



<b>Report Title:</b>	<b>Public Service Workforce Data – December 2024 Quarter</b>		
<b>Report No:</b>	<b>MoSR 2025-0113</b>		
<b>Date:</b>	<b>5 March 2025</b>		
<b>To:</b>	<b>Hon Judith Collins KC, Minister for the Public Service</b>		
<b>Action Sought:</b>	Agree	<b>Due Date</b>	<b>20 March 2025</b>
<b>Contact Person:</b>	<b>Josh Masson, Manager Data</b>		
<b>Contact No:</b>	9(2)(a) privacy		
<b>Encl:</b>	Yes – Appendices 1 and 2	<b>Priority:</b>	Medium
<b>Security Level:</b>	<b>IN CONFIDENCE</b>		

### Executive Summary

1. The Commission's monitoring and reporting of the Public Service workforce supports the Government's aim of constraining the size of the Public Service. We monitor and report workforce size each quarter. We provide a broader compositional analysis of the Public Service workforce each financial year.
2. This report presents data collected at the end of the second quarter of 2024/25 ending 31 December (Q2). Workforce data will be released on 27 March.
3. Departments and departmental agencies had 62,968 full-time equivalent (FTE) employees at 31 December 2024, representing a slight quarterly increase of 0.2% (or 148 FTEs) since 30 September. This follows large decreases in previous quarters, as agencies implemented the Government's savings intentions, resulting in an annual 4.2% (or 2,731 FTE) decrease from December 2023 to December 2024.
4. Contributing to this annual decrease were the estimated 2,028 redundancies in the year to 30 December. This compares to 865 across the year to June 2024.

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6. The Commission also measures changes in workforce size across a range of other agencies beyond departments and departmental agencies (namely Crown entities, NZDF and the Police). These agencies had 132,179 FTEs at 31 December, down 0.5% in the quarter, but up 0.7% (or 974 FTEs) in the 6 months from 30 June 2024.

## Recommended Action

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We recommend that you:

- a **note** departmental FTEs as at the end of December were 62,968, a quarterly increase of 0.2% (148 FTEs), and an annual drop of 4.2% (2,731 FTEs).
- b **note** that agencies are currently forecasting an increase of 1.1% (or 690 FTEs) for 2024/25, however our analysis suggests this growth may be overstated.

9(2)(f)(iv) confidentiality of advice

- d **note** that this data is planned for release on 27 March.
- e **agree** that the Commission release this briefing once it has been considered by you, and after the data has been released on 27 March.

*Agree/disagree.*

Hon Judith Collins KC  
**Minister for the Public Service**

## Purpose of Report

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- 7. This report presents full-time equivalent (FTE) employee data collected at the end of the second quarter of 2024/25 ending 31 December (Q2). **Appendices 1 and 2** provide figures by agency. This data will be released on 27 March.

## Managing the Public Service workforce

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- 8. The Commission's monitoring and reporting of workforce size supports the Government's aim of constraining the size of the Public Service workforce. The Commission also collects compositional information which enables occupational analysis of the Public Service. This occurs at the end of each financial year with the annual report provided to you by October each year.
- 9. To do this we collect anonymous payroll information from departments and departmental agencies through automated channels. We also collect high level workforce metrics (FTE, average pay, contractor and consultant expenditure) from Crown Entities and non-Public Service Departments.
- 10. We have been working to better understand projected growth in the Public Service workforce. This includes collecting forecast FTE information from agencies. Additionally, we have been working with the Treasury over the previous 3 years to improve the understanding of workforce implications from Budget processes and can

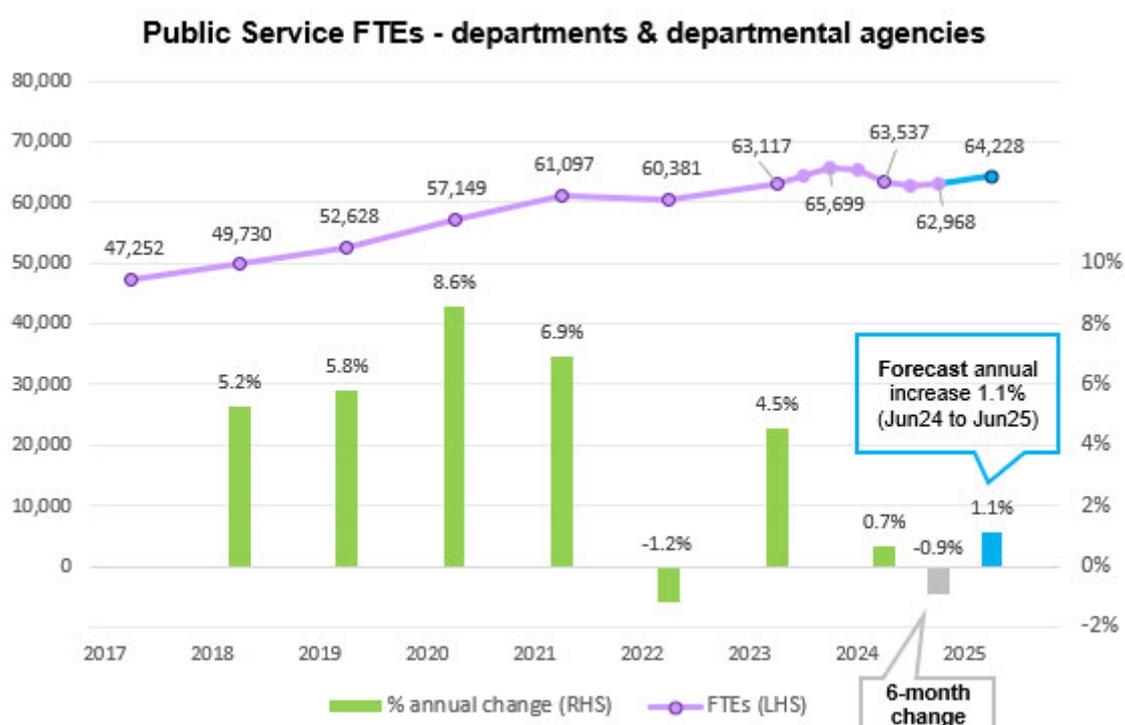
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now directly attribute a significant proportion of growth to new funding or reductions to savings initiatives. Similar work has been undertaken with Performance Plans.

- With this information we are able to track the medium-term impact of government investment in public services on the Public Service workforce, as well as some of these other contextual drivers of workforce growth.

### FTEs - Departments and departmental agencies

- Departments and departmental agencies had 62,968 FTEs at 31 December 2024. This represents a slight quarterly increase of 0.2% (or 148 FTEs) in the December quarter, but a 0.9% decrease in the six months from 30 June 2024. This follows an increase of 0.7% across the 2023/24 year.



- The chart shows that FTEs peaked in the December 2023 quarter at 65,699 FTEs. In the 12 months since then they have decreased by 4.2% (or 2,731 FTEs). Contributing to this decrease were an estimated 2,028 redundancies in the year to 30 December 2024, up from 865 in the year to June 2024.

### Forecasts and Budget 2025

- Each quarter, the Commission asks agencies to provide FTE forecasts for the end of the financial year; agencies provide early indications and then seek to improve them over time as their context changes. For example, in June 2023, agencies were forecasting growth of 3.2 percent for the year to June 2024, by March 2024 that had fallen to 1.9 percent, and then by June growth of 0.7 percent was realised.
- Annual departmental growth for 2024/25 is currently forecast to be around 1.1% (or 690 FTEs), down from the 2.1% increase agencies forecast three months ago. However, this still requires workforce growth of 2.0% (or 1,260 FTEs) in the next 6

months. This is forecast to be driven by high growth at the Department of Corrections, Stats NZ and MBIE. This growth is aligned with government priorities.

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17. As Minister for the Public Service, you will also see that Appendix 1 shows that the Commission has increased FTEs over the first 6 months and is forecast to increase further. This is primarily driven by the transfer of the Crown Response Office, which has resulted in an additional 42 FTE as at December.

#### **FTEs – Crown Entities**

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18. We also measure changes in workforce size across a range of other agencies beyond departments and departmental agencies (namely Crown entities, NZDF and the Police). These agencies had 132,179 FTEs at 31 December 2024, down 0.5% in the quarter, but up 0.7% (or 974 FTEs) in the 6 months from 30 June 2024.
19. We do not collect FTE forecasts for these agencies.

#### **Next Steps**

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20. This data will be released on 27 March. We will work with your office if there are any public or media queries as a result.
21. We will brief you on results for the following March 2025 quarter prior to their publication on 12 June.

## Appendix 1 – Agency-level results (Departments and departmental agencies)

Agency	FTE				
	June 24	December 24		June 25 - Forecast	
	Actual	Actual	6-month % Change	Updated Forecast	Annual % change
Aroturuki Tamariki - Independent Children's Monitor	56	58	3.8%	59	5.4%
Cancer Control Agency	56	60	7.6%	66	19.3%
Charter School Agency		16		25	
Crown Law Office	218	232	6.3%	228	4.6%
Department of Conservation	2,533	2,728	7.7%	2,550	0.7%
Department of Corrections	10,248	10,690	4.3%	11,340	10.7%
Department of Internal Affairs	2,703	2,682	-0.8%	2,720	0.6%
Department of the Prime Minister and Cabinet	236	225	-5.0%	225	-4.8%
Education Review Office	227	219	-3.5%	245	8.1%
Government Communications Security Bureau	597	592	-0.8%	577	-3.3%
Inland Revenue Department	4,384	4,533	3.4%	4,570	4.2%
Land Information New Zealand	803	831	3.5%	830	3.4%
Ministry for Culture and Heritage	142	150	5.3%	153	7.7%
Ministry for Ethnic Communities	69	71	2.6%	64	-7.5%
Ministry for Pacific Peoples	87	88	0.1%	99	13.3%
Ministry for Primary Industries	3,525	3,533	0.2%	3,600	2.1%
Ministry for Regulation	21	68	221.0%	91	332.3%
Ministry for the Environment	939	788	-16.1%	597	-36.4%
Ministry for Women	38	37	-1.3%	50	32.6%
Ministry of Business, Innovation and Employment	6,197	5,909	-4.6%	6,150	-0.8%
Ministry of Defence	190	185	-2.7%	191	0.6%
Ministry of Disabled People	252	62	-75.3%	65	-74.2%
Ministry of Education	4,387	3,949	-10.0%	3,949	-10.0%
Ministry of Foreign Affairs and Trade	1,182	1,182	0.0%	1,204	1.8%
Ministry of Health	778	717	-7.8%	801	3.1%
Ministry of Housing and Urban Development	352	305	-13.4%	320	-9.1%
Ministry of Justice	4,653	4,691	0.8%	4,762	2.3%
Ministry of Māori Development-Te Puni Kōkiri	416	391	-5.8%	478	15.0%
Ministry of Social Development	8,808	8,914	1.2%	8,759	-0.6%
Ministry of Transport	224	213	-5.0%	212	-5.6%
National Emergency Management Agency	152	157	3.3%	175	15.4%
New Zealand Customs Service	1,320	1,349	2.2%	1,396	5.7%
New Zealand Security Intelligence Service	449	440	-2.1%	423	-5.8%
Office for Māori Crown Relations-Te Arawhiti	191	159	-16.6%	140	-26.5%
Oranga Tamariki-Ministry for Children	4,893	4,575	-6.5%	4,600	-6.0%
Public Service Commission	175	201	15.1%	219	24.9%
Serious Fraud Office	72	65	-9.7%	82	13.8%
Social Investment Agency	36	48	32.8%	61	69.9%
Statistics New Zealand	1,296	1,203	-7.1%	1,500	15.8%
The Treasury	600	616	2.6%	612	2.0%
<b>Grand Total</b>	<b>63,537</b>	<b>62,968</b>	<b>-0.9%</b>	<b>64,228</b>	<b>1.1%</b>

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## Appendix 2 – Agency-level results (Crown entities, NZDF and Police)

Agency	FTE		
	June 24	December 24	
	Actual	Actual	6-month % change
ACC	4,291	4,518	5.3%
Accreditation Council	98	93	-5.1%
Antarctica New Zealand	75	97	29.3%
Arts Council of New Zealand Toi Aotearoa, Creative NZ	80	77	-4.4%
Broadcasting Commission, NZ On Air	34	34	0.0%
Callaghan Innovation	381	347	-8.9%
Civil Aviation Authority of New Zealand	1,802	1,926	6.9%
Commerce Commission	448	428	-4.4%
Education New Zealand Manapou ki te Ao	103	94	-8.3%
Electoral Commission	152	162	6.9%
Electricity Authority	128	137	6.9%
Energy Efficiency and Conservation Authority	112	125	12.1%
Environmental Protection Authority	227	205	-9.9%
External Reporting Board	29	27	-7.2%
Financial Markets Authority	340	361	6.3%
Fire and Emergency New Zealand	2,997	3,036	1.3%
Government Superannuation Fund Authority	-	-	
Guardians of New Zealand Superannuation	237	239	0.8%
He Pou a Rangī Climate Change Commission	88	65	-26.7%
Health and Disability Commissioner	111	108	-2.4%
Health New Zealand — Te Whatu Ora	79,302	80,521	1.5%
Health Research Council of New Zealand	36	40	11.1%
Herenga ā Nuku Aotearoa — Outdoor Access Commission	16	16	-1.3%
Heritage New Zealand Pouhere Taonga	150	152	1.5%
Independent Police Conduct Authority	45	44	-1.1%
Integrity Sport and Recreation Commission	23	35	54.6%
Kāinga Ora—Homes and Communities	3,398	2,986	-12.1%
Lotto NZ	229	235	2.7%
Mana Mokopuna Children and Young People's Commission	37	33	-9.1%
Maritime New Zealand	380	400	5.3%
Museum of New Zealand Te Papa Tongarewa	390	413	5.7%
New Zealand Blood Service	850	872	2.6%
New Zealand Defence Force	11,866	11,765	-0.9%
New Zealand Infrastructure Commission/Te Waihangā	46	50	8.0%
New Zealand Police	15,548	15,376	-1.1%
New Zealand Qualifications Authority	484	478	-1.3%
New Zealand Symphony Orchestra	122	116	-4.9%
New Zealand Trade and Enterprise	624	613	-1.8%
Office of the Privacy Commissioner Te Mana Mātāpono Matatapu	47	44	-6.4%
Peke Waihangā - Artificial Limb Service	141	147	4.0%
Pharmac	164	179	9.6%
Public Trust	433	440	1.7%
Real Estate Authority	61	62	2.6%
Social Workers Registration Board	43	42	-2.9%
Sport New Zealand Ihi Aotearoa	304	304	0.0%
Takeovers Panel Te Pae Whitimana	7	7	0.0%
Taumata Arowai — the Water Services Regulator	106	101	-5.4%
Te Aka Matua o te Ture   Law Commission	18	20	11.1%
Te Ara Ahunga Ora Retirement Commission	36	37	2.8%
Te Hīringa Mahara-Mental Health and Wellbeing Commission	19	21	10.4%
Te Kāhui Tatari Ture   Criminal Cases Review Commission	21	29	34.8%
Te Kāhui Tika Tangata Human Rights Commission	52	51	-2.1%
Te Mana Whakaatu Classification Office	24	24	2.6%
Te Mana Whanonga Kaipāho Broadcasting Standards Authority	7	6	-13.5%
Te Māngai Pāho (Māori Media Funding Agency)	13	14	7.7%
Te Tāhū Hauora Health Quality & Safety Commission	81	80	-1.5%
Te Taura Whiri i te Reo Māori (Māori Language Commission)	56	59	5.4%
Te Tumu Whakaata Taonga New Zealand Film Commission	36	36	-1.6%
Tertiary Education Commission—Te Amorangi Mātauranga Matua	331	340	2.5%
Toka Tū Ake EQC	354	379	6.9%
Tourism New Zealand	159	144	-9.5%
Transport Accident Investigation Commission	34	33	-0.7%
Waka Kotahi NZ Transport Agency	2,787	2,791	0.1%
WorkSafe	594	567	-4.4%
<b>Grand Total - Baseline agencies</b>	<b>131,205</b>	<b>132,179</b>	<b>0.7%</b>

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