



13 December 2024

Karen Stevenson

Email: fyi-request-29280-689463d2@requests.fyi.org.nz

Dear Karen,

Official Information request – University restructures last two years

I refer to your request for official information of 21 November 2024 in which you have requested the following information:

Please provide the following information, broken down by each individual restructuring event that took place between 2023 and 2024:

1. *Number of employees made redundant as a result of the restructuring.*
2. *Number of employees who retired due to the restructuring.*
3. *Number of employees who opted for voluntary redundancy.*
4. *Total cost of redundancy payments for employees who left as part of the restructuring.*
5. *Total cost of retirement payments for employees who left as part of the restructuring.*
6. *Total legal fees incurred during the restructuring process.*
7. *Total recruitment costs for hiring new staff as part of the restructuring.*
8. *Any other additional costs associated with the restructuring process.*
9. *Estimated savings resulting from the restructuring.*

Under the Official Information Act 1982 (**Act**) the University of Waikato (**University**) has considered your request and responds as follows.

By way of explanation, the data below is categorised by year and Division. Where the number of employees is less than 5, numbers have been aggregated to protect the privacy of those individuals. Data is not provided for restructure processes that resulted in zero redundancy or retirements and dollar values are estimates at the time of confirmation of termination.

1. The number of employees made redundant as a result of restructuring events in 2023 and 2024 can be found in the table below.

Restructuring Event	Redundancy count
Department of Education 2024	9
Division of Health Engineering Computing & Science 2024	< 5
Deputy Vice-Chancellor Academic office 2024	7
Division of Arts Law Psychology & Social Sciences 2024	< 5
Corporate Services 2024	< 5
Division of Health Engineering Computing & Science 2023	< 5
Information Technology Services 2023	7
Student Services Division 2023	< 5
Marketing 2023	< 5

Deputy Vice-Chancellor Academic Office 2023	< 5
People and Capability 2023	< 5

2. The number of employees who retired due to the restructuring can be found in the table below.

Restructuring Event	Retirement count
Information Technology Services 2023	< 5

3. Your request for the number of employees who opted for voluntary redundancy during restructuring events is refused pursuant to section 18(e) of the Act as the information does not exist. By way of explanation, the University does not capture data for those employees who opted for voluntary redundancy.

4. The total cost of redundancy payments by division and year, for those employees who departed as a result of restructuring can be found in the table below.

Restructuring Event	Redundancy Cost
Department of Education 2024	\$455,037
Division of Health Engineering Computing & Science 2024	\$119,468
Deputy Vice-Chancellor Academic office 2024	\$348,501
Division of Arts Law Psychology & Social Sciences 2024	\$ 18,784
Corporate Services 2024	\$ 39,776
Division of Health Engineering Computing & Science 2023	\$165,331
Information Technology Services 2023	\$343,965
Student Services Division 2023	\$ 33,578
Marketing 2023	\$ 37,236
Deputy Vice-Chancellor Academic Office 2023	\$102,629
People and Capability 2023	\$ 13,699

5. The total cost of retirement payments including expenses for those employees known to have retired as a result of the restructuring can be found in the table below.

Restructuring Event	Retirement cost
Information Technology Services 2023	\$198,014
Marketing 2023	\$ 9,058

6. Your request for the total legal fees incurred during the restructuring process is refused pursuant to section 18(e) of the Act as the information does not exist. By way of explanation, the University does not capture data regarding legal fees incurred during the restructure process.

7. Your request for the total recruitment costs for hiring new staff as part of the restructuring is refused pursuant to section 18(e) of the Act as the information does not exist. By way of explanation, the University does not capture data regarding the recruitment costs for hiring new staff.

8. The total additional costs associated with the restructuring process can be found in the table below. By way of explanation, these costs include payments in lieu of notice and or settlement payments.

Restructuring Event	Other costs
Deputy Vice-Chancellor Academic Office 2024	\$122,092
Division of Arts Law Psychology & Social Sciences 2024	\$20,405
Division of Health Engineering Computing & Science 2023	\$ 41,475
Information Technology Services 2023	\$157,086
Student Services Division 2023	\$ 16,789
Marketing 2023	\$ 54,039
Deputy Vice-Chancellor Academic Office 2023	\$ 22,297
People and Capability 2023	\$ 39,764

9. Your request for the estimated savings resulting from the restructuring is refused pursuant to section 18(e) of the Act as the information does not exist. By way of explanation, the University does not capture data regarding savings resulting from the restructuring process

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

Yours sincerely



Jim Mercer
Chief Operating Officer