

Our Ref DOIA-331

1 July 2024

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Tēnā koe [REDACTED]

Response to your official information request

Thank you for your official information request received on 4 June 2024 for our organisation's total spend on contractors and/or consultants for change processes, role disestablishments, and restructures since November 27 2023, month by month.

Toitū Te Whenua has recently completed an organisational change programme known as Organising Ourselves. The goal of this multi-year programme was to set Toitū Te Whenua up well for the future – enabling us to work more efficiently, to focus on our customers, and have the strong digital foundations required to deliver our services.

To support the delivery of this programme, Toitū Te Whenua engaged the services of contractors and consultants to:

1. Deliver a series of change leadership workshops to a cohort of up to 22 tier 5 leaders within Toitū Te Whenua.
2. Provide necessary tools and support to staff to engage with an expression of interest process as a result of the change. The scope of this support was in the form of one-one-one conversations for up to 20 tier 5 leaders, as well as two online workshops for staff to help with completing required expression of interest materials.

You requested the sum spent on contractors and/or consultants to assist with change processes, role disestablishments, and restructures since 27 November 2023. Below is a breakdown of this spend month-by-month.

Month / Year	Contract description	Amount (excl GST)
November 2023	n/a	\$0.00
December 2023	Change leadership consultant	\$5,247.51
January 2024	n/a	\$0.00
February 2024	Change leadership consultant	\$5,247.51
March 2024	EOI process participant support	\$5,980.00
April 2024	n/a	\$0.00
May 2024	n/a	\$0.00

You also requested copies of "all communications between staff within your agency, with staff outside agencies, and/or with contractors/consultancies, that relate to any decision to employ the services of contractors and/or consultants to assist with those changes".

Attached to this letter is email correspondence and internal approval documents which falls within the scope of this request.

The following information is being withheld:

- Names and contact details of former Toitū Te Whenua employees and individuals employed by the external contractors and/or consultants. This information is withheld under section 9(2)(a) of the OIA to protect the privacy of natural persons as the individuals could be identifiable.
- Names and contact details of current Toitū Te Whenua employees who were not involved or material to the decision-making process to engage the services of the contractors and/or consultants. This information is withheld under section 9(2)(a) of the OIA to protect the privacy of natural persons as the individuals could be identifiable.
- Quotes/costs for services from the contractors and/or consultants. I have withheld information under section 9(b)(ii) of the OIA to not unreasonably prejudice the commercial position of the contractors.
- Personal communication exchanges which are not within the scope of this request. This information is withheld under section 9(2)(a) of the OIA to protect the privacy of natural persons as the individuals could be identifiable.

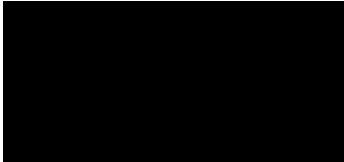
We are of the view the withholding of the information is not outweighed by the public interest to make that information available.

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.

Please note, this response letter outlining our decision on your request, **with your personal details withheld**, and any attached documentation will be published on the

Toitū Te Whenua Land Information New Zealand website. This is likely to be published by 31 July 2024

Nāku noa, nā



Louise Hornabrook

Director (Acting), Office of the Chief Executive

Proactive Release