

26 March 2025

By email to: [REDACTED]

Dear [REDACTED]

OFFICIAL INFORMATION ACT REQUEST 2025/09

On Friday, 28 February 2025 you made a request under the Official Information Act 1982 (the OIA) for the following information:

- 1. all internal correspondence relating to staffing restructures relating to IT teams since 2023.*
- 2. all briefings and advice relating to IT restructures since 2023.*
- 3. a list of the number of personal grievances lodged against the Electoral Commission relating to IT restructures since 2023.*
- 4. a list of the number of complaints about the processes followed during IT restructures since 2023.*

The changes to the Commission's IT department in 2024 were undertaken to establish an organisational design for a high performance, highly capable, modern IT team that supports the Commission to meet its strategic objectives now and in the future. The Commission's technology needs continue to form a critical part of delivering its core functions, and the existing team structure and position descriptions were no longer fit for purpose.

Included are the internal correspondence shared with all Commission staff regarding the IT Change, specifically the change proposal document and change decision document. Correspondence with individuals regarding impacts and decisions are withheld under section 9(2)(a) of the OIA which relates to the privacy of natural persons.

Included are the following papers to the Executive Leadership Team or the Board related to the IT organisational structure change in 2024:

- Appendix A – ELT cover paper – IT decision 191124
- Board Paper - Information Technology - Organisational Overview 110924
- Board Paper - IT Organisation Proposal 110924
- Board Paper - IT Decision 271124
- Board paper Appendix C - IT Organisational Design - Change Risk Analysis

Legal advice relating to the IT restructure is withheld under section 9(2)(h) of the OIA on the ground that the withholding of the information is necessary to maintain legal professional privilege and

under section 9(2)(a) on the ground that the withholding of the information is necessary to protect the privacy of natural persons.

Some details have been withheld under section 9(2)(b)(ii) of the Official Information Act where the making available of the information would be likely to prejudice the commercial position of the person who supplied or who is the subject of the information.

In each case where redactions have been made under section 9, or documents have been withheld, consideration has been given to and I am satisfied that the reasons for withholding of the information are not outweighed by other considerations which render it desirable in the public interest to make that information available.

There was one personal grievance raised relating to the IT change.

As part of the formal consultation, 6 pieces of feedback were received that commented on the change processes followed. This feedback is summarised in the decision document included in this response. No other information was collected regarding the number of complaints during the process.

In the interests of transparency, we release responses to Official Information Act requests every 3 months. We will publish this response with your personal details redacted.

You have the right under section 28(3) of the Act to make a complaint to the Ombudsman if you are not satisfied with the response to your request. Information about how to do this is available at www.ombudsman.parliament.nz or by phoning 0800 802 602.

Yours sincerely



Lucy Hickman
Deputy Chief Executive, Enterprise Services