

17 June 2025

s 9(2)(a)

Dear s 9(2)(a)

Thank you for your request of 19 May 2025 to Kāinga Ora – Homes and Communities for the following information regarding redundancy payments from 1 November 2023 - 19 May 2025 under the Official Information Act 1982 (the Act):

- *the agency's total redundancy spend from November 1, 2023 to today - 19 May 2025, by month, in a table.*
- *Please also provide 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.*
- *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.*

I have provided responses to your questions below.

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

***Please also provide monthly numbers around confirmed job cuts at the agency from the same timeframe***

I refer you to the table below which answers the above aspects of your request for the period 1 November 2023 to 19 May 2025.

**Kāinga Ora redundancy spend and confirmed net reduction in roles for the period 1 November 2023 to 19 May 2025**

| Month    | Redundancy spend | Confirmed net reduction in roles |
|----------|------------------|----------------------------------|
| Nov-2023 | \$ -             | 2                                |
| Dec-2023 | \$ 8,478.52      | 0                                |
| Jan-2024 | \$ -             | 1                                |
| Feb-2024 | \$ -             | 0                                |
| Mar-2024 | \$ 57,539.52     | 1                                |
| Apr-2024 | \$ 16,568.00     | 0                                |
| May-2024 | \$ 84,819.73     | 25                               |

| Month        | Redundancy spend        | Confirmed net reduction in roles |
|--------------|-------------------------|----------------------------------|
| Jun-2024     | \$ 306,435.34           | 0                                |
| Jul-2024     | \$ 937,094.65           | 42                               |
| Aug-2024     | \$ 848,820.66           | 110                              |
| Sep-2024     | \$ 697,454.71           | 20                               |
| Oct-2024     | \$ 1,617,214.00         | 27                               |
| Nov-2024     | \$ 1,478,994.78         | 314                              |
| Dec-2024     | \$ 3,597,786.48         | 0                                |
| Jan-2025     | \$ 3,470,441.61         | 0                                |
| Feb-2025     | \$ 1,000,563.70         | 0                                |
| Mar-2025     | \$ 596,458.34           | 0                                |
| Apr-2025     | \$ 158,153.16           | 0                                |
| May-2025     | \$ 653,919.82           | 0                                |
| <b>Total</b> | <b>\$ 15,530,743.02</b> | <b>542</b>                       |

**Notes:**

- For the agency's total redundancy spend from 1 November 2023 to 19 May 2025, the above figures are based on the date that redundancy payments were made.
- For the monthly numbers around confirmed job cuts from 1 November 2023 to 19 May 2025, the figures above provide 'confirmed net reduction in roles' which is consistent with how Kāinga Ora answered Select Committee question 219 in response to the question around number of 'job losses'. The numbers per month are based on the decision date of the change proposals as that is when the numbers became 'confirmed'.

***and also, the total cost savings the restructures have realised - including in reducing staff and other matters.***

In response to the above aspect of your request, the total annualised cost savings the restructures have realised - including in reducing staff to date is \$65.6 million.

***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.***

Kāinga Ora is resetting its focus so it can better serve tenants and communities and leave a sustainable social housing legacy for future generations. This includes improving the organisation's performance with a focus on cost effectiveness. You can find more information about our reset here: [Resetting Kāinga Ora :: Kāinga Ora – Homes and Communities](#)

Concerning the aspect of your request above on *restructures* and *the timeframes of those* I can advise that on 21 May 2025, Kāinga Ora announced the decisions on our organisation redesign after formal consultation and staff feedback here: [Kāinga Ora confirms new structure for its reset :: Kāinga Ora – Homes and Communities](#)

Regarding the part of your request above on *any future cost saving initiatives that are planned* and *Budget 2025 savings targets* your request for this information is withheld under section 9(2)(f)(iv) of the Act to maintain the constitutional conventions for the time being which protect the confidentiality of advice tendered by Ministers of the Crown and officials. Some decisions about the implementation of our Reset Plan, including potential future cost saving initiatives,

are still under active consideration. The release of this information is likely to prejudice the ability of government to consider advice and the wider public interest of effective government would not be served.

In making my decision, I have considered the public interest pursuant to section 9(1) of the Act. I do not consider the withholding of the information is outweighed by public interest considerations in making that information available.

You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available online at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or by phone on 0800 802 602.

Please note that Kāinga Ora proactively releases our responses to official information requests where possible. Our response to your request may be published at <https://kaingaora.govt.nz/publications/official-information-requests/> with your personal information removed.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Tracey Taylor', written in a cursive style.

Tracey Taylor  
**General Manager, People Governance and Capability**