

15 November 2024

Tēnā koe [REDACTED]

Your request for official information, reference: HNZ00065157

Thank you for your email on 1 October 2024, asking Health New Zealand | Te Whatu Ora (Health NZ) for the following under the Official Information Act 1982 (the Act):

1. *How many Te Whatu Ora staff were offered voluntary redundancy?*
2. *What position/job titles did those offered voluntary redundancy hold?*
3. *What area of work e.g. administration, clinical, management and the geographical location of the roles offered voluntary redundancy?*
4. *How many Te Whatu Ora staff had their request for voluntary redundancy accepted?*
5. *What position/job titles did those who had voluntary redundancy hold?*
6. *What area of work e.g. administration, clinical, management and the geographical location of the roles that had voluntary redundancy accepted?*

Response

1. *How many Te Whatu Ora staff were offered voluntary redundancy?*

Health NZ has been unable to identify the specific number of staff eligible for voluntary redundancy, and to respond to this part of your request, would require the review of employment agreements of all Health NZ staff and creation of a new dataset. Health NZ is not obligated under the Act to create new information to answer an Official Information Act (1982) request. As such, I am refusing your request under section 18(g)(i) of the Act as the information you have requested is not held by Health NZ.

However, we can provide the eligibility criteria for applicants:

- Be a permanent employee of Health NZ (this includes permanent employees on parental leave)
- employed under individual employment agreements which are not in coverage of collective employment agreements (CA), or
- in a role within coverage of the new Public Service Association (PSA) Policy Advisory Knowledge and Specialist (PAKS) Workers collective agreement 21 December 2023 to 17 February 2025 (PSA PAKS CA), or
- in a role within coverage of the PSA National Health Administration Workers collective agreement 1 January 2023 – 31 December 2024 (PSA Admin CA) or,
- employed on individual employment agreements with terms and conditions derived from the PSA PAKS CA or PSA Admin CA.

Please note that the two CAs cover an estimated 15,000 employees, but this would include those that were not eligible (non-permanent employees) and excludes those on individual agreements that were eligible.

4. *How many Te Whatu Ora staff had their request for voluntary redundancy accepted?*

As at 8 November 2024, 670 expressions of interest for voluntary redundancy were approved and offers made. Please note that not all employees who received an offer may have accepted, so this does not indicate final voluntary redundancy acceptance.

It is an ongoing process to continue to work through remaining expressions of interest with staff considering any offers made to them.

2. *What position/job titles did those offered voluntary redundancy hold?*
3. *What area of work e.g. administration, clinical, management and the geographical location of the roles offered voluntary redundancy?*
5. *What position/job titles did those who had voluntary redundancy hold?*
6. *What area of work e.g. administration, clinical, management and the geographical location of the roles that had voluntary redundancy accepted?*

We do not hold the level of detail in an aggregated form to confirm the titles, departments or teams of those that accepted offers in an identifiable manner. It would require each individual record to be cross checked with the HR system to confirm their department and/or team. As such, this part of your request is refused under 18(f) of the Act, as the information cannot be made without substantial collation. However, indicative information can be found in the publicly available CAs and is outlined in the eligibility criteria above. Details of the roles can be found in the CAs at:

- Page 3 - www.tewhatauora.govt.nz/assets/Whats-happening/What-to-expect/For-the-health-workforce/Employment-relations/Employment-agreements/PAKS-Coverage-Guidance-Final_April.pdf
- Page 7 - www.tewhatauora.govt.nz/assets/Whats-happening/What-to-expect/For-the-health-workforce/Employment-relations/Employment-agreements/2023-08-02-National-Health-Administration-Collective-Agreement-FINAL.pdf.

How to get in touch

If you have any questions, you can contact us at hnzOIA@tewhatauora.govt.nz.

If you are not happy with this response, you have the right to make a complaint to the Ombudsman. Information about how to do this is available at www.ombudsman.parliament.nz or by phoning 0800 802 602.

As this information may be of interest to other members of the public, Health NZ may proactively release a copy of this response on our website. All requester data, including your name and contact details, will be removed prior to release.

Nāku iti noa, nā



Fiona McCarthy
Interim Chief Human Resources Officer

TeWhatuOra.govt.nz

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