

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.

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

Yours sincerely



Vanisa Dhiru  
**General Manager, Corporate**

# 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            |
| <b>TOTAL</b>                                    |                         | <b>46.55</b> |

## 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 |