



Te Kawa Mataaho

Public Service Commission

16 April 2025

9(2)(a) privacy

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Official Information Request

Our Ref: PSCR 2025-0335

I refer to your official information request received on 21 March 2025 for:

1. *“The total number of FTE’s prior to October 2023, and as of today within your agency, to the date of this request, broken down by ethnicity including Māori and non-Māori classifications.*
2. *The total number redundancies within your agency since October 2023 to the date of this request, broken down by ethnicity including Māori and non-Māori classifications.*
3. *The number of FTE roles broken down by department and job title prior to October 2023, and as of today within your agency, to the date of this request.*
4. *The number of redundancies, disestablished, or unfilled roles (please specify in your response) since October 2023 to the date of this request, broken down of by department and job title”*

On 25 March 2025 you clarified your request as follows:

“For questions 1-4 please replace ‘since October 2023’ or ‘prior to October 2023’ with ‘as at September 30, 2023’. Also to clarify the meaning of ‘unfilled roles’, in this case it means a role which was vacated (e.g. the employee resigned) and no one has been rehired into that role, and there is no intention to begin a recruitment process.”

Information being released

The Public Service Commission’s (Commission) information release confidentiality guidelines ensure we allow as much high value information as possible to be released, while ensuring that it is not in a form that could reasonably expect to identify an individual, or at a level of aggregation where the information is still informative.

These guidelines apply to any statistical information that contains private or confidential information and therefore prevent us releasing the exact number of people in positions where there are fewer than four employees. Therefore, we have grouped data together when the number of FTE in a position is under four, as per our confidentiality guidelines.

FTEs

As at 30 September 2023 the Commission had 200 FTE, and 201.5 FTE as at 31 December 2024.

Please find listed in the table below workforce composition by ethnicity as at 30 September 2023 and 31 December 2024.

Ethnicity:	Workforce composition as at 30 September 2023	Workforce composition as at 31 December 2024
European	84.80%	78.30%
Māori	9.80%	12.70%
Pacific	8.80%	11.60%
Asian	9.30%	8.50%
MELAA	2.50%	1.10%
Other	1.50%	2.60%

Redundancies and disestablished positions

Between 30 September 2023 and 21 March 2025 15 employees at the Commission were made redundant. Acknowledging that employees can identify as more than one ethnicity, of the 15 employees, eight identified as New Zealand European and nine “Other Ethnicity” were identified.

The titles of the roles of the 15 employees that were made redundant include: Deputy Commissioner, Director, Manager, Chief, Chief Advisor, Programme Director, Principal Advisor, Project Lead, and Senior Advisor.

FTE numbers broken down by teams and roles

Please find in the enclosed spreadsheet and listed in the table below, the FTE roles broken down by group and position as at 30 September 2023 and 12 March 2025 (last completed payroll data date before your request). On 19 August 2024, a new organisation structure was implemented at the Commission which resulted in teams at the Commission merging. Therefore, the datasets for the time period requested are not comparable.

Item	Document Description	Decision
1.	FTE positions broken down by group as at 30 September 2023	Released in full
2.	FTE positions broken down by group as at 12 March 2025	Released in full

Disestablished roles

Please find in the enclosed spreadsheet and listed in the table below, a list of positions disestablished at the Commission from 30 September 2023 to the 21 March 2025. It is important to note that this list does not reflect the number of people that were made redundant.

Item	Document Description	Decision
3.	Disestablished positions broken down by group from 30 September 2023 to 21 March 2025.	Released in full

Information not held

The Commission does not manage positions based on establishment headcount/FTE. As a role becomes vacant, a decision is made as to whether there is an immediate need to fill the role, whether the functional deliverables are still required or whether the role needs to be repurposed.

Therefore, the Commission has no 'unfilled' roles. I am therefore refusing this part of your request under section 18(e) of the OIA on the grounds the information requested 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) and enclosed documents on the Commission's website.

Yours sincerely



Nicky Dirks

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