November	8	\$589,087.28
	December	7	\$509,270.30
2025	January	S	\$112,225.00
	March	S	\$170,134.95
	April	S	\$221,906.84
Total		303	\$20,270,726.71

2. Monthly numbers around confirmed job cuts at the agency from the same timeframe, and also, the total cost savings the restructures have realised - including in reducing staff and other matters.

We have provided the information regarding the numbers and cost of redundancies in Table 1.

It is difficult to estimate the total cost savings that have been realised through the restructures as there are a number of downflow savings that we cannot easily quantify and tag as being directly related to the restructure (examples could include reduced property and facility requirements, lower license costs for software and technology along with direct salary costs). In order to provide you with this information, the Ministry would need to divert personnel from their core duties and allocate extra time to complete this task. The diversion of these resources would impair the Ministry's ability to continue standard operations and would be an inefficient use of the Ministry's resources. As such, your request is refused under section 18(f) of the Act, as it requires substantial collation. The greater public interest is in the effective and efficient administration of the public service.

I have considered whether the Ministry would be able to respond to your requests given extra time, or the ability to charge for the information requested. I have concluded that, in either case, the Ministry's ability to undertake its work would still be prejudiced.

However, we can advise that in relation to salary costs, the combined total of the annual salaries for those that have been made redundant since 1 November 2023 is \$36m. These are ongoing costs that the Ministry will not have to budget for in the future. The total saved is likely to be more when considering the downstream costs that have not been quantified.

3. Please also confirm any future cost saving initiatives that are planned, including restructures, and what the timeframe[s] of those are - including around your Budget 2025 savings targets.

The Ministry did not set an FTE reduction target as part of Budget 2025. Savings from Vote Social Development include invest-to-save initiatives, policy savings, and other savings. Information regarding these initiatives can be found in the Budget 2025 Summary of Initiatives.

As a large operational organisation, we will continue to make changes from time to time to reflect the Ministry's changing work programme, and the need to

prioritise resources to deliver on these. This will ensure that we continue to work in the right way to support the people we serve.

Four business groups within the Ministry are proposing changes in line with their work programmes and priorities. Where possible, we will be looking to re-deploy people in impacted roles into new opportunities across the organisation.

In two areas the change proposals would result in more positions, in the other two areas the proposals would result in fewer positions. The context for each is different and is driven by Ministry work programmes, and the need to prioritise resources to deliver on these.

I will be publishing this decision letter, with your personal details deleted, on the Ministry's website in due course.

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

If you are not satisfied with my decision on your request, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Ngā mihi nui

A handwritten signature in black ink, appearing to be 'Anna Graham', with a stylized, flowing script.

Anna Graham
General Manager
Ministerial and Executive Services