



25 June 2025

OIAD-1601

9(2)(a)

Tēnā koe 9(2)(a)

Thank you for your email of 19 May 2025 requesting the following under the Official Information Act 1982 (the Act):

*Please note I am sending this OIA request to all Government/ public sector agencies, so please answer these questions as applicable to your agency. I'm getting in touch to please request, under the Official Information 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.*

On 17 June 2025, the Ministry for the Environment (the Ministry) wrote to you by email to advise that the timeframe for responding to your request was extended by five working days in accordance with section 15A(1)(b) of the Act, as consultations necessary to make a decision on the request were such that a proper response to the request could not reasonably be made within the original time limit.

I am responding to each point of your request below, for the period 1 November 2023 to 19 May 2025.

### 1. Total redundancy spend by month

- Please note that where there was neither redundancy paid nor permanent headcount reduction, we have not shown those months.
- Please note that the redundancy paid is based on the Finance monthly transactions, therefore you may see a reduction in headcount; however due to the timing it is reflected in the following month.
- Please note the redundancy cost includes other costs, for example retirement leave.

Table 1: Redundancy figures.

	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Total
Redundancy paid (\$000's)	-	1,085.6	402.1	944.2	869.3	870.6	433.5	2,112.0	236.2	28.0	17.5	127.6	143.9	-	7,270.6
Reduction in permanent headcount	1	33	10	32	30	29	35	0	2	1	0	2	1	3	179

### 2. Monthly numbers around confirmed job cuts

- The reduction of permanent headcount is shown in the table above.

**3. Total cost savings the restructures have realised - including in reducing staff and other matters**

- a. I refer you to the 2024/25 estimates documents for the Ministry: <https://www.treasury.govt.nz/publications/estimates/vote-environment-natural-resources-sector-estimates-appropriations-2024-25>. The 2024/25 estimates documents detail the savings initiatives confirmed through Budget 2024.
- b. Budget 2024 resulted in a reduced Departmental baseline for the Ministry. The restructures undertaken by the Ministry were a necessary response to manage within this reduced baseline. The reduced baseline reflects the savings that have been realised by the Ministry through staff reductions and other matters.

**4. 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**

- a. The Ministry went through a change process in 2024 which anticipated further permanent headcount reductions for Budget 2025. This was given effect with the Ministry creating some delayed redundancy (fixed term) roles in the final structure, which were targeted to finish at various future dates as funding allowed.

You have the right to seek an investigation and review by the Office of the Ombudsman of my decision, in accordance with section 28(3) of the Act. The relevant details can be found on their website at: [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz).

Please note that due to the public interest in our work the Ministry for the Environment publishes responses to requests for official information on our [OIA responses page](#) shortly after the response has been sent. If you have any queries about this, please feel free to contact our Ministerial Services team: [ministerials@mfe.govt.nz](mailto:ministerials@mfe.govt.nz).

Nāku noa, nā



**Tracey Kaio**  
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Ministry for the Environment | Manatū Mō Te Taiao