



17 May 2024

9(2)(a)

Tēnā koe 9(2)(a),

Thank you for your email of 18 April 2024 to the Ministry for the Environment (the Ministry) requesting the following under the Official Information Act 1982 (the Act):

*I am requesting under the Official Information Act 1982, that the Ministry for the Environment release the following information on the Ministries job losses, redundancies, change pieces, or reduction in FTEs between 15 October 2023 and 18 April 2024. The information requested for release in respect to an FTE includes:*

- A list of FTE's and respective roles that were subject to a loss of employment, by complete loss or reduction
- Ethnicity breakdown (inclusive of Māori, Pacific)
- Region of primary work base (ie. Bay Of Plenty, Wellington etc.)
- Any FTEs with specialty skillsets ie. Te Reo Māori
- Redundancy cost for each FTE
- Salary for each FTE
- Type of job loss (ie. voluntary redundancy, forced redundancy etc)
- Total redundancy pay-out
- Yearly forecast savings as a result of job loss

In late 2023, the Ministry completed a review of its operating model, which resulted in the disestablishment of 45 Tier 2 and 3 leadership roles (Deputy Secretary and Director, respectively). The Ministry established the following number of leadership roles under its new structure: General Manager – 33 positions; Deputy Secretary – 6 positions; Chief of Staff – 1 position. Not all Director and Deputy Secretary roles were filled by permanent employees at the time the new structure was confirmed. As such, all affected staff were redeployed resulting in no job losses and no redundancies.

In early April 2024, outside of the Operating Model review, the Ministry disestablished 1.0 FTE that resulted in redundancy. We are withholding the requested information relating to this redundancy under section 9(2)(a) of the Act to protect the privacy of the affected person as it would disclose information that may identify them.

On 8 April 2024, all permanent staff members at the Ministry were invited to express an interest (EOI) in voluntary redundancy. Staff were able to submit an EOI until 12pm on 19 April 2024. Forty-four staff have accepted offers of voluntary redundancy, more information is available on the Ministry's website here: <https://environment.govt.nz/news/44-mfe-staff-accept-voluntary-redundancy-offers/>

You have the right to seek an investigation and review by the Office of the Ombudsman of my decision relating to this request, 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,

A handwritten signature in black ink, consisting of a stylized 'K' followed by a horizontal line and a small dot.

**Tracey Kaio,**  
General Manager, People and Capability  
Ministry for the Environment | Manatū Mō Te Taiao