



Te Kawa Mataaho

Public Service Commission

25 August 2025

9(2)(a) privacy

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Official Information Request Our Ref: OIA 2025-0031

I refer to your Official Information Act 1982 (OIA) request on 30 July 2025 for:

- 1. From 1 November 2023, a breakdown by ethnicity of all redundancies or instances where a contract has not been renewed, across all government agencies and crown entities.*
 - 2. From 1 November 2023, a breakdown by ethnicity of all new staff hired, across all government agencies and crown entities.*
- For clarity, this includes fixed term and temporary contracts.*

Information being released

Te Kawa Mataaho Public Service Commission (the Commission) holds data on the ethnicity of redundancies and new hires for permanent and fixed-term employees, within departments and departmental agencies.

For the period requested, the Commission has data available from 1 November 2023 to 30 June 2024. The Commission is currently processing data to 30 June 2025, and this will not be available until 9 October 2025. The Commission's public service data release calendar can be found at the following link: [Data releases calendar - Te Kawa Mataaho Public Service Commission](#).

Please find enclosed and listed in the table below the data the Commission holds within scope of your request.

Item	Date	Document Description	Decision
1	1 November – 30 June 2024	Breakdown of redundancies by ethnicity for permanent and fixed-term employees, within departments and departmental agencies from 1 November 2023 – 30 June 2024	Released in full
2		Breakdown of new hires by ethnicity for permanent and fixed-term employees, within departments and departmental agencies from 1 November 2023 – 30 June 2024	Released in full

Information not held

The Commission does not hold the requested data for 'all government agencies and crown entities' or for 'temporary contracts'.

I am therefore refusing these parts of your requests under section 18(e) of the OIA on the grounds the information does not exist.

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 Commission's website.

Yours sincerely



Nicky Dirks

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

Agency	European	Māori	Asian	Pacific	MELAA	Number of redundancies	Number with disclosed ethnicity
Crown Law Office	0.0%	0.0%	0.0%	0.0%	0.0%	3	3
Department of Conservation	77.8%	0.0%	0.0%	0.0%	0.0%	10	9
Department of Internal Affairs	77.8%	0.0%	0.0%	0.0%	0.0%	9	9
Department of the Prime Minister and Cabinet	0.0%	0.0%	0.0%	0.0%	0.0%	2	2
Inland Revenue Department	0.0%	0.0%	0.0%	0.0%	0.0%	2	1
Land Information New Zealand	0.0%	0.0%	0.0%	0.0%	0.0%	3	3
Ministry for Culture and Heritage	84.6%	0.0%	0.0%	0.0%	0.0%	13	13
Ministry for Ethnic Communities	0.0%	0.0%	75.0%	0.0%	0.0%	8	8
Ministry for Pacific Peoples	18.2%	0.0%	0.0%	75.8%	0.0%	33	33
Ministry for Primary Industries	69.6%	8.7%	0.0%	0.0%	0.0%	71	69
Ministry for the Environment	78.0%	17.1%	0.0%	0.0%	0.0%	42	41
Ministry of Business, Innovation and Employment	63.7%	13.7%	16.5%	7.5%	0.0%	231	212
Ministry of Education	64.3%	0.0%	0.0%	0.0%	0.0%	14	14
Ministry of Health	0.0%	0.0%	0.0%	0.0%	0.0%	1	1
Ministry of Justice	0.0%	0.0%	0.0%	0.0%	0.0%	1	1
Ministry of Māori Development-Te Puni Kōkiri	0.0%	0.0%	0.0%	0.0%	0.0%	2	2
Ministry of Social Development	60.3%	22.2%	13.2%	13.2%	3.2%	201	189
Ministry of Transport	0.0%	0.0%	0.0%	0.0%	0.0%	4	3
New Zealand Customs Service	73.2%	12.2%	12.2%	0.0%	0.0%	44	41
Oranga Tamariki-Ministry for Children	0.0%	0.0%	0.0%	0.0%	0.0%	5	2
Public Service Commission	100.0%	0.0%	0.0%	0.0%	0.0%	5	5
Statistics New Zealand	68.0%	9.7%	18.4%	7.8%	3.9%	111	103
Overall Public Service	63.7%	13.6%	13.1%	11.1%	2.5%	815	764
Notes:							
0.0% figures can either be a true zero or a value that has been suppressed to maintain privacy.							
Rows can add up to more than 100%, as employees can identify with more than one ethnicity.							

Org Name Long	European	Māori	Asian	Pacific	MELAA	Number of new hires	Number with disclosed ethnicity
Cancer Control Agency	75.0%	0.0%	0.0%	0.0%	0.0%	9	8
Crown Law Office	60.0%	20.0%	28.0%	0.0%	0.0%	25	25
Department of Conservation	80.2%	22.0%	10.2%	3.4%	4.5%	186	177
Department of Corrections	47.3%	14.2%	28.8%	22.2%	4.0%	1,275	1,151
Department of Internal Affairs	68.2%	15.3%	18.7%	9.3%	2.1%	502	471
Department of the Prime Minister and Cabinet	82.4%	0.0%	11.8%	0.0%	0.0%	36	34
Education Review Office	65.5%	0.0%	0.0%	0.0%	0.0%	29	29
Independent Monitor of the Oranga Tamariki System	0.0%	0.0%	0.0%	0.0%	0.0%	3	3
Inland Revenue Department	28.7%	15.1%	37.3%	5.6%	5.3%	379	338
Land Information New Zealand	68.6%	11.4%	0.0%	0.0%	0.0%	36	35
Ministry for Culture and Heritage	50.0%	50.0%	0.0%	0.0%	0.0%	8	8
Ministry for Ethnic Communities	50.0%	0.0%	40.0%	0.0%	0.0%	11	10
Ministry for Pacific Peoples	26.3%	0.0%	0.0%	57.9%	0.0%	20	19
Ministry for Primary Industries	43.8%	10.4%	21.9%	6.0%	5.5%	203	201
Ministry for Regulation	81.3%	0.0%	0.0%	0.0%	0.0%	23	16
Ministry for the Environment	67.6%	11.8%	17.6%	0.0%	0.0%	36	34
Ministry for Women	0.0%	0.0%	0.0%	0.0%	0.0%	1	1
Ministry of Business, Innovation and Employment	49.4%	9.4%	29.5%	11.4%	5.7%	376	352
Ministry of Defence	94.7%	0.0%	0.0%	0.0%	0.0%	19	19
Ministry of Disabled People	82.3%	10.1%	11.4%	7.6%	0.0%	84	79
Ministry of Education	66.9%	21.3%	13.6%	3.8%	2.1%	295	287
Ministry of Foreign Affairs and Trade	66.3%	8.4%	10.5%	11.6%	0.0%	95	95
Ministry of Health	80.6%	16.7%	8.3%	9.7%	0.0%	72	72
Ministry of Housing and Urban Development	50.0%	0.0%	0.0%	0.0%	0.0%	11	8
Ministry of Justice	69.1%	19.2%	15.5%	10.9%	4.2%	439	433
Ministry of Māori Development-Te Puni Kōkiri	35.9%	48.7%	17.9%	0.0%	0.0%	39	39
Ministry of Social Development	60.9%	21.8%	23.1%	18.1%	3.6%	421	386
Ministry of Transport	86.2%	0.0%	0.0%	0.0%	0.0%	29	29
National Emergency Management Agency	91.7%	0.0%	0.0%	0.0%	0.0%	13	12
New Zealand Customs Service	59.7%	11.7%	23.4%	15.6%	0.0%	78	77
Oranga Tamariki-Ministry for Children	37.7%	22.8%	9.6%	21.6%	2.8%	527	324
Public Service Commission	0.0%	0.0%	0.0%	0.0%	0.0%	3	2
Serious Fraud Office	80.0%	0.0%	0.0%	0.0%	0.0%	10	10
Social Investment Agency	0.0%	0.0%	0.0%	0.0%	0.0%	1	0
Statistics New Zealand	78.9%	0.0%	0.0%	0.0%	0.0%	25	19
The Office of Treaty Settlements and Takutai Moana: Te Tari Whakatau	67.6%	37.8%	10.8%	10.8%	0.0%	39	37
The Treasury	76.9%	0.0%	25.6%	0.0%	0.0%	41	39
Overall Public Service	56.7%	16.0%	21.1%	12.8%	3.5%	5,516	4,994
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