



21 January 2026

9(2)(a) privacy

9(2)(a) privacy

Official Information Request
Our Ref: OIA 2025-0204

I refer to your official information request received on 10 December 2025 for:

“I request copies of all emails, text messages, and other written communications (including Teams, WhatsApp, or SMS messages) between: Andrew Coster (in his capacity as CE of the Social Investment Agency) and: 4. Sir Brian Roche;

Please include any correspondence: referring to or discussing the IPCA investigation or report into Police leadership conduct; relating to any complaint, employment, or disciplinary matters concerning Mr McSkimming; or relating to media or political management of those matters”.

Information not released

Communications between an employer and an employee about employment matters are inherently personal because they relate directly to the individual’s work performance, conduct, and terms of employment. These communications include sensitive information such as feedback on performance, disciplinary discussions, health or wellbeing considerations, and contractual details. Disclosure of this information would intrude significantly on the individual’s privacy and could cause harm to their professional reputation and personal circumstances.

In addition, these communications were provided in confidence during internal employment processes and releasing them could undermine trust and discourage candid participation in future

Therefore, there are documents covered by your request that I have decided to withhold in full under one or more of the following sections of the OIA, as applicable:

- section 9(2)(a) – to protect the privacy of individuals, including that of deceased natural persons
- section 9(2)(ba)(i) - protect information which is subject to an obligation of confidence or which any person has been or could be compelled to provide under the authority of any enactment, where the making available of the information would be likely to prejudice the supply of similar information, or information from the same source, and it is in the public interest that such information should continue to be supplied.

We have not included documents that we have deemed administrative in nature such as:

- correspondence organising meeting attendees
- correspondence arranging phone calls / meetings
- correspondence confirming receipt of an email or document.

In making my decision, I have considered the public interest considerations in section 9(1) of the OIA.

If you wish to discuss this decision with us, please feel free to contact Enquiries@publicservice.govt.nz.

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 that we intend to publish this letter (with your personal details removed) on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely



Nicky Dirks

Manager – Ministerial and Executive Services
Te Kawa Mataaho Public Service Commission