

14 December 2022

s9(2)(a)



Thank you for your email of 31 October 2022 to Kāinga Ora – Homes and Communities requesting the following information under the Official Information Act 1982 (the Act):

1. *Staff annual turnover rates 2011/12 and 2021/22*
2. *Total employees (FTE) 2011/12 and 2021/22*
3. *Average employee salary 2011/12 and 2021/22*
4. *Total contractors (FTE) 2011/12 and 2021/22*
5. *Total contractor spend 2011/12 and 2021/22*
6. *Average contractor hourly rate 2011/12 and 2021/22*
7. *Total women in Executive Leadership Team (or similar) 2011/12 and 2021/22*
8. *Total Māori in Executive Leadership Team (or similar) 2011/12 and 2021/22*

On 25 November 2022, Kāinga Ora advised that we were extending the time frame for a decision on your request to 14 December 2022. This extension was made under s15A of the Act as the consultations necessary to make a decision on your request were such that a proper response could not reasonably be made within the original time limit.

The Government established Kāinga Ora in 2019 with two pieces of legislation, the Kāinga Ora – Homes and Communities Act 2019 and the Urban Development Act 2020. This brought together three organisations, Housing New Zealand, its urban development subsidiary HLC, and the KiwiBuild Unit. Information provided as at 30 June 2012 includes Housing New Zealand and HLC only and is not comparable with 2021/22 data for Kāinga Ora, given the changes in organisational structure and responsibilities.

The outcomes sought from Kāinga Ora are much broader than those of its predecessor organisations. This has seen the agency bring on more resources to align with the new tasks and scale it has been asked to deliver, adding capacity and capability and initiating programmes of work to deliver more effective and efficient customer, community and construction outcomes. Since 2016, Kāinga Ora and its predecessors have transformed from a small-scale bespoke builder of houses for its customers, to leading the largest urban regeneration ever undertaken in New Zealand. This multi-billion dollar programme will transform suburbs and communities across the country and enable the supply of thousands of new homes.

In respect of the data for the financial year 2011/12 for questions one to five, your request for this information is refused under section 18(d) of the Act on the basis that the information requested is publicly available. This information is available here:

- [Housing New Zealand Corporation 2011-12 Financial Review Responses to pre-hearing questions for written response from the Social Services Select Committee 3 December 2021](#)

As indicated above, the data available in this report is for Housing New Zealand and HLC only and is not comparable with 2021/22 data provided for Kāinga Ora. Your remaining questions and our responses are set out below:

1. Staff annual turnover rate for 2021/22

The core unplanned turnover at Kāinga Ora for the financial year 2021/22 was approximately 8.29 percent, or 217 employees. This is significantly lower than the Public Service average of approximately 10.5 percent (2021 figure), and is not viewed as a cause for concern.

2. Total employees (FTE) for 2021/22

I refer you to Table One below which gives the number of permanent and fixed term employees Full Time Equivalent (FTE) by role family at Kāinga Ora for the financial year 2021/22.

Table One: Number of Permanent and Fixed Term Employees FTE by Role Family for the financial year ending 30 June 2022

	2021/22
	FTE
Construction	708.1
Support Functions	1102.6
GM/DCE	12.0
Service Delivery	1154.1
Technology	154.1
	3,130.9

3. Average employee salary for 2021/22

The average base salary of permanent and fixed term staff at Kāinga Ora excluding those on long-term leave as at 30 June 2022 is \$110,891.00 per year. This takes into account pro-rated salaries for those who work less than full-time.

4. Total contractors (FTE) for 2021/22

When reporting we do not include contractors as part of our FTE workforce. I can however advise a total of 371 contractors were engaged in Kāinga Ora as at 30 June 2022.

A contractor is engaged under a contract for services either directly (i.e. if they are self-employed), or through an organisation. Contractors act as an additional resource for a time-limited piece of work or project, or to provide backfill or extra capacity for roles as required. A contractor is engaged rather than tendered. This generally involves using employment agencies to provide individuals with the required qualifications and experience, or engaging specific vendors or providers that can supply specialist skills in areas such as technology, project management, or accounting. For example, it can be more cost effective to employ external ICT contractors for data warehousing or system design work than it is to employ specialists on a permanent basis.

Kāinga Ora manages over 67,000 tenancies housing approximately 200,000 people in our homes. Kāinga Ora is also responsible for delivering large-scale developments, including affordable and market housing, as well as complex build programme on brownfield sites that are changing communities across New Zealand. This includes the largest build programme of state housing in decades, with over 5,000 new houses built so far. In the longer term, our large-scale development projects are expected to deliver up to 40,000 state, affordable and market homes over 15 to 20 years. Contractors provide valuable services and advice that is integral to delivering on our commitments.

5. Total contractor spend for 2021/22

The total contractor spend for Kāinga Ora for the financial year 2021/22, was \$38,532,712.

6. Average contractor hourly rate 2011/12 and 2021/22

I am unable to provide you with information for Housing New Zealand and HLC for the financial year 2011/12 as it is stored in the previous finance system in a different way to how we now report. In order to provide you with this information, Kāinga Ora would have to request external service providers retrieve the data which is both time consuming and costly. As such, I refuse your request under section 18(f) of the Act as the information requested cannot be made available without substantial collation or research. I do not consider that extending the time frame for the request, charging for collation of the information or reframing the request would assist in this instance.

Regarding the financial year 2021/22, I can advise that the average hourly contractor rate for Kāinga Ora is \$102 excluding GST.

7. Total women in Executive Leadership Team (or similar) 2011/12 and 2021/22

The equivalent executive leadership team at Kāinga Ora consists of the Chief Executive and his permanent and fixed term Direct Reports. I can advise that as at 30 June 2022, there were four women out of a total of twelve people in this group of Direct Reports.

As at 30 June 2012, there were seven women out of a total of twelve people in the Executive Leadership Team for Housing New Zealand and HLC.

8. *Total Māori in Executive Leadership Team (or similar) 2011/12 and 2021/22*

As at 30 June 2012, one person in the Executive Leadership Team for Housing New Zealand and HLC identified as Māori.

As at 30 June 2022, there was one person who identifies as Māori in the Chief Executive's group of Direct Reports at Kāinga Ora.

You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at www.ombudsman.parliament.nz or Freephone 0800 802 602.

Please note that Kāinga Ora proactively releases our responses to official information requests where possible. Our response to your request may be published at <https://kaingaora.govt.nz/publications/official-information-requests/> with your personal information removed.

Nāku noa, nā

A handwritten signature in black ink, appearing to read 'Rowan Macrae', written in a cursive style.

Rowan Macrae

General Manager – People, Governance and Capability