



20 September 2024

s 9(2)(a)

Official information request

Our ref: MFR-25OIA011

Tēnā koe s 9(2)(a)

I refer to your request made under the Official Information Act 1982 (OIA) received on 23 August 2024. You asked:

I request the following information related to recruitment activities from 14th October 2023 to the present:

- 1. A breakdown of the total spending on recruitment activities during this period.*
- 2. The number of staff hired, with a breakdown by department or unit, if available.*
- 3. The annual remuneration of newly hired staff, categorised by role or grade.*
- 4. Total spending on recruitment agencies or external recruiters.*
- 5. Total expenditure on recruitment advertising.*

I kindly request that, where possible, the data be presented in an Excel format, rather than PDF, to facilitate easier analysis.

Questions 1-3

Please see the attached spreadsheet for our answers to questions 1-3.

Recruitment agencies and advertising expenditure

The total spent on recruitment agencies or external recruiters for recruitment of permanent and fixed-term employees from 1 March 2024 to 23 August 2024 was \$40,666.42.

The total spent on recruitment advertising (consisting of fees for job advertisements on Seek.co.nz) from 14 October 2023 to 23 August 2024 was \$5,500.00.

Right of review

If you wish to discuss this decision with us, please contact hello@regulation.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 may publish a copy of this response on the Ministry for Regulation website. All requestor data, including your name and contact details will be removed prior to release.

Ngā mihi

s 9(2)(a)



Aisling Risdon
Head of Ministerial Services
Ministry for Regulation

Question 1: Breakdown of total expenditure (excl. GST) on recruitment of fixed-term and permanent staff between 14 October 2023 and 23 August 2024

Recruitment activity	Expenditure
Agency fee - Recruitment of 3x Deputy Chief Executives	30,000.00
Agency fee - Recruitment of fixed-term principal advisor	10,666.42
Venue hire - Interviews for 3x Manager, Regulatory Reviews	315.00
Seek.co.nz package	5,500.00
Teamtailor recruitment software*	6,400.00
Total	52,881.42

* The cost for Teamtailor was incurred during this period, but is for a subscription until September 2025

Question 2: Fixed-term and permanent staff hired by the Ministry for Regulation between 14 October 2023 and 23 August 2024

Department/ Unit	Number of staff hired*
Policy	6
Organisational Enablement	14
Reviews and System Capability	11

Question 3: Annual remuneration grades for fixed-term and permanent employees hired by the Ministry for Regulation between 14 October 2023 and 23 August 2024

Hay Grade	Remuneration Range	Examples of jobs in this grade	Number of staff hired in this grade*
13	\$62,867 – \$69,201 – \$83,041	Team Coordinator, People Coordinator, Engagement Coordinator	4
15	\$79,078 – \$87,406 – \$104,887	Policy Advisor	2
17	\$108,126 – \$119,681 - \$143,618	Senior Advisor, Senior Policy Advisor	8
18	\$127,142 - \$140,812 - \$168,973	Principal Advisor, Project Manager	7
19	\$145,563 - \$161,280 - \$193,287	Principal Legal Advisor, Lead Advisor	4
20	\$169,590 - \$187,900 - \$224,313	Managers	3
21	\$196,028 - \$216,764 - \$257,941	Senior managers in Establishment Unit (fixed-term)	3

* The number of staff hired in the tables for Questions 2 and 3 does not include staff members who were transferred to the Ministry for Regulation from other government departments.