

18 June 2025

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Personal details removed for proactive release

OIA 30137

Thank you for your email of 19 May 2025 in which you request the following under the Official Information Act 1982 (OIA):

1. *"I'm getting in touch to please request, under the Official Information Act, the agency's total redundancy spend from November 1, 2023 to today – 19 May 2025, by month, in a table.*
2. *Please also provide monthly numbers around confirmed job cuts at the agency from the same timeframe, and also, the total cost savings the restructures have realised - including in reducing staff and other matters.*
3. *Please also confirm any future cost saving initiatives that are planned, including restructures, and what the timeframe[s] of those are - including around your Budget 2025 savings targets."*

Please note, for the purposes of this request, that the Ministry of Foreign Affairs and Trade (the Ministry) has interpreted the part of your request relating to 'job cuts' and 'restructures' to be for information relating to redundancies. The Ministry defines redundancies as the termination of an employee's position because it has become surplus to organisational requirements, following a restructuring process.

Response to your request

In response to parts one and two of your request, please refer to Table 1 for the total redundancy spend and the number of staff made redundant between 1 November 2023 and 19 May 2025. Please note that the actual numbers of staff are withheld under section 9(2)(a) of the OIA, to protect personal information. Where the information has been withheld under section 9 of the OIA, no public interest in releasing the information has been identified that would override the reasons for withholding it.

Table 1: Total redundancy spend

Month	Amount (NZD\$)	No. of staff
November 2023	Nil	Nil
December 2023	Nil	Nil

Month	Amount (NZD\$)	No. of staff
January 2024	Nil	Nil
February 2024	Nil	Nil
March 2024	Nil	Nil
April 2024	Nil	Nil
May 2024	Nil	Nil
June 2024	Nil	Nil
July 2024	123,467.89	<5
August 2024	Nil	Nil
September 2024	Nil	Nil
October 2024	Nil	Nil
November 2024	Nil	Nil
December 2024	129,558.00	<5
January 2025	Nil	Nil
February 2025	Nil	Nil
March 2025	Nil	Nil
April 2025	Nil	Nil
May 2025	Nil	Nil
TOTAL	253,025.89	

In response to part two of your request asking for cost savings realised, the total cost savings realised by the redundancies is NZ\$746,562 per annum. This is based on the total of the individuals' Total Fixed Remuneration that were made redundant.

In response to part three of your request, the Ministry's senior leadership team has been working for some time on ensuring the Ministry's foreign, trade and development policy work aligns with the government's priorities – namely lifting our relationship with India, Southeast Asia, and ASEAN; a greater focus on emerging challenges in the Pacific; and the goal of doubling exports.

To achieve these priorities the Ministry will reallocate a number of roles, including in its offshore diplomatic network, to better deliver the Government's foreign, trade and development policy objectives. These changes will be implemented over the next few years.

The Ministry will also undertake reviews of a number of its corporate services and operational functions to ensure they are effective and cost-efficient. These reviews will be phased over the next 12 months with some already under way. Changes arising from these reviews will be implemented following that process, in 2025 and 2026.

Please note that it is our policy to proactively release our responses to official information requests where possible. Therefore, our response to your request (with your personal information removed) may be published on the Ministry website:

www.mfat.govt.nz/en/about-us/contact-us/official-information-act-responses/

If you have any questions about this decision, you can contact us by email at: DM-ESD@mfat.govt.nz. You have the right to seek an investigation and review by the Ombudsman of this decision by contacting www.ombudsman.parliament.nz or freephone 0800 802 602.

Nāku noa, nā

A handwritten signature in black ink, appearing to be 'SC', written in a cursive style.

Sarah Corbett
for Secretary of Foreign Affairs and Trade