

10 March 2025

s 9(2)(a)

Tēnā koe s 9(2)(a),

I write in response to your request dated 19 December 2024, for information under the Official Information Act 1982 (the Act):

I would like to make an OIA request for a story I am working on s 9(2)(a) about the hiring of former public sector employees as contractors.

Between 01.01.2018 and today:

How many individual contractors did Kāinga Ora hire that were previous employees of KO? Please provide the following additional information in a spreadsheet:

Length of time between past employment and contract: past employees within previous six months; within previous year; within previous two years; over two years

Position held previously as a permanent staffer

Position held as a contractor

Contract start and end date

Contract price

Contract duration in months

Does KO have any policy regarding hiring previous employees as contractors? If so, provide the details.

Please note we do not need the name or identifying information about the contractors. We are interested to see how much taxpayer money is spent on contractors who used to be ministry employees.

I can advise that 21 people engaged as contractors have been previous employees at Kāinga Ora – Homes and Communities. Of these, five were fixed-term employees and 16 were permanent employees when their employment ended with Kāinga Ora. This is for the period 1 October 2019 (when Kāinga Ora was formed) to the date of your request, 19 December 2024. The information requested is provided in the attached spreadsheet.

I note that your request asks for “contract price”. The total contract price could not be easily determined for all contractors; therefore the contract spend calculated from invoices as of 31 January 2025 is provided for each contractor.

Kāinga Ora policy is not to engage any former employee who has resigned or received redundancy to perform essentially the same work as a contractor within twelve months of the redundancy or resignation. In some situations, where business needs require, exceptions can be made to the policy with the approval of the appropriate General Manager.

Kāinga Ora requires the flexibility to engage contractors when we need specialist skills or to quickly resource a role. Contractors are sometimes a more efficient option for short-term engagements with limited scope, or where an external perspective is required and could not be found through a permanent/fixed-term recruitment process.

Kainga Ora is required to report quarterly to the Public Service Commission on the use of contractors and consultants.

You have the right to seek an investigation and review by the Ombudsman of this decision. There is information about how to make a complaint at <https://www.ombudsman.parliament.nz> or by freephone on [0800 802 602](tel:0800802602).

Please note that Kāinga Ora proactively releases some 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.

Nāku iti noa, nā

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

Tracey Taylor
General Manager People, Governance and Capability

Contractors that were previous employees

Contractors/Employees 01 Oct 2019 to 19 Dec 2024

Please note contractor to previous employee match is based on names and has not been validated.

Please note that two previous employees are on the list twice due to being engaged as contractors twice.

The column with the title [Employee Status at term] indicates whether the person was a fixed-term or permanent employee when their employment with Kāinga Ora ended (in other words when they 'terminated').

Cont.Start date	Length of time between past em	Employee Statu	Position held previously as employee	Position held as a contractor	Contract start date	Contract end date	Amount Paid
4/06/2024	within six months	Permanent	Manager - Civil Delivery	Owner Interface Manager	4/06/2024	30/06/2025	\$45,482.50
7/02/2024	within previous two years	Permanent	Senior Housing Support Manager	Senior Housing Support Manager	7/02/2024	22/03/2024	\$17,461.31
15/08/2023	within previous two years	Permanent	Senior Housing Support Manager	Senior Housing Support Manager	15/08/2023	1/12/2023	\$24,502.28
26/06/2023	within previous two years	Permanent	Director Commercial Products	Chief Advisor Government and Sector Relationships	26/06/2023	31/03/2025	\$587,880.00
26/06/2023	within six months	Fixed-term	Lead - Social Outcome Maori/Pacific	Principal Advisor - Maori Supplier Support	26/06/2023	29/11/2023	\$88,793.80
24/06/2023	within six months	Permanent	Principal Sustainability Analyst	Principal Sustainability Analyst	24/06/2023	30/09/2024	\$234,715.00
19/06/2023	over two years	Permanent	Products Advisor (Financial Products)	Home Ownership Customer Service	19/06/2023	27/11/2023	\$52,383.79
12/06/2023	within previous two years	Permanent	Senior Test Analyst	Team Leader - Testing Practice	12/06/2023	7/05/2024	\$283,459.58
12/06/2023	within previous year	Permanent	Development Manager - Construction and Inn	Development Manager - Construction and Innovation	12/06/2023	15/09/2023	\$21,413.00
22/05/2023	within six months	Fixed-term	Senior Advisor - Marketing	Senior Advisor - Marketing	22/05/2023	30/09/2023	\$93,035.29
3/05/2023	within previous two years	Permanent	Advisor Government Relations	Senior Advisor - Governance	3/05/2023	7/07/2024	\$167,959.80
5/09/2022	within six months	Permanent	Manager - Specified Development Projects	Consultant (Urban Planning and Design)	5/09/2022	3/03/2023	\$97,232.50
7/03/2022	within previous year	Permanent	Programme Director Delivery	CPA Operational Support and Advisory Services to Director	7/03/2022	31/05/2023	\$32,750.00
15/11/2021	within previous year	Fixed-term	Team Administrator	Senior Executive Assistant	15/11/2021	31/03/2022	\$31,579.91
25/10/2021	within six months	Fixed-term	Senior Devleopment Manager Arlington Project	Senior Devleopment Manager Arlington Project	25/10/2021	25/02/2022	\$59,340.00
13/09/2021	within previous two years	Permanent	Administrator - Project Invoicing	Project Administrator	13/09/2021	30/06/2022	\$32,478.30
30/08/2021	within six months	Permanent	Director Commercial Products	Senior Commercial Advisor	30/08/2021	30/11/2021	\$56,120.00
21/06/2021	within six months	Permanent	Contract Assurance Assessor	ICT Coordinator	21/06/2021	3/10/2021	\$39,030.11
10/04/2021	within six months	Permanent	Associate Project Director	Acting Senior Devleopment Manager	10/04/2021	12/10/2021	\$17,204.00
4/03/2021	within six months	Permanent	Community Development and Engagement M	Senior Advisor (National Engagement and Partnerships)	4/03/2021	30/09/2021	\$151,714.17
17/02/2021	within six months	Permanent	Commercial Manager - Infrastructure and Fur	Senior Project Analyst	17/02/2021	5/09/2021	\$133,216.00
3/02/2021	within six months	Fixed-term	People Hub Advisor	Team Coordinator	3/02/2021	19/02/2021	\$4,585.08
12/09/2020	within six months	Permanent	Commercial Manager	Commercial Advisor	12/09/2020	30/09/2021	\$48,300.00