



8 July 2025

s 9(2)(a)

**Official information request**

**Our ref: R001009**

Tēnā koe s 9(2)(a)

Thank you for your Official Information Act 1982 (OIA) request received on 2 June 2025.

You requested:

1. *The total number of staff currently working at the Ministry of Regulation, including:*
  - *Total number of permanent staff*
  - *Total number of fixed-term staff*
  - *Total number of seconded staff*
2. *The total number of staff that hold management positions and number of staff per management tier.*
3. *Salary bands and the total number of staff in each salary band.*
4. *The position titles associated with each salary band.*
5. *The payment arrangement for staff seconded to the Ministry of Regulation. Who pays for them?*
6. *Employee demographics*
  - a. *Workforce ethnicity by percentage*
  - b. *Workforce gender by percent*
  - c. *workforce ethnicity and gender by percent*
  - d. *management ethnicity by percentage*
  - e. *management gender by percent*

The information you requested is enclosed. This information is accurate as at 23 June 2025 and does not include staff in seconded roles except where specified.

**Item 1 – Total staff at the Ministry for Regulation**

Employment type	Number of staff
Permanent	74
Fixed-term	12
Seconded	1
<b>Total</b>	<b>87</b>

**Item 2 – Total staff that hold management positions**

Tier level	Number of staff
Tier 1	1
Tier 2	3
Tier 3	13
<b>Total</b>	<b>17</b>

The roles of Chief Advisor to the Chief Executive and Executive Assistant to the Chief Executive also report to the Chief Executive, however, are not considered managerial positions and have not been included in this table.

**Items 3 and 4 – Positions and salary bands**

The table below displays the Ministry for Regulation staff salary bands, positions that are included in each band, and the number of staff within each band. This includes staff on fixed-term contracts.

Salary bands <i>Range (90% - 100% - 120%)</i>	Position titles	Number of staff
\$62,867 – \$69,201 – \$83,041	Graduate Advisor, Reviews and System Capability Ministerial Services Coordinator People Coordinator Programme Co-Ordinator Submissions Analyst Team Coordinator	10
\$79,078 – \$87,406 – \$104,887	Advisor, Ministerial Services Advisor, Reviews and System Capability Executive Assistant Advisor, Policy	10
\$90,791 – \$100,420 – \$120,504	Executive Assistant to Chief Executive	1
\$108,126 – \$119,681- \$143,618	Senior Advisor, Digital Channels & Design Senior Advisor, Engagement Senior Advisor, Ministerial Services Senior Advisor, People Senior Advisor, Policy	19

<b>Salary bands</b> <i>Range (90% - 100% - 120%)</i>	<b>Position titles</b>	<b>Number of staff</b>
	Senior Advisor, Reviews and System Capability	
\$127,142 - \$140,812 - \$168,973	Senior Advisor, Legal Principal Advisor, Digital & Insights Principal Advisor, Engagement and Communications Principal Advisor, Finance Principal Advisor, Planning and Performance Principal Advisor, Policy Principal Advisor, Reviews and System Capability Project Lead, Regulatory Practice & Essentials Project Manager	20
\$145,563 - \$161,280 - \$193,287	Principal Advisor, Legal Lead Advisor, Economics Lead Advisor, Policy Lead Advisor, Reviews and System Capability	9
\$169,590 - \$187,900 - \$224,313	Chief Advisor to the Chief Executive Head of Digital and Insights Head of Engagement Head of Ministerial Services Head of People and Operations Head of Regulatory System Capability Manager, Regulatory Management System Manager, Regulatory Policy Design Manager, Regulatory Reviews Manager, Regulatory Stewardship	13
\$196,028 - \$216,764 - \$257,941	Chief Economist	1
\$272,725 - \$303,028 - \$348,482	Deputy Chief Executive - Policy Deputy Chief Executive, Reviews and System Capability Deputy Chief Executive - Organisational Enablement	3

## Item 5

Staff who are seconded to the Ministry for Regulation remain employees of their home organisation for the duration of their secondment and will continue to be paid by their original employer. The employer will then invoice the Ministry for Regulation to recover the associated costs.

## Item 6

### *Parts (a) (b) and (c)*

While we are committed to transparency and to providing information where possible, some parts of the requested data relate to small groups or individuals, and releasing this information could lead to the identification of specific staff members. Rather than refuse this part of your request, we have provided you this information in the following groups similar to how it is published on the Public Service Commission website and using the Stats NZ classifications<sup>1</sup>: European, Māori & Pacific, Asian, MELAA (Middle Eastern/Latin American/African) and Other.

The tables in response to item 6 of your request contain self-selected data. Staff that have not declared their ethnicity information are listed as “Unknown”. Staff who have not declared their gender information or who identify with a gender outside the traditional binary are listed as “Other”.

The table below details all staff broken down by ethnicity group and gender.

<b>Ethnicity</b>	<b>All Staff</b>	<b>% Female</b>	<b>% Male</b>	<b>% Other</b>
Asian	12.79%	8%	3%	1%
European	58.14%	36%	16%	6%
Māori and Pacific	5.81%	5%	1%	0%
Unknown	23.26%	5%	5%	14%
<b>Total</b>	<b>100%</b>	<b>53%</b>	<b>25%</b>	<b>21%</b>

### *Part (d) and (e)*

The table below details management staff broken down by ethnicity group and gender.

<b>Ethnicity</b>	<b>Percentage</b>	<b>% Female</b>	<b>% Male</b>	<b>% Other</b>
European	71%	58%	33%	8%
Unknown	29%	20%	40%	40%

---

<sup>1</sup>Statistical standard for ethnicity:

<https://aria.stats.govt.nz/aria/#StandardView:uri=http://stats.govt.nz/cms/StatisticalStandard/vv0ovwUoTSSVDhpt>

You may be aware that the 2025 Te Taunaki Public Service Census results were published today, 8 July 2025. The census ran from 3–21 March 2025 and gathered insights from public servants across New Zealand to inform improvements in public service performance and culture. This included self-selected responses for gender and ethnicity.

You can read more about the Public Service Census, and access the results on the [Public Service Commission's website](#)<sup>2</sup>.

The Ministry's report can be found here:

[https://www.publicservice.govt.nz/assets/Census/Min\\_for\\_Regulation\\_agency\\_report.pdf](https://www.publicservice.govt.nz/assets/Census/Min_for_Regulation_agency_report.pdf).

### **Right of review**

If you wish to discuss this decision with us, please contact [hello@regulation.govt.nz](mailto: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](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Please note that we may publish this response (with your details removed) on the Ministry for Regulation website.

Ngā mihi

s 9(2)(a)



Aisling Risdon

**Head of Ministerial Services**  
**Ministry for Regulation**

---

<sup>2</sup> <https://www.publicservice.govt.nz/data/public-service-census-2>