



Report Title:	Chief Executive Remuneration Disclosure Update to December 2024		
Report No:	MoSR 2025-0231		
Date:	18 March 2025		
To:	Hon Judith Collins KC, Minister for the Public Service		
Action Sought:	Note the next remuneration disclosure for Chief Executives is scheduled for release on the Public Service Commission's website on 27 March 2025.	Due Date	26 March 2025
Contact Person:	Emma Shaw, Manager - Leadership Development and Recruitment		
Contact No:	9(2)(a) privacy		
Encl:	Yes	Priority:	Medium
Security Level:	IN CONFIDENCE		

Purpose of Report

1. This report informs you of the date and content of the next planned release of chief executive remuneration information, which is disclosed on the Public Service Commission's (the Commission) website. The next update is scheduled for 27 March 2025, to align with the Workforce Data release.

Background

2. At request of Cabinet, the Commission publicly reports on remuneration of chief executives of departments, departmental agencies, statutory Crown entities, tertiary education institutions (TEIs), offices of Parliament and non- Public Service departments.
3. The Public Service Commissioner (the Commissioner) sets the remuneration of chief executives of Public Service departments and departmental agencies and the functional chief executives. The Remuneration Authority independently sets the remuneration of Public Office Holders.
4. The Commissioner provides guidance on, and consents to, remuneration packages for chief executives of statutory Crown entities and tertiary education institutions.

Key Points

5. A list of the disclosure figures for the past three financial years is attached. The published data will have hover-over notes, outlining the period and any other significant information related to the disclosed figure. The disclosures updated this round are shaded orange, and previous disclosures remaining on the website are

shaded blue. Those shaded teal and dusky pink indicate that there is only a hover-over note, with no accompanying disclosure figure.

6. This update covers remuneration earned by chief executives with annual remuneration review periods ending up to 31 December 2024. The next update will be in late 2025 and cover remuneration earned by chief executives with review periods ending up to 30 June 2025.

Public Service chief executive disclosures

7. Public Service secretaries and chief executives' remuneration cycle is 1 January to 31 December. The average total remuneration of Public Service secretaries and chief executives in role at 31 December 2024 is \$491K compared to \$495K at 30 June 2024. The average total remuneration has decreased slightly in the six months from June 2024 due to appointment and end of term movements.
8. For core Public Service chief executives there have been no 'out of the norm' discretionary payments or job size reviews during the year.
9. The remuneration statistics are published annually and an update will be next published on the Commission's website as at 30 June 2025. It is likely that we will see the average remuneration increase over the next six months to 30 June following the implementation of a 1 January 2025 remuneration review, on which you will be briefed separately. Options for performance pay are also continuing to be worked through.

Crown entity chief executive disclosures

10. Most Crown entity chief executives have 1 July 2024 to 30 June 2025 remuneration periods, meaning their 2024/25 remuneration will not be disclosed until the next update. The average total potential remuneration package for Crown entity chief executives as at 30 June 2024 was \$447,540, a 2.5 percent increase from 30 June 2023. This increase is mostly attributed to the average 1.8 percent remuneration increase awarded in remuneration reviews during the financial year.
11. Some disclosures you may wish to pay particular attention to are those for chief executives of:
 - Te Taura Whiri i te Reo Māori (Māori Language Commission) – Mr Ngāhiwi Apanui received a 14.2% remuneration increase from \$236k to \$270k effective from 30 July 2023 due to acute retention risk.
 - Drug Free Sport New Zealand – This entity was disestablished. Mr Nick Patterson's remuneration disclosure for the part year 31 July 2023 to 30 June 2024 is \$472k which includes three months redundancy pay and three months payment in lieu of notice.
 - Te Pūkenga (NZ Institute of Skills and Technology) – This role was disestablished. Mr Peter Winder's remuneration disclosure for the part year 1 July 2023 to 31 December 2023 is \$690k which includes three months redundancy pay and three months payment in lieu of notice.

- Kāinga Ora–Homes and Communities – This role was disestablished. Mr Andrew McKenzie’s remuneration disclosure for the part year 1 October 2023 to 30 August 2024 is \$1.066 million which includes three months redundancy pay and three months payment in lieu of notice.

Recommended Action

We recommend that you:

- a **note** that Chief Executive remuneration disclosure tables on the Public Service Commission’s website will be updated on Thursday 27 March 2025.

Noted

- b **agree** that the Public Service Commission release this briefing in full once the update has been published on 27 March 2025.

Agree / disagree

Hon Judith Collins KC
Minister for the Public Service

Organisation	Name	Year		
		2022/23	2023/24	2024/25
ACC	Ms Megan Main	\$673K	\$683K	
Accreditation Council	Dr Brian Young	\$320K	\$326K	
Antarctica New Zealand	Ms Sarah Williamson	\$340K	\$362K	\$31K
	Mr Jordy Hendriks (Acting)			
Aroturuki Tamariki - Independent Children's Monitor	Mr Arran Jones		\$246K	\$372K
Arts Council of New Zealand Toi Aotearoa, Creative NZ	Mr Stephen Wainwright	\$323K	\$328K	\$328K
Auckland University of Technology	Dr Damon Salesa	\$577K	\$586K	
Broadcasting Commission, NZ On Air	Mr Cameron Harland	\$340K	\$361K	
Callaghan Innovation	n role less than 3 months (Acting)	\$110K		
	Dr Stefan Korn	\$432K	\$550K	
Charter School Agency	Ms Jane Lee (Acting)			\$171K
Chief Executive of Parliamentary Service	Mr Rafael Gonzalez-Montero	\$390K	\$413K	
Chief of the New Zealand Defence Force	Air Marshal Kevin Short	\$670K	\$623K	
	Air Marshal Tony Davies		\$46K	
Chief Parliamentary Counsel	Ms Cassie Nicholson	\$399K	\$413K	
Civil Aviation Authority of New Zealand	Mr Keith Manch	\$435K	\$510K	
Clerk of the House of Representatives	Mr David Wilson	\$458K	\$476K	
Commerce Commission	Ms Adrienne Meikle	\$398K		
	Ms Vanessa Horne (Acting)		\$292K	
	Ms Adrienne Meikle		\$142K	
Commissioner of Police	Mr Andy Coster	\$670K	\$670K	\$438K
	n role less than 3 months (Acting)			\$26K
	Mr Richard Chambers			
Controller and Auditor-General	Mr John Ryan	\$670K	\$670K	
Crown Law	Ms Una Jagose	\$660K	\$670K	\$670K
Crown Response Office	Mr Rajesh Chhana			\$68K
Cyclone Recovery	Ms Katrina Casey		\$332K	\$422K
Department of Conservation Te Papa Atawhai	Ms Penny Nelson	\$436K	\$495K	\$502K
Department of Corrections	Mr Jeremy Lightfoot	\$475K	\$504K	\$513K
Department of the Prime Minister and Cabinet	Mr Brook Barrington	\$612K	\$62K	
	n role less than 3 months (Acting)		\$54K	
	Ms Rebecca Kitteridge (Acting)		\$475K	
	Ms Rebecca Kitteridge (Acting)		\$156K	
	Mr Ben King			\$408K
Deputy Public Service Commissioner	Dame Helene Quilter	\$355K		
	Ms Heather Baggott	\$388K		
	Ms Gaye Searancke (Acting)	\$132K		
	Ms Heather Baggott		\$368K	
	Ms Gaye Searancke (Acting)		\$420K	
	Ms Rebecca Kitteridge		\$102K	
Drug Free Sport New Zealand	Mr Nick Paterson	\$301K	\$427K	
Education New Zealand Manapou ki te Ao	Mr Grant McPherson	\$456K	\$176K	
	Dr Linda Sissons (Acting)			\$375K
	Ms Amanda Malu			
Education Review Office	Mr Nicholas Pole	\$406K	\$428K	\$428K
Electricity Authority	Mr James Stevenson-Wallace	\$106K		
	n role less than 3 months (Acting)	\$76K		
	Ms Sarah Gillies	\$181K	\$394K	
Energy Efficiency and Conservation Authority	Mr Andrew Caseley	\$388K	\$73K	
	Dr Marcos Pelenur		\$293K	
Environmental Protection Authority	Dr Allan Freeth	\$429K	\$436K	
External Reporting Board	Ms April Mackenzie	\$334K	\$344K	
Financial Markets Authority	Ms Samantha Barrass	\$600K	\$626K	
Fire and Emergency New Zealand	Mr Kerry Gregory	\$496K	\$503K	
Government Communications Security Bureau	Mr Andrew Hampton	\$447K	\$201K	
	Ms Bridget White (Acting)		\$214K	
	Mr Andrew Clark		\$74K	\$430K
Guardians of New Zealand Superannuation	Mr Matt Whineray			
	n role less than 3 months (Acting)			
He Pou a Rangi Climate Change Commission	Ms Jo Hendy	\$260K	\$263K	\$270K
Health Research Council of New Zealand	Professor Sunny Collings	\$380K	\$391K	
Herenga ā Nuku Aotearoa — Outdoor Access Commission	Mr Ric Cullinane	\$226K	\$226K	\$232K
Heritage New Zealand Pouhere Taonga	Mr Andrew Coleman	\$301K	\$304K	\$312K
Inland Revenue — Te Tari Taake	Mr Peter Mersi	\$287K	\$586K	\$578K
Kāinga Ora—Homes and Communities	Mr Andrew McKenzie	\$721K	\$731K	\$1,066K
	Mr Matt Crockett			
Lincoln University	Professor Grant Edwards	\$443K	\$448K	\$455K
Lotto NZ	Mr Chris Lyman	\$510K	\$115K	
	Mr Jason Delamore		\$459K	
Manatū Taonga Ministry for Culture and Heritage	Mrs Bernadette Cavanagh	\$221K		
	n role less than 3 months (Acting)	\$108K		
	Leauanae Lauulu Mac Leauanae	\$94K	\$451K	\$451K
Manatū Wāhine Ministry for Women	Ms Kellie Coombes (Acting)	\$295K		

'Latest' indicator

Previously disclosed
New/updated
New CE - no disclosure
Notes line - no disclosure

Organisation	Name	Year		
		2022/23	2023/24	2024/25
Manatū Wāhine Ministry for Women	Ms Kellie Coombes	\$73K	\$389K	\$395K
Maritime New Zealand	Ms Kirstie Hewlett	\$392K	\$412K	
Massey University	Professor Jan Thomas	\$532K	\$584K	
	Prof. Jan Thomas			\$592K
Ministry for Ethnic Communities Te Tare Mātāwaka	Mr Mervin Singham	\$370K	\$381K	\$387K
Ministry for Pacific Peoples	Leauanae Laulu Mac Leauanae	\$274K		
	Tuaopepe Abba Fidow (Acting)	\$94K		
	Ms Gerardine Clifford-Lidstone		\$346K	\$384K
Ministry for Primary Industries	Mr Ray Smith	\$597K	\$633K	\$642K
Ministry for Regulation	Mrs Gráinne Moss (Acting)			\$287K
	Mrs Gráinne Moss			\$144K
Ministry for the Environment — Manatū Mō Te Taiao	Ms Vicky Robertson	\$518K	\$84K	
	Mr James Palmer		\$432K	\$524K
Ministry of Business, Innovation and Employment	Carolyn Tremain	\$579K	\$614K	\$623K
Ministry of Defence Manatū Kaupapa Waonga	Mr Andrew Bridgman	\$592K	\$609K	
	Mr Andrew Bridgman		\$308K	
	Mr Brook Barrington			\$298K
Ministry of Foreign Affairs and Trade	Mr Chris Seed	\$569K	\$580K	
	Mr Chris Seed		\$49K	
	Mr Brook Barrington (Acting)		\$190K	
	n role less than 3 months (Acting)		\$36K	
	Mr Bede Corry			\$303K
Ministry of Health – Manatū Hauora	Sir Ashley Bloomfield	\$356K		
	Dr Diana Sarfati (Acting)	\$169K		
	Dr Diana Sarfati	\$47K	\$557K	\$565K
Ministry of Social Development	Ms Debbie Power	\$569K	\$618K	\$616K
Museum of New Zealand Te Papa Tongarewa	Ms Courtney Johnston	\$463K	\$464K	\$470K
National Emergency Management Agency	Mr David Gawn	\$418K	\$430K	\$437K
National Transition Unit - Water Services Reform Programme	Mr Jon Lamonte (nterim)	\$292K		
	Mr Vaughan Payne (nterim)	\$265K		
	Mr Colin Crampton (nterim)	\$292K		
	Mr Michael Brewster (nterim)	\$229K		
	Mr Jon Lamonte (nterim)		\$924K	
	Mr Vaughan Payne (nterim)		\$532K	
	Mr Colin Crampton (nterim)		\$738K	
	Mr Michael Brewster (nterim)		\$365K	
New Zealand Blood Service	Ms Samantha Cliffe	\$459K	\$469K	
New Zealand Customs Service	Ms Christine Stevenson	\$491K		
	n role less than 3 months (Acting)		\$41K	
	Ms Christine Stevenson		\$469K	\$528K
New Zealand Infrastructure Commission/Te Waihanga	Mr Ross Copland	\$486K	\$493K	\$54K
	n role less than 3 months (Acting)			\$84K
	Mr Geoff Cooper			
New Zealand Qualifications Authority	Dr Grant Klinkum	\$441K	\$445K	
New Zealand Security Intelligence Service	Ms Rebecca Kitteridge	\$461K		
	Ms Rebecca Kitteridge	\$52K		
	n role less than 3 months (Acting)	\$68K		
	Mr Andrew Hampton		\$336K	\$480K
New Zealand Symphony Orchestra	Mr Peter Biggs	\$330K	\$316K	
	n role less than 3 months (Acting)			
New Zealand Trade and Enterprise	Mr Peter Chrisp	\$657K	\$659K	
NZ Transport Agency Waka Kotahi	Ms Nicole Rosie	\$725K	\$736K	\$244K
	Mr Brett Gliddon (Acting)			
Office for Māori Crown Relations-Te Arawhiti	Mrs Lil Anderson	\$107K		
	Mr Glenn Webber (Acting)	\$309K	\$140K	
	Mrs Lil Anderson		\$274K	\$393K
	Mr Anaru Mill (Acting)			
Office of the Ombudsman	Judge Peter Boshier	\$463K	\$515K	\$531K
Oranga Tamariki—Ministry for Children	Mr Chappie Te Kani (Acting)	\$494K		
	Mr Chappie Te Kani		\$545K	\$387K
	Mr Andrew Bridgman (Acting)			
Parliamentary Commissioner for the Environment	Rt Hon Simon Upton	\$398K	\$402K	
Peke Waihanga - Artificial Limb Service	Mr Sean Gray	\$300K	\$305K	
Pharmac	Ms Sarah Fitt	\$480K	\$493K	
Public Service Commissioner	Mr Peter Hughes	\$630K	\$422K	
	Ms Heather Baggott (Acting)			\$437K
	Sir Brian Roche			
Public Trust	Ms Glenys Talivai			
Real Estate Authority	Ms Belinda Moffat	\$266K	\$339K	
School Property	Mr Jerome Sheppard (Acting)			
Serious Fraud Office — Te Tari Hara Tāware	Ms Karen Chang	\$251K	\$378K	\$383K
Social Investment Agency	Dr Craig Jones (Acting)			\$129K
	Mr Andy Coster			\$78K

'Latest' indicator

- Previously disclosed
- New/updated
- New CE - no disclosure
- Notes line - no disclosure

Organisation	Name	Year		
		2022/23	2023/24	2024/25
Social Wellbeing Agency	Ms Renee Graham	\$275K		
	n role less than 3 months (Acting)	\$77K		
	Ms Renee Graham		\$378K	
	Ms Renee Graham		\$179K	
	n role less than 3 months (Acting)		\$12K	
Social Workers Registration Board	Ms Sarah Clark	\$247K	\$254K	
Sport Integrity Commission Te Kahu Raunui	Ms Rebecca Rolls			
Sport New Zealand Ihi Aotearoa	Ms Raelene Castle	\$443K	\$443K	
Stats NZ Tatauranga Aotearoa	Mr Mark Sowden	\$395K	\$407K	\$413K
Takeovers Panel Te Pae Whitimana	Mr Andrew Hudson	\$276K	\$279K	\$285K
Taumata Arowai — the Water Services Regulator	Mr Bill Bayfield	\$405K		
	Mr Bill Bayfield	\$78K		
	Mr Allan Prangnell	\$141K	\$340K	
Te Aho o Te Kahu (Cancer Control Agency)	Dr Diana Sarfati	\$203K		
	Ms Nicola Hill (Acting)	\$291K		
	Mr Rami Rahal		\$182K	\$380K
Te Aka Whai Ora — Māori Health Authority	Ms Riana Manuel	\$550K	\$412K	
Te Herenga Waka - Victoria University of Wellington	Professor Jennifer Windsor (Acting)	\$447K		
	Professor Nicolas Smith		\$610K	
Te Hiringa Mahara — Mental Health and Wellbeing Commi..	Ms Karen Orsborn	\$325K	\$331K	
Te Kāhui Tatauri Ture Criminal Cases Review Commission	Ms Parekawhia McLean	\$253K	\$290K	
Te Kāhui Tika Tangata Human Rights Commission	Ms Moira Lawler (Acting)	\$241K		
	n role less than 3 months (Acting)	\$46K		
	Ms Meg de Ronde	\$69K	\$284K	
Te Mana Whanonga Kaipāho Broadcasting Standards Authority	Ms Helen Cruse (Acting)	\$54K		
	Ms Stacey Wood	\$110K		
	Ms Helen Cruse (Acting)		\$110K	
	Ms Stacey Wood			\$213K
Te Manatū Waka The Ministry of Transport	Mr Bryn Gandy (Acting)	\$191K		
	Ms Audrey Sonerson	\$26K	\$470K	\$477K
Te Māngai Pāho (Māori Media Funding Agency)	Mr Larry Parr	\$243K	\$250K	
Te Pūkenga (NZ Institute of Skills and Technology)	Mr Stephen Town	\$251K		
	Mr Peter Winder	\$642K	\$690K	
	n role less than 3 months (Acting)		\$16K	
	Mr Gus Gilmore (Acting)			
Te Puni Kōkiri—Ministry of Māori Development	Mr Dave Samuels	\$423K	\$460K	\$492K
Te Tāhū Hauora Health Quality & Safety Commission	Dr Janice Wilson	\$360K		
	n role less than 3 months (Acting)	\$25K		
	Dr Peter Martin Jansen	\$48K	\$440K	
Te Tāhū o te Ture - Ministry of Justice	Mr Andrew Kibblewhite	\$609K	\$627K	\$636K
Te Tāhuhu o te Mātauranga Ministry of Education	Ms ona Holsted	\$577K	\$604K	\$472K
	Ms Ellen MacGregor-Reid (Acting)			
Te Tai Ōhanga The Treasury	Dr Caralee McLiesh	\$627K	\$646K	\$465K
	n role less than 3 months (Acting)			\$67K
	n role less than 3 months (Acting)			\$24K
	Mr ain Rennie			\$75K
Te Tari Taiwhenua Department of Internal Affairs	Mr Paul James	\$538K	\$578K	\$595K
Te Taura Whiri i te Reo Māori (Māori Language Commissio..	Mr Ngāhiwi Apanui	\$236K	\$236K	\$270K
Te Tūāpapa Kura Kāinga-Ministry of Housing and Urban Development	Mr Andrew Crisp	\$576K	\$614K	\$595K
	Mr Brad Ward (Acting)			
Te Tumu Whakaata Taonga New Zealand Film Commission	Mr Mladen vancic (Acting)	\$81K		
	Mr Mladen vancic (Acting)	\$285K		
	Ms Anne Murray		\$346K	
Te Wānanga o Aotearoa	Mr Nepia Winiata	\$421K	\$427K	
Te Wānanga o Raukawa	Dr Mereana Selby	\$369K	\$189K	
Te Whare Wānanga o Awanuiārangi	Professor Wiremu Doherty	\$358K		
Te Whatu Ora — Health New Zealand	Fepulea'i Margie Apa	\$864K	\$895K	
Telarc	Mr Philip Cryer	\$289K	\$304K	
Tertiary Education Commission – Te Amorangi Mātaurang..	Mr Tim Fowler	\$580K	\$600K	
The Foodbowl	Mr Grant Verry	\$268K	\$272K	\$272K
The University of Auckland	Professor Dawn Freshwater	\$755K	\$766K	
The University of Waikato	Professor Neil Quigley	\$421K	\$529K	\$537K
Toitū Te Whenua Land Information New Zealand	Ms Gaye Searancke	\$408K	\$98K	
	n role less than 3 months (Acting)		\$39K	
	Ms Adrienne Meikle (Acting)		\$387K	
	Mr Richard Hawke (Acting)		\$108K	
	Mr Murray Young (Acting)			\$132K
	Ms Gaye Searancke			\$85K
Toka Tū Ake – Natural Hazards Commission	Ms Tina Mitchell	\$447K	\$491K	
Tourism New Zealand	Mr René de Monchy	\$546K	\$554K	
Transport Accident Investigation Commission	Mr Martin Sawyers	\$282K	\$286K	
University of Canterbury	Professor Cheryl de la Rey	\$600K	\$603K	
University of Otago	Professor David Murdoch	\$644K		

'Latest' indicator

- Previously disclosed
- New/updated
- New CE - no disclosure
- Notes line - no disclosure

Organisation	Name	Year		
		2022/23	2023/24	2024/25
University of Otago	Professor David Murdoch	\$75K		
	Professor Helen Nicholson (Acting)	\$180K	\$589K	
	Hon Grant Robertson			
Whaikaha — Ministry of Disabled People	n role less than 3 months (Acting)	\$65K		
	Ms Paula Tesoriero	\$141K	\$421K	\$428K
WorkSafe	Mr Phil Parkes	\$409K	\$103K	
	Mr Steve Haszard			

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