

13 May 2020

Nick Jackson
fyi-request-12650-e8272500@requests.fyi.org.nz

Dear Mr Jackson

Thank you for your email of 19 April 2020 to Kāinga Ora – Homes and Communities requesting the following information under the Official Information Act 1982 (the Act):

'Please provide a list of the job positions that you have advertised for, since 1 June 2019, including whether they were advertised internally/externally or both, and the duration they were advertised for.'

In the period covered by your request, Kāinga Ora advertised 633 job positions. I attach a spreadsheet listing the number of positions and their titles. The spreadsheet also includes:

- The length of time each position was advertised.
- The number of times each position was advertised. The field 'Visible internally number of opens' shows the number of times a position was advertised to internal applicants. The field 'Visible externally number of opens' shows the number of times a position was advertised to external applicants. If this number is zero, the position was not open to external applicants.

The data shows that during the period covered by your request, all positions advertised were open to internal applicants, but not all positions were open to external applicants.

It is Kāinga Ora policy to advertise all positions to internal applicants. Where possible positions are also advertised externally, to ensure that we obtain a good range of employees and skill-sets. A business decision may be made to advertise a position internally only, if we have identified that we have staff members capable of fulfilling the role, and wish to provide them with an opportunity to progress.

In some cases, Kāinga Ora may also decide to only advertise a position internally, if the position needs to be filled urgently, or if it is short-term. These decisions are made in line with Government expectations, and reflect established best practice.

I trust this information is helpful.

Yours sincerely



Rachel Kelly
Manager Government Relations