



Te Pūkenga

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2 October 2024



Tēnā koe [redacted]

Request under the Official Information Act 1982 – Job losses

Thank you for your email of 10 September 2024, requesting the following information from Te Pūkenga – New Zealand Institute of Skills and Technology (Te Pūkenga) – we have numbered your queries for ease of reference:

<https://www.odt.co.nz/news/national/simmonds-signals-more-job-losses-te-p%C5%ABkenga-unwinds>

Thursday 5 September 2024's Otago Daily Times reports further pending job loss across Te Pūkenga. Please detail:

1. *Staff turnover /loss per year (standard attrition plus redundancy) for each year Jan 2021 to current date*
 - a. *FTE's and headcount*
2. *Total number of redundancies for each year Jan 2021 to current date*
 - a. *FTE's and headcount*
3. *Total redundancies confirmed as pending within this financial year*
 - a. *FTE's and headcount*
4. *Total sum paid in redundancies by year from Jan 2021 to current date.*

This letter provides a formal decision on your request under the Official Information Act 1982 (OIA).

The decision

Regarding your questions one, two and four, section 18(d) of the OIA states that a request may be refused if “*the information requested is or will soon be publicly available*”.

The information you have requested for 2021- 2023 is publicly available through Parliament's website, within: [Te Pūkenga New Zealand Institute of Skills and Technology Responses to Education and Workforce Committee 2023 Annual Review Questions 1-190](#).

Complete and verified data for the calendar year 2024 regarding kaimahi turnover and redundancies, will be collected from all national office and business division finance, payroll and People, Culture and Wellbeing teams at the end of the year. Once collated and finalised it too will be published, within our 2024 annual review questions, and subsequently made public.

Headcount versus Full-time equivalent (FTE)

While you have requested headcount and full-time equivalent (FTE) details for questions one and two, the information is only currently available as headcount. This is because headcount data was collected for these questions in the annual review. To provide FTE figures we would need to go back to all 25 of our business divisions and ask them to re-supply details. While some business divisions have advanced payroll or HR information systems, others would need to commit significant resource to manually identify and collate their FTE information.

We consider the work to carry out this collation would entail a significant and unreasonable impact on Te Pūkenga ability to carry out its other day to day operations. Given the amount of resource that would be required for business divisions to collate this information we do not consider more time or charging for provision of the information would put us in a position to be able to grant this part of your request. Taking these points into account we are refusing your request to provide FTE figures under section 18(f) of the OIA as *“the information requested cannot be made available without substantial collation or research”*.

We consider the public interest in the information you have requested is satisfied by the information that is already publicly available. We provide page numbers below for your ease of reference.

Question One

We are refusing this question for years 2021-2023 under section 18(d) of the OIA. The information can be found within question 88 on page 75 at the link above.

There were 899 exits (by headcount) recorded up to 30 August 2024.

Questions Two and Four

We are refusing these questions for years 2021-2023 under section 18(d) of the OIA. The information can be found within question 91 on page 77 at the link above.

We can tell you that there have been 99 kaimahi (staff) who received redundancy as at 30 August 2024. However, we are not able to guarantee this provides a complete reflection of redundancies across Te Pūkenga for 2024 as not all business divisions collate this level of detailed information until it is required at year end. We are refusing your request for the 2024 redundancy payments with reliance on section 18(f) of the OIA.

Question Three

No redundancies have been formally confirmed as pending for this financial year, therefore we must refuse this question under section 18(e) of the OIA as *“the document alleged to contain the information requested does not exist”*.

While we project around 57 kaimahi will remain in Te Pūkenga national office at the end of 2024 (which is approximately 23 percent of the total national office that existed at January 2024), we are not able to provide the specifics on any pending redundancies. Some fixed-term contracts will end, and while there may be some roles disestablished later this year (November to December), final decisions need to be confirmed and kaimahi informed before we can share specific details.

You have the right to make a complaint to the Ombudsman under section 28(3) of the OIA if you are not happy with this response. Information about how to do this is available at www.ombudsman.parliament.nz or by calling 0800 802 602.

We may publish our OIA responses and the information contained in our reply to you on our website. Before publishing we will remove any personal or identifiable information.

Ngā mihi

A handwritten signature in black ink, appearing to read 'Gus Gilmore', with a large circular flourish above the name.

Gus Gilmore
Tumuaki | Chief Executive