17 April 2025

s9(2)(a)

Via email: s9(2)(a)

Dear s9(2)(a)

Thank you for your Official Information Act (OIA) request, received on 21 March 2025. You requested:

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."*

You also asked for this information in a fully searchable electronic format.

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."*

For part 1: The total number of FTEs employed by the New Zealand Infrastructure Commission/Te Waihanga (the Commission) as at 30 September 2023 was 46.55. The total FTEs as at 21 March 2025 (the date your request was received) was 46.30.

We do not hold ethnicity data as at 30 September 2023. The earliest date this information is held is 8 April 2024, and at that time, our employees self-identified as: Māori 6%, Asian 12%, Pacific 4%, Latin American 2%, New Zealand European 69% and unspecified 0.02%. As at 21 March 2025, our employees self-identified as: Māori 4%, Asian 9%, Pacific 2%, European 22%, New Zealand European 63% and unspecified 7%.

Ethnicity percentages do not add up to 100% because individuals may not self-identify any ethnicity or may identify multiple ethnicities. This ethnicity information is listed in the attached spreadsheet, which is electronically searchable.

For part 2: Between 30 September 2023 and 21 March 2025, there were no redundancies.

For part 3: For the two dates you have requested (30 September 2023 and 21 March 2025), the total FTEs, broken down by department and job title, are listed in the attached spreadsheet.

For part 4: As noted in our response to part 2 above, there were no redundancies during the timeframe specified in your request. We have interpreted the rest of part 4 to be for the number of disestablished and unfilled roles that have resulted from formal organisational restructure processes between 30 September 2023 and 21 March 2025.

On this basis, the Commission undertook one organisational realignment during the timeframe specified in your request. This realignment took place from January to March 2025 and resulted in:

- 10 roles being disestablished (3 were vacant and 1 role where the incumbent was retiring)
- 10 new roles being established
- 4 fixed term staff being appointed to new permanent positions
- 1 fixed-term staff member being appointed to an existing vacant permanent position.

As at 21 March 2025, there are 13 vacant permanent roles (including roles being temporarily covered by a fixed-term or contract arrangement), which will be recruited, as needed, as the work programmes grow.

The details of the disestablished roles, new roles established, and vacant permanent roles (including roles being temporarily covered by a fixed-term or contract arrangement) as at 21 March are listed in the attached spreadsheet.

Please note that this letter (with your personal details removed) may be published on the Commission's website.

NEW ZEALAND
INFRASTRUCTURE
COMMISSION
Te Waihanga

This reply addresses the information you requested. You have the right to ask the Ombudsman to investigate and review my decision.

Yours sincerely

s9(2)(a)

Vanisa Dhiru
General Manager, Corporate

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NEW ZEALAND

tewaihanga.govt.nz

New Zealand Infrastructure Commission

Part 1

We do not hold ethnicity data as at 30 September 2023.

The earliest date this information is held is 8 April 2024, and at that time our employees identified as:

Māori	6%
Asian	12%
Pacific	4%
Latin American	2%
New Zealand European	69%
Unspecified	0.02%

New Zealand Infrastructure Commission (as at 21 March 2025)

Part 1

As at 21 March 2025, our employees self-identified as:

Māori	4%
Asian	9%
Pacific	2%
European	22%
New Zealand European	63%
Unspecified	7%

New Zealand Infrastructure Commission FTEs (as at 30 September 2023)

Part 3

Job title	Division	FTE
Chief Executive	Chief Executive	1
Executive Assistant	Chief Executive	1
Executive Advisor	Chief Executive	1
Manager, Digital & Engagement	Corporate	1
Team Coordinator Operations	Corporate	0.75
Senior Digital Advisor	Corporate	1
IT Advisor	Corporate	1
Senior Designer	Corporate	1
HR Manager	Corporate	1
Senior Advisor Comms & Engagement	Corporate	1
CFO	Corporate	1
Team Coordinator, Strategy	Corporate	1
Principal Advisor, Comms & Engagement	Corporate	1
Senior Advisor	Corporate	1
HR & Office Coordinator	Corporate	0.9
General Manager, Operations and Board Secretary	Corporate	1
Writer & Researcher	Corporate - Maori State	1
Team Coordinator	Investment	1
Lead Advisor Commercial	Investment	1
Director, Investments & Review	Investment	1
Principal Advisor Delivery	Investment	1
Principal Economist	Investment	1
Senior Advisor	Investment	1
Principal Advisor, Delivery	Investment	1
Director Leadership	Investment	1
Director, Programmes & Reviews	Investment	1
Principal Advisor, Projects	Investment	1
Senior Advisor, Leadership & Capability	Investment	1
Senior Advisor I&R	Investment	1
Principal Advisor Policy	Policy - Output 40	0.9
Lead Advisor Strategy & Policy	Strategy	1
Principal Advisor, Policy	Strategy	1
GM Strategy	Strategy	1
Director, Data, Science & Analytics	Strategy	1
Director, Inquiries	Strategy	1
Principal Advisor, Inquiries	Strategy	1
Product Owner	Strategy	1
Principal Advisor Inquiries	Strategy	1
Principal Advisory, Policy	Strategy	1
Senior Advisor, Policy	Strategy	1
Principal Data Scientist	Strategy	1
Advisor, Economics	Strategy	1
Business Intelligence Analyst	Strategy	1
Director Policy	Strategy	1
Principal Economist	Strategy	1
Principal Advisor, Programmes & Reviews	Strategy - NIP	1
Senior Advisor, NIP	Strategy - NIP (30058)	1
	TOTAL	**46.55**

New Zealand Infrastructure Commission FTEs (as at 21 March 2025)

Part 3

Job title	Division	FTE
Chief Executive	Chief Executive	1
Executive Assistant	Chief Executive	1
Executive Advisor	Chief Executive	1
Manager, Digital & Engagement	Corporate	0.8
Senior Digital Advisor	Corporate	1
Senior Designer	Corporate	1
Senior Advisor Comms & Engagement	Corporate	0.8
CFO	Corporate	1
Team Coordinator, Strategy	Corporate	1
Principal Advisor, Comms & Engagement	Corporate	1
Senior Advisor	Corporate	1
Senior Advisor Ministerial Services	Corporate	1
Senior Advisor, Planning & Reporting	Corporate	0.9
Team Coordinator, Corporate	Corporate	1
GM Corporate	Corporate	1
Human Resources Manager	Corporate	1
Lead Advisor Commercial	Investment	1
Director, Investments & Review	Investment	1
Principal Economist	Investment	1
Senior Advisor	Investment	1
Director Leadership	Investment	1
Director, Programmes & Reviews	Investment	1
Senior Advisor, Leadership & Capability	Investment	1
GM Investment	Investment	1
Senior Advisor, Infrastructure Priorities & Evaluation	Investment	1
Principal Advisor, Infrastructure Priorities & Evaluation	Investment	1
Coordinator, Infrastructure Priorities & Evaluation	Investment	0.8
Advisor, Leadership & Capability	Investment	0.75
Principal Advisor, Programmes & Reviews	Investment	1
Lead Advisor Strategy & Policy	Strategy	1
Principal Advisor, Policy	Strategy	1
GM Strategy	Strategy	1
Director, Data, Science & Analytics	Strategy	1
Product Owner	Strategy	1
Principal Advisory, Policy	Strategy	1
Senior Advisor, Policy	Strategy	1
Advisor, Economics	Strategy	1
Director Policy	Strategy	1
Principal Economist	Strategy	1
Analytics Coordinator	Strategy	1
Principal Advisor Policy	Strategy	1
Principal Data Scientist	Strategy	0.8
Principal Data Engineer	Strategy	1
Senior Advisor, Economics & Research	Strategy	1
Senior Advisor, Economics & Research	Strategy	1
Principal Advisor, Programmes & Reviews	Strategy - NIP	1
Programme Lead NIP	Strategy - NIP	1
Senior Advisor, NIP	Strategy - NIP (30058)	0.4
	TOTAL	**46.25**

New Zealand Infrastructure Commission FTEs (between 30 September 2023 and 21 March 2025)

Part 2

Between 30 September 2023 and 21 March 2025, there were no redundancies

Part 4 - roles disestablished and new roles established

Role	Group/Team	Status
Finance Manager	Corporate Services	Role disestablished
Director, Construction Sector Productivity	Delivery	Role disestablished
Director, Projects & Programmes	Delivery	Role disestablished
Director, Investments and Reviews	Delivery	Role disestablished
General Manager Policy	Policy	Role disestablished
Director, Infrastructure Planning	Policy	Role disestablished
Director, Infrastructure Strategy	Strategy	Role disestablished
Director, Inquiries (vacant)	Strategy	Role disestablished
Principal Advisor, Inquiries (vacant)	Strategy	Role disestablished
Team Coordinator (Vacant)	Delivery	Role disestablished
Director, Programmes & Reviews	Investment / Programmes & Reviews	New role established
Lead Advisor, Commercial	Investment / Programmes & Reviews	New role established
Director Infrastructure Priorities & Evaluation	Investment / Infrastructure Priorities & Evaluation	New role established
Director, Policy	Strategy / Policy	New role established
Lead Advisor, Strategy and Policy	Strategy / Policy	New role established
Principal Software Engineer	Strategy / Data Science & Analytics	New role established
Chief Financial Officer	Corporate / Finance, Planning and Technology	New role established
Manager Ministerial Services	Corporate/ Ministerial Services	New role established
Senior IT/IS Advisor	Corporate / Finance, Planning and Technology	New role established
Senior Advisor	Investment / Leadership and Capability	New role established

Part 4 - vacant roles

Role	Group/Team	Status
Principal Advisor	Investment/ Programmes and Reviews	Vacant
Senior Advisor	Investment/ Programmes and Reviews	Vacant
Advisor	Investment/ Programmes and Reviews	Vacant
Senior Advisor	Investment/ Leadership & Capability	Vacant
HR/ Office Coordinator	Corporate	Vacant
Manager Ministerial Services	Corporate	Vacant
Senior IT/IS Advisor	Corporate	Vacant
Principal Economist	Strategy	Vacant
Economics Analyst	Strategy	Vacant
Business Intelligence Analyst	Strategy / Data Science & Analytics	Vacant
Principal Software Engineer	Strategy / Data Science & Analytics	Vacant
Senior Advisor	Strategy / Policy	Vacant
Principal Advisor	Strategy / Policy	Vacant