



Te Pūkenga

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10 September 2024



Tēnā koe

Request under the Official Information Act 1982

Thank you for your email of 23 August 2024, requesting the following information from Te Pūkenga – New Zealand Institute of Skills and Technology (Te Pūkenga):

Under the Official Information Act 1982, 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.*

You kindly clarified your request on the same day with the following details:

I can confirm that I am solely interested in the recruitment and staff details within the National Office

This letter provides a formal decision on your request under the Official Information Act 1982 (OIA).

The decision

Question One

The total cost of recruitment activities within Te Pūkenga National Office, during the period 14 October 2023 to 30 August 2024, was \$5,533.28. This included:

- \$3,801.98 for reference checks by an agency and online Ministry of Justice checks
- \$1,731.30 for advertising on SEEK.

Question Two

The table below sets out the number of full-time equivalent (FTE) permanent and fixed term kaimahi (staff) hired within the period above for Te Pūkenga National Office, broken down by business unit. We note National Office has not hired any casual kaimahi.

National Office division	Number of FTE
Academic Centre and Learning Systems (ACLS)	15
Ako Delivery	3
Finance	7.3
Learner and Employer Experience and Attraction	5
Office of the Chief Executive (OCE)	16
People, Culture and Wellbeing	7.8
Te Tiriti Outcomes	7

The following points are important to bear in mind when looking at these details.

- This data includes kaimahi who transferred to Te Pūkenga National Office roles from business divisions and is therefore not a reflection of kaimahi hired who are completely new to Te Pūkenga itself.
- The timing of increased kaimahi within units ACLS and OCE, was a direct result of *Te Pūkenga Tāraia Te Anamata | Creating our Futures*, with many appointments made or taking effect in the last three months of 2023, and into the start of 2024. These two units were established and therefore recruited for later than other units.

Question Three

Annual remuneration information for the kaimahi in the table above is attached at **Appendix One**, broken down by salary brackets of \$10,000.

We are withholding the exact annual salary of these hired kaimahi, including by specific role, with reliance on section 9(2)(a) of the OIA to protect the privacy of natural persons. Additionally, in some cases, providing exact number of kaimahi within each bracket yields results of less than four. Therefore, we have withheld these exact numbers with reliance on section 9(2)(a) of the OIA.

We do not believe the need to withhold the information described above is outweighed by the public interest in its release.

Question Four

The total spend on recruitment agencies or external recruiters during the period above was \$2,962.98.

Question Five

The total spend on recruitment advertising during this period was \$1,731.30.

You have the right to make a complaint to the Ombudsman under section 28(3) of the OIA if you are not happy with this response. Information about how to do this is available at www.ombudsman.parliament.nz or by calling 0800 802 602.

We may publish our OIA responses and the information contained in our reply to you on our website. Before publishing we will remove any personal or identifiable information.

Ngā mihi

A handwritten signature in black ink, appearing to read 'Gus Gilmore', with a large circular flourish above the name.

Gus Gilmore
Tumuaki | Chief Executive

Appendix One

Annual remuneration for hired Te Pūkenga National Office kaimahi from 14 October 23 – 30 August 24

Salary bracket	Number of FTE
10,000.00 - 19,999.99	<4
20,000.00 - 59,999.99	0
60,000.00 - 69,999.99	<4
70,000.00 - 79,999.99	<4
80,000.00 - 89,999.99	0
90,000.00 - 99,999.99	<4
100,000.00 - 109,999.99	5
110,000.00 - 119,999.99	5
120,000.00 - 129,999.99	9
130,000.00 - 139,999.99	7
140,000.00 - 149,999.99	6
150,000.00 - 159,999.99	<4
160,000.00 - 169,999.99	<4
170,000.00 - 179,999.99	<4
180,000.00 - 189,999.99	<4
190,000.00 - 199,999.99	<4
200,000.00 - 209,999.99	<4
210,000.00 - 219,999.99	<4
220,000.00 - 229,999.99	5
230,000.00 - 279,999.99	0
280,000.00 - 289,999.99	<4

RELEASED UNDER THE
OFFICIAL INFORMATION ACT 1982