



14 April 2025

OIAD-1527

9(2)(a)

Tēnā koe 9(2)(a)

Thank you for your email of 21 March 2025 requesting the following under the Official Information Act 1982 (the Act):

Under the Official Information Act 1982, I request the following information in a fully searchable electronic format: Spreadsheet

- 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 to the following:

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.

The Ministry for the Environment (the Ministry) has provided the attached spreadsheet containing the requested information. Please also note the following contextual information for each part of your request.

Question 1:

In the attached spreadsheet, editable data has been provided in tab Q1. Please note the following about this data:

- The data provided is full-time equivalent (FTE) people.
- The provision of ethnicity data is optional. Not all staff provide ethnicity data.
- Staff can provide more than one ethnicity. This data is based on their first ethnicity record.
- This data includes permanent, fixed term and staff seconded out of the Ministry.

- This data excludes contractors, staff on leave without pay or parental leave and secondees into the Ministry.

Question 2:

In the attached spreadsheet, editable data has been provided in tab Q2. Please note the following about this data:

- The data provided is headcount.
- The provision of ethnicity data is optional. Not all staff provide ethnicity data.
- Staff can provide more than one ethnicity. This data is based on their first ethnicity record.
- This data includes permanent, fixed term and staff seconded out of the Ministry
- This data excludes contractors, staff on leave without pay or parental leave and secondees into the Ministry.

Question 3:

In the attached spreadsheet, editable data has been provided in tab Q3 30-09-2023 and Q3 31-03-2025. Please note the following about this data:

- The data for this question is provided over two tabs.
- The data provided is FTE people.
- The Ministry has undergone two restructures between the dates requested. This has resulted in a larger than usual level of change in business group names and position titles.
- There are many position titles that are very specific which can mean that individuals can be identified through other publicly available information. Where there are one or two staff for a specific position title, for the purposes of privacy and protecting individual identity, the position title has been made more generic.
- The tables provided also include reference to staff seconded out of the Ministry as they are substantively Ministry employees.

Question 4:

In the attached spreadsheet, information about unfilled roles is provided in Part 1 of the same tab. Unfilled positions in September 2023 were higher than usual as the Ministry used recruitment controls and elected to leave most vacant positions unfilled as it undertook its Resetting the Ministry restructure in 2024. Please note the following about this data:

- Unfilled roles include permanent positions and fixed term positions that have no substantive staff member in them.
- Position FTE refers to the budgeted FTE of the position. When positions are filled, position FTE may differ from the FTE of the individual in a position.

- This is not data that the Ministry routinely reports on to this level of detail. To provide these point-in-time datasets, the Ministry has reconciled position data from a number of sources, including its financial and people systems.
- Where a substantive staff member is on secondment, on parental leave or on unpaid leave and the position has not been backfilled, this is considered a filled position as there is a substantive incumbent.

In the attached spreadsheet, information about redundancies is provided in tab Q4 Part 2. Please note the following about this data:

- There are many position titles that are very specific which can mean that individuals can be identified through other publicly available information. Where there are one or two staff for a specific position title, for the purposes of privacy and protecting individual identity, the position title has been made more generic.

The Ministry does not report on disestablished positions, however the positions of all staff who were made redundant were disestablished.

You have the right to seek an investigation and review by the Office of the Ombudsman of my decision relating to this request, in accordance with section 28(3) of the Act. The relevant details can be found on their website at: www.ombudsman.parliament.nz.

Please note that due to the public interest in our work the Ministry publishes responses to requests for official information on our [OIA responses page](#) shortly after the response has been sent. If you have any queries about this, please feel free to contact our Ministerial Services team: ministerials@mfe.govt.nz.

Nāku noa, nā



Juliet Macdonald
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Ministry for the Environment | Manatū Mō Te Taiao