



31 July 2026

Ref: OIA-2026/27-0024

Tēnā koe [REDACTED],

Official Information Act request relating to Garden Leave, Paid Suspension, or Other Employer-Directed Paid Non-Working Leave

Thank you for your Official Information Act 1982 (the Act) request, which was received by the Department of the Prime Minister and Cabinet (DPMC) on 7 July 2026. You requested:

"[...] following information held by your ministry/office/department as at [7 July 2026 ...]

1. The total number of employees who are currently:

- on garden leave;*
- on paid suspension;*
- on paid special leave;*
- on administrative leave with pay; or*
- on any other employer-directed paid non-working arrangement under which the employee remains employed, continues to receive remuneration (whether full or partial), and has been directed not to perform some or all of their normal duties.*

2. For each employee included in Question 1, please provide:

- the employment status or leave category recorded by the agency (for example, "garden leave", "paid suspension", "paid special leave", "administrative leave", or the equivalent internal classification);*
- the employee's salary band or remuneration range (for example, "\$100,000–\$109,999", "Band J", or the agency's equivalent remuneration band); and*
- the length of time the employee has been in that status, expressed in days, weeks, or months, whichever is most appropriate.*

Clarification of scope

For the avoidance of doubt, this request is intended to capture all employer-directed paid arrangements where an employee remains employed but is not performing some or all of their normal duties, regardless of the terminology used by the Ministry.

Accordingly, this request includes, but is not limited to:

- garden leave;*
- paid suspension;*
- paid special leave;*
- administrative leave with pay;*
- discretionary paid leave directed by the employer; and*
- any equivalent employer-directed paid non-working arrangement.*

This request does not include employees who are absent solely because they are on:

- annual leave;*
- sick leave;*
- parental leave or maternity leave;*
- bereavement leave;*
- ACC leave;*
- leave without pay; or*

- *any other ordinary statutory or contractual leave where the employee is absent for the purpose of taking that leave rather than because they have been directed by the employer not to perform their normal duties.*

Privacy

I am not requesting the names of employees or any information that would identify an individual. Aggregate information together with the recorded employment status and the duration of each individual period in that status will be sufficient. [...]"

Searches have been undertaken of DPMC's systems and the results of these confirmed with relevant subject matter experts. In response to part one of your request, as of 7 July 2026, there are no employees on employer-directed leave of any of the types you have listed. Part two of your request is therefore refused under section 18(e) as the information requested does not exist.

You have the right to ask the Ombudsman to investigate and review my decision under section 28(3) of the Act.

This response will be published on the DPMC website during our regular publication cycle. Typically, information is released monthly, or as otherwise determined. Your personal information including name and contact details will be removed for publication.

Nāku noa, nā



Annabel Ritchie
Director, Corporate Assurance