

8 May 2025

s 9(2)(a)

Dear s 9(2)(a)

Thank you for your request of 7 April 2025 to Kāinga Ora – Homes and Communities for the following information regarding the *Kāinga Ora Restructure Rationale* under the Official Information Act 1982 (the Act):

- *regarding the recent disestablishment of all the positions affected. I request the following information:*
  1. ***\*\*Rationale for Disestablishment\*\***: Please provide a detailed explanation of the rationale behind the disestablishment, broken down by team. I am particularly interested in:*
    - *The factors that led to the decision for each team involved.*
    - *Any relevant documents or reports that outline the decision-making process.*
    - *Why roles that were vacant were disestablished and the rationale including reports as to why.*
  2. ***\*\*Information on Redundancies\*\***: I would like to understand why redundancies have been announced in relation to this restructure.*

*Specifically:*

    - *The reasons provided for the redundancies.*
    - *Whether this indicates that more cuts will be made in the future and, if so, the criteria that will be used to determine any further cuts.*

I have interpreted your request regarding the “disestablishment” as related to the organisational change process currently underway at Kāinga Ora.

As part of the reset of Kāinga Ora to focus on providing and managing state owned social housing more cost effectively, Kāinga Ora is currently seeking feedback from its staff on proposed workforce changes. The consultation document has been shared in confidence with staff for this purpose. No decisions relating to the proposed disestablishment of roles or teams will be made until this consultation process is completed. Where you have requested information about decisions that have been made, we have interpreted this to be requests for information about the proposed decisions.

Please note that some information regarding the consultation is available to the public via the Kāinga Ora website and is available here: [Kāinga Ora workforce changes :: Kāinga Ora – Homes and Communities](#)

On 14 April 2025 we sent you a partial response for the following parts of the request:

1. ***\*\*Rationale for Disestablishment\*\***: Please provide a detailed explanation of the rationale behind the disestablishment, broken down by team. I am particularly interested in:*

- *The factors that led to the decision for each team involved.*
- *Why roles that were vacant were disestablished and the rationale including reports as to why.*

2. *\*\*Information on Redundancies\*\**: *I would like to understand why redundancies have been announced in relation to this restructure. Specifically:*
- *The reasons provided for the redundancies.*
  - *Whether this indicates that more cuts will be made in the future and, if so, the criteria that will be used to determine any further cuts.*

This final response answers the remaining aspect of the request noted below:

1. - *Any relevant documents or reports that outline the decision-making process.*

I am withholding the aspects of the information requested above in full under the following sections of the Act:

- 9(2)(a) to protect the privacy of natural persons.
- 9(2)(ba)(ii) to protect information which is subject to an obligation of confidence, where the making available of the information would be likely otherwise to damage the public interest; and
- 9(2)(g)(i) to maintain the effective conduct of public affairs through the free and frank expression of opinions by or between members of an organisation or officers and employees of any public service agency or organisation in the course of their duty.

In terms of section 9(1) of the Act, I am satisfied that, in the circumstances, the withholding of information under section 9 is not outweighed by other considerations that render it desirable to make the information available in the public interest.

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



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