



Ref: OIA 2025-003

[REDACTED]
[REDACTED]

17 April 2025

Tēnā koe [REDACTED]

Thank you for your request of 21 March 2025, seeking the following information under the Official Information Act 1982 (the Act):

- "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 and added:

"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 Commission has considered your updated request in accordance with the Act.

Response

I am able to advise as follows.

Question 1.

The total number of FTEs as at September 30 2023, was **79.2** and at 21 March 2025 it was **64.3**.

It is important to note that when staff are employed by the Commission, they are not required to confirm their ethnicity, rather they may voluntarily provide such information in their onboarding documentation. As this is not mandatory and we do not hold it for all personnel, any information held by the Commission on the ethnicity of staff may not reflect true percentages. We rely on section 18(e) of the Act to not provide



this information, as we do not hold information that enables us to provide an accurate breakdown of FTEs by ethnicity.

Question 2.

As at 21 March 2025, there have been a total of 20 redundancies at the Commission since 30 September 2023.

In April 2024, the Commission undertook a review to ensure that the Strategic Engagement and Corporate Services and Ohu Iwi/Māori business groups were appropriately set up at the executive leadership level, to deliver on the Commission's future statutory work, with the right leadership capability and capacity. As a result of this review, two staff were made redundant.

Following reductions to the Commission's funding in Budget 24, the Commission undertook an organisation-wide restructure (known as Pivot 24). This sought to align the Commission with the Government's priority for fiscal sustainability and to support the changing focus of the Commission's statutory work programme, as set out in the Climate Change Response Act 2002. As part of the Pivot 24 restructure, the Chief Executive reviewed the Commission's capability to ensure the Commission retained the necessary mix of skills and expertise. As a result of this restructure, which was finalised in October 2024, 16 staff opted for voluntary redundancy. A further two staff took voluntary redundancy in December 2024.

You can see more detail about these initiatives in the Environment Select Committee's Annual Review of the Commission (specifically at Question 1) [here](#). Please note that the number of staff who took voluntary redundancy was higher than what was reported in the Climate Change Commission's Annual Review responses, as the additional two redundancies took effect after the reporting date for responses.

We are unable to provide ethnicity data for the reasons outlined above.

Question 3.

Please see attached Document 1 (OIA2025-003.Q3.pdf) for the number of FTE roles broken down by department and job title as at September 2023, and as at 21 March 2025. Please note that the department titles have changed as a result of the Pivot 24 initiative.

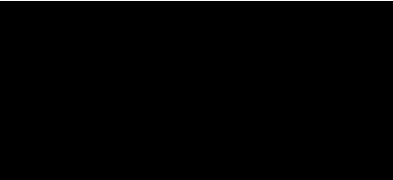
Question 4.

We have provided a list of redundancies and a separate list of positions that were disestablished (noting that our interpretation of "disestablished roles" falls within your definition of "unfilled roles" – being positions that were vacated and a decision made not to rehire). You will find this information in Document 2 (OIA2025-003.Q4.pdf). This shows all redundancies and disestablished/unfilled roles from September 30 2023 to 21 March 2025, broken down by department and job title. Please note that some job titles have been truncated to prevent the identification of former staff members. We rely on section 9(2)(a) of the Act to not provide full job titles, to protect the privacy of these individuals. We do not consider there are any countervailing public interests in the release of this information.

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

Please note that the Commission proactively releases its responses to requests made under the Act. This is to help ensure others can also have access to this information. As such, this letter will shortly be published on our website with your name and contact details redacted to protect your privacy.

Nāku noa, nā



Astrid Nunns

General Manager, Corporate Accountability and Operations

Enc: **1. OIA2025-003.Q3.pdf**
 2. OIA2023-003.Q4.pdf