

1 June 2023

Section (9)(2)(a)

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Ref: OIA 104194

Tēnā koe Section (9)(2)(a)

Official Information Act request: Redundancies

Thank you for your email of 24 April 2023, requesting, under the Official Information Act 1982 (the Act), information relating to the Ministry of Justice (the Ministry) employee redundancies.

On 8 May 2023, after the Ministry contacted you regarding your request, you clarified parts of it as follows:

- that by “discretionary redundancy” you meant “looking for any additional employee agreements relating to redundancy”;
- that by “statutory redundancy” you meant “redundancy compensations paid out to employees”;
- that by “pension” you meant “superannuation”;
- that you were withdrawing the following part of your request: “Total strain cost to the pension fund for early payment of pension due to redundancy”.

Please find the Ministry’s responses to each part of your request, relating to the financial years 2020/21, 2021/22 and 2022/23, below:

1. *Number of employees made redundant broken down into compulsory and voluntary redundancies. Please also provide total amount of redundancy payouts - compulsory as well as discretionary.*

Table 1 below provides the number of employees made redundant for the financial years requested. The Ministry’s employment agreements do not include a clause relating to voluntary redundancy. The Ministry follows best practice in change processes. At the completion of a change process discussions are held with affected employees to discuss their options. This could include taking redundancy or applying for other roles within the Ministry.

Table 1

Redundancies	2020/21	2021/22	2022/23*	Total all years
Total	8	8	7	23

*To May 2023. Previous financial years to 30 June.

Table 2 below provides the total amount of redundancy payments for each of the years requested and the total amount for all years as requested.

Table 2

2020/21	2021/22	2022/23*	Total all years
\$397,875.46	\$362,723.00	\$362,058.52	\$1,122,656.98

*To May 2023. Previous financial years to 30 June.

2. For each compulsory redundancy, please provide the number of cases where the employee was eligible for payment of pension. For each of these cases, please provide following:
 - Amount paid out as statutory redundancy payment
 - Amount paid out as discretionary redundancy payment
 - Age of the employee in bands of 5 years i.e. 55-60, 60-65, 65-70, over 70.

3. For each voluntary redundancy, please provide the number of cases where the employee was eligible for payment of pension. For each of these cases, please provide following:
 - Amount paid out as statutory redundancy payment
 - Amount paid out as discretionary redundancy payment
 - Age of the employee in bands of 5 years i.e. 50-55, 55-60, 60-65, 65-70, over 70.

The number of redundancy payments made, in the financial years requested, to employees over the age of 65 (65 being the age a person becomes eligible for the New Zealand Superannuation) have been provided in Table 3. Due to the small number of employees in this age group the amounts have been provided in \$10,000 bands, to protect those employees' privacy. The Ministry does not have an organisation-specific pension scheme. The Inland Revenue may be better placed to provide this information (visit: ird.govt.nz/contactus).

Table 3

Payment range	20/21	21/22	22/23*
\$10,001-20,000		1	
\$20,001-30,000	1	1	
\$30,001-40,000	1		
\$50,001-60,000		1	
\$80,001-90,000		1	1

*To May 2023. Previous financial years to 30 June.

4. *Please provide following information for all cases of where the employee was eligible for early payment of pension:*

- *Amount paid in statutory redundancy payment*
- *Amount paid out in discretionary redundancy payment*
- *Age of the employee in bands of 5 years i.e. 55-60, 60-65, 65-70, over 70.*

The Ministry does not capture information on whether an employee, once opting to take redundancy, is entitled to earlier retirement under New Zealand Superannuation. This part of your request is refused under section 18(e) of the Act as the information does not exist. Inland Revenue may be better placed to provide this information.

If you require any further information, please contact Media & Social Media Manager Joe Locke at media@justice.govt.nz.

Please note that this response, with your personal details removed, may be published on the Ministry website at: justice.govt.nz/about/official-information-act-requests/ola-responses.

You have the right to make a complaint to the Ombudsman under section 28(3) of the Act. The Office of the Ombudsman may be contacted by email at info@ombudsman.parliament.nz or by phone on 0800 802 602.

Nāku noa, nā



Tina Wakefield

Deputy Secretary, Corporate & Digital Services