



30 June 2020

Mike Patrick  
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Dear Mike

Thank you for your email of 11 May 2020 requesting the following information under the Official Information Act 1982 ("the Act"):

- *Please provide a list of all the positions that meet the criteria (\$200,000 or more), listed by business group in the Ministry, and for each please provide the full position title, and the associated remuneration and an indication of whether the position is filled by a permanent employee or a contractor/consultant or other. I am comfortable if you wish to provide the remuneration information in salary bands or ranges or similar, provided they are not too large. I note that SSC uses ranges of \$10,000 when identifying chief executive remuneration which would be an acceptable range for my request.*

*For context can you please also provide me with the total number of staff in each business group.*

Your request has been considered under the Act.

Table one includes the number of positions in the Ministry paid over \$200,000 per year, broken down by business unit and by employees and contractors, and with the total employee headcount for each business unit provided as context. Due to the small number of positions paid over \$200,000 per year, I have consolidated the three smallest business units in the Ministry (the Office of the Secretary of Education, Parent Information and Community Intelligence, and Te Ao Māori) together into 'other groups', as a greater degree of granularity could lead to the identification of individuals.

**Table One:** Number of positions in the Ministry paid over \$200,000 per year

Business Unit	Employees paid over \$200,000	Contractors paid over \$200,000	Total Group Employee headcount
Business Enablement and Support	13	2	486
Early Learning and Student Achievement	6	1	259
Education Infrastructure Service	9	9	522
Education System Policy	4	1	108
Evidence Data and Knowledge	3	0	131
Graduate Achievement, Vocations and Careers	4	0	91
Sector Enablement and Support	18	1	2501
Strategy, Planning and Governance	5	0	127
Other groups	4	1	53
<b>Total</b>	<b>66 employees</b>	<b>15 contractors</b>	<b>4278</b>

Table two provides a breakdown of employees and contractors into \$50,000 bands. Once again, due to the small numbers of positions compensated at this level I have deliberately chosen wider bands than the \$10,000 bands that you suggested, as a greater degree of granularity could lead to the identification of individuals.

**Table Two:** Breakdown of employees and contractors into \$50,000 bands

Range	Employees	Contractors	Grand Total
\$200k - \$249k	43	6	49
\$250k - \$299k	13	1	14
\$300k+	10	8	18
<b>Grand Total</b>	<b>66</b>	<b>15</b>	<b>81</b>

Contractors considered in scope of your request include contracts from 1 July 2019 to the date of your request which are 12 months or longer in length and valued \$200,000 or over. It is important to note that contract value is not necessarily indicative of a salary as there are usually costs other than remuneration included.

It is also important to acknowledge that the Ministry uses a contingent workforce for a number of time limited projects. For some of these projects it is appropriate to use either contractors or consultants. Examples include the Education Work Programme, Holidays Act remediation, and the Education Resourcing System. The Ministry is committed to reducing its reliance on contractors and building more capability within the organisation. We will still require contractors where specialist knowledge and skills are required, or where there is need to backfill roles for a short period of time. Property professionals and specialist commercial roles in the Ministry's Education Infrastructure Services are good examples of the technical skills required.

In preparing this response we have only provided contractor information noting you bracketed this with consultants. Our engagement of consultants is based on professional service engagement rather than any engagement to a specific role. For example, we engage many construction consultants in our work to deliver school property development. This work is project-based and not considered as a direct employment relationship with the Ministry.

The Ministry's Annual Review includes more details around total contractor and consultancy spend which may be interest to you. This can be found here:

<https://www.education.govt.nz/our-work/publications/annual-report/annual-report-2019/>

The table below includes all the roles in the Ministry that are paid over \$200,000 per year. Please note that, some staff with these role titles will not be paid over \$200,000 per year, due to individual employment agreements and salary bands for the role starting below \$200,000.

**Table Three:** Roles in the Ministry in which at least one staff member is currently paid over \$200,000 per year

Role title
Associate Deputy Secretary
Deputy Secretary
Directors
Group Manager
Principal/ Chief Advisor
Project Manager
Senior Manager
Team Leader

Thank you again for your email. If you have any further queries about this matter please direct these to [enquiries.national@education.govt.nz](mailto:enquiries.national@education.govt.nz). You also have the right to ask an Ombudsman to review our decision on your information request. You can do this by writing to [info@ombudsman.parliament.nz](mailto:info@ombudsman.parliament.nz) or Office of the Ombudsman, PO Box 10152, Wellington 6143.

Yours sincerely



Kate Tibbitts  
**Chief People Officer**  
**Business Enablement and Support**