

s 9(2)(a)

Tēnā koe s 9(2)(a)

I write in response to your request dated 24/03/2025, for information under the Official Information Act 1982 (the Act):

I have two separate requests to make under the OIA, please.

Please provide copies of all communication (including but not limited to emails, texts) reports, memos, meeting agendas/minutes, concerning the creation of communications to staff about the programme of work underway to “resize the organisation to align and match our workforce with the reset of Kāinga Ora” (the reset, resize, renew programme). Please also provide copies of the communication to staff about the changes.

With this request I am seeking to understand the number of people who were previously employed by KO that have been hired back as contractors.

Please advise, by month, beginning January 2023:

how many staff members who have been made redundant in the last year, were hired back as contractors

how many staff members who resigned from Kāinga Ora in the last year, were hired back as contractors

what was the cost of the redundancy payments for those staff members?

I will address each part of your request.

Please provide copies of all communication (including but not limited to emails, texts) reports, memos, meeting agendas/minutes, concerning the creation of communications to staff about the programme of work underway to “resize the organisation to align and match our workforce with the reset of Kāinga Ora” (the reset, resize, renew programme). Please also provide copies of the communication to staff about the changes.

We have interpreted this part of your request as being in relation to communications sent to all staff. Please find attached the following documents:

- 18 February Chief Executive presentation – slides
- 18 February 2025 Chief Executive presentation - transcript
- 3 March 2025 Chief Executive update – intranet article
- 12 March 2025 Transforming Kāinga Ora enters its next phase – intranet article

In relation to communications concerning the creation of communications, please find attached the following documents:

- 17 February 2025 Email to Chief Executive and General Manager People Governance and Capability re revised powerpoint presentation
- 18 February 2025 Key messages document and email

- 12 February 2025 Email to Chief Executive and General Manager People Governance and Capability re invite to staff
- 17 February 2025 Extract from People and Culture Committee minutes (in Appendix)

Some information from the documents provided has been withheld under section 9(2)(a) of the Act to protect the privacy of natural persons.

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.

With this request I am seeking to understand the number of people who were previously employed by KO that have been hired back as contractors.

Please advise, by month, beginning January 2023:

how many staff members who have been made redundant in the last year, were hired back as contractors

how many staff members who resigned from Kāinga Ora in the last year, were hired back as contractors

what was the cost of the redundancy payments for those staff members?

We have interpreted this part of your request as being staff who have been hired back as a contractor less than one year since resigning or being made redundant, since 1 January 2023.

In response, please find the table below which addresses your questions:

Month	No. of previous employees hired back as contractors
January 2023	0
February 2023	0
March 2023	0
April 2023	0
May 2023	1
June 2023	3
July 2023	0
August 2023	0
September 2023	0
October 2023	0
November 2023	0
December 2023	0
January 2024	0

February 2024	0
March 2024	0
April 2024	0
May 2024	0
June 2024	1
July 2024	0
August 2024	0
September 2024	0
October 2024	0
November 2024	0
December 2024	0
January 2025	0
February 2025	0

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



Tracey Taylor
General Manager People Governance and Capability

Appendix

Extract of People and Culture Committee minutes 17 February 2025

3-3 RRR Project planning update

Tracey Taylor provided an update on the progress of Project RRR (Reset, Resize, Renew), which, over the next six months, will see Kāinga Ora reshaped to deliver on its new mandate and scope of work. MartinJenkins are supporting with the RRR Project, to provide a fresh external view.

The consultation phase of the project will begin at the end of March, and Management will provide the consultation documents to the Board before they are shared across the organisation. All selection processes will occur concurrently, to enable redeployment.

Members:

- i. discussed internal communications on the Reset, to include the Organisational Health Index survey results, organisational structure review and cultural reset;
- ii. agreed that the Reset, policy changes and interaction with the PSA are central to PCC's role at the moment;
- iii. asked that a Board meeting be scheduled to consider the consultation documents before they are released to the organisation on 23 March.

ACTION: Management to provide a breakdown of the functions and number of roles affected by the resize (yearly totals, targets and proposed structure).