

Please answer the following questions about your department, agency or organisation. If you have a wholly owned/controlled subsidiary who is not independently answering these questions please also answer on their behalf.

1. What restructuring occurred during 2022/23 and each of the previous four financial years? Please provide copies of any evaluations carried out prior to restructuring, and details of the structural change; the objective of restructuring; staff increases or reductions as a result; and all costs associated with the change including costs of redundancy.

RNZ response Q1:

2022/23	<i>In the 2022/23 year 2 employees were affected and received redundancy payments totalling \$0.035m</i>
2021/22	<i>In the 2021/22 year 7 employees were affected and received redundancy payments totalling \$0.27m</i>
2020/21	<i>In the 2020/21 year 11 employees were affected and received redundancy payments totalling \$0.35m</i>
2019/20	<i>In the 2019/20 year 8 employees were affected and received redundancy payments totalling \$0.45m</i>
2018/19	<i>In the 2018/19 year 1 employee was affected and received redundancy payments totalling \$0.42m</i>
2017/18	<i>In the 2017/18 year 11 employees were affected and received redundancy payments totalling \$0.390m</i>

2. Was any work conducted around mergers with other agencies in the 2022/23 year? If so, for each such project, what agencies were being considered for mergers?

RNZ response Q2:

Work was carried out by several agencies to investigate a number of options to strengthen public media in New Zealand. One option was the establishment of a new, combined public media service incorporating TVNZ and RNZ. As a result of government decisions, this did not proceed.

3. Was any rebranding undertaken in the 2022/23 financial year? If so, what did the rebranding involve, how much was spent on rebranding, why was it undertaken, and was it carried out internally or externally? What rebranding was carried out in each of the previous four financial years?

RNZ response Q3:

NIL

4. Are any inquiries or investigations currently being undertaken into performance by any external agency? If so, please provide the following details:
 - The body conducting the inquiry/investigation
 - The reason for the inquiry/investigation
 - The expected completion dates

RNZ response Q4:

NIL but in June 2023 RNZ's board commissioned an independent panel to review its editorial practices. The panel comprised two lawyers and an editorial standards expert formerly of the ABC.

5. How many reviews, working groups, inquiries or similar does the department operate or participate in? Please list by title.

RNZ response Q5:

RNZ's participation in the Strengthening Public Media Policy, which was focused on merging RNZ and TVNZ together, ended in March 2023. RNZ, as part of ongoing BAU work, has contributed to the review of content regulation and Fair Digital News Bargaining Bill.

6. For each review, working group or inquiry, what is the estimated cost for the next three financial years?

RNZ response Q6:

Costs incurred to migrate RNZ into ANZPM totalled \$1m (net of GST). These include taxation services, resourcing, financial and employment consultancy. The costs were reimbursed to RNZ by MCH.

Independent Review Panel - \$94,982.62 was spent on the editorial issue in the year ended 30 June 2023. This included legal fees, external consultancy costs, and travel expenses for meetings. An estimated \$160k was spent in the following financial year for ongoing consultancy fees etc,

7. For each review, working group or inquiry, what are the key dates and milestones including start dates, regular reporting dates, and end dates?

RNZ response Q7:

RNZ's involvement in Stronger Public Media Policy ended in March.

The independent review panel commissioned by RNZ's board delivered its findings in late July 2023. RNZ has since been putting in place its 22 recommendations, with around 70% already in place. These should be completed in this financial year.

8. For each review, working group or inquiry how many departmental staff are involved by head count and by FTE?

RNZ response Q8:

Up to 20 RNZ staff were involved in the Stronger Public Media Policy.

The independent review panel involved staff from across the business providing answers to its questions.

9. For each review, working group or inquiry what reports, briefings or documents have been produced? Please list by title and date produced.

RNZ response Q9:

Independent External Review of RNZ Editorial Processes, 28 July 2023

https://www.rnz.co.nz/assets/cms_uploads/000/000/429/RNZ_Independent_Panel_Review_Report.pdf

RNZ provided input into reports and briefings that the MCH project team charged with working with the ANZPM Board of Transition.

10. For each new spending initiative introduced over the last three Budgets what evaluation (if any) has been undertaken of its effectiveness during 2022/23 and what were the findings of that initiative? Please provide a copy of the evaluation reports. Where no evaluation has been completed, what provision has been made for an evaluation to occur and what is the timeframe for that evaluation?

RNZ response Q10:

RNZ Annual Reports reflect RNZ performance against a framework of measures set out in the Statement of Performance Expectations.

2022/23	Ministry for Culture and Heritage paid one-off funding of \$5.0 million to achieve RNZ's Charter outcomes.
2021/22	2021/22 budget bid was successful for the replacement of the RNZ Pacific shortwave radio transmitter. One off funding of \$4.4m and operation funding spread across three years of \$1.035m.

2020/21	From budget 2020 RNZ received a one-off increase to its base funding of \$0.9m to support costs pressures.
2019/20	2019/20 financial year: From Budget 2019 there was an increase of \$7.25m (which was timebound to end 30 June 2021). This increase was subsequently reclassified as baseline funding.
2018/19	2018/19 financial year: RNZ received a one off \$4.5m from a tagged contingency of \$15m as result of recommendations from the Media Advisory Group.
2017/18	From the budget of 2017 an increase in operating funding of \$2.84M was received which took effect from 2017/18. This was a general baseline funding increase to contribute to improved audience reach, new distribution and production technology, and addressing some legacy issues with the AM transmission network.

11. What new services, functions or outputs have been introduced in the last financial year? Please describe these and estimate their cost.

RNZ response Q11:

In 2022/2023 RNZ launched RNZ Asia. It includes half a dozen journalists from diverse backgrounds who produce content for the Chinese and Indian communities in New Zealand which have been identified as underserved audiences. The estimated total cost is \$1.1m.

12. What services, functions or outputs have been cut, reduced, or had funding reprioritised from in the last financial year? Describe the service or function concerned and estimate the cost saving

RNZ response Q12:

Nil

13. What programmes or projects, if any, were delayed in the 2022/23 financial year and what was the reason for any delay in delivery or implementation?

RNZ response Q13:

No content was delayed beyond usual operating parameters.

14. How much funding for specific projects, policies or programmes has been carried forward from the 2022/23 financial year to the current financial year? For each, please provide the following details:

- Name of project, policy or programme
- Amount of funding brought forward
- Amount of funding already spent
- Amount of funding originally budgeted for the project

- Estimation completion date.

RNZ response Q14:

There was \$0.29m committed to content in production and not yet completed at balance date. In addition the Local Democracy Reporting programme was continued and funded through New Zealand on Air, and funding from New Zealand on Air was received for RNZ Asia which launched to the public in July 2023.

15. How many projects or contracts that were due to be completed in 2022/23 were shelved, curtailed or pushed into out years? For each, what was the project name, what was the total budgeted cost, what is the actual cost to date, what was its purpose and why it was it not completed in 2022/23?

RNZ response Q15:

One commissioned series has been delayed by the producers. It was originally due in October 2022, and is now expected to be released in 2024. It is expected to remain on budget (~\$175,000)

16. What user charges were collected in the last financial year and what was the revenue from each of them? How does this compare to the previous financial year?

RNZ response Q16:

Nil

17. How much funding was allocated to capital works in the last financial year? How does this figure compare to that allocated and that spent in the previous four financial years?

RNZ response Q17:

Year	Allocation (budget)	Expenditure *
2022/23	\$8,210,000	\$4,592,000
2021/22	\$5,090,000	\$4,418,294
2020/21	\$3,040,000	\$2,460,000
2019/20	\$2,080,000	\$2,041,000
2018/19	\$3,959,000	\$4,532,000

*expense includes assets held in WIP yet to be capitalised

18. What land, building, and other assets were sold in 2022/23? What processes were undertaken for the disposal of these assets and how much did they sell for? How does that compare to each of the previous four financial years?

RNZ response Q18:

Year	Asset	Value
2022/23	<i>Obsolete plant, equipment and furniture</i>	<i>\$0.009m</i>
2021/22	<i>Obsolete plant, equipment and furniture</i>	<i>\$0.45m</i>
2020/21	<i>Sale of surplus transmission site Springvale, Alexandra</i>	<i>\$0.54m</i>
2019/20	<i>Sale of Voxpop and obsolete plant, equipment and furniture</i>	<i>\$0.03m</i>
2018/19	<i>Obsolete plant, equipment and furniture</i>	<i>\$0.02m</i>

As at 30 June 2023 RNZ held one asset for sale. A decommissioned site, Bell Block, New Plymouth.

RNZ follows a three-step disposal process for land surplus to requirements.

Offer back

Under the Public Works Act 1981 (PWA), where land was acquired for a public work and is no longer required for that purpose, it must be offered back to the person (or successor of the person) from whom it was acquired. The obligation to offer back arises as soon as the decision is made that the land is no longer required (ie is surplus). If there are no offer back requirements, RNZ should obtain a clearance from Land Information New Zealand (LINZ) via a LINZ accredited supplier.

Unsettled claims / iwi obligations

In general, when disposing of land, RNZ should check with Te Arawhiti (previously known as the Office of Treaty Settlements) to establish whether there are any outstanding Treaty of Waitangi claims affecting the land considered for disposal.

Crown disposal process

Taking a cautious approach to disposal of land, RNZ also considers the recommended Crown disposal process. This involves consulting with other relevant agencies (for example DOC and Heritage New Zealand) to determine if there are any other potential issues.

Once those steps have been exhausted, if there are no parties identified to whom the relevant land should be offered, the land can be disposed of in an open market process e.g. by an appropriate real estate company calling for tenders for the sale and purchase of the land.

19. How much floor space does your department, agency or organisation lease and what is the annual cost per square metre and total cost in each building of those leases? How does this compare with each of the previous four financial years?

RNZ response Q19:

2022/2023

City	Address	Sqm2	Cost psqm
Auckland	171 Hobson Street – since April 2017	1470m2	\$272.21
Christchurch	31 Dundas Street, Christchurch	372m2	\$240.00
Dunedin	Level 1, 155 Princes Street	84.46m2	\$230.00 from 1 May 23
Hamilton	131 Anglesea Street	131.3m2	\$334.00
Napier	215 Hastings Street	48m2	\$270.83
Nelson	Suite 4B, 245 Hardy Street	37m2	\$162.57
Tauranga	C/- Moana Radio 104 Spring Street		Shared space, \$200 per month
Palmerston North	C/- Manawatu People’s Radio 162 Broadway Avenue		Shared space, \$1000 per month
New Plymouth	Shop 4, Top Town, 119-123 Devon St East		Shared space, \$1,000 total paid per month
Wellington office	155 The Terrace	2,431.5m2	\$312.50
Wellington basement	155 The Terrace	238.5m2	\$110.00
Whangarei	35 Rathbone Street	62m2	\$252.00

2021/2022

City	Address	Sqm2	Cost psqm
Auckland	171 Hobson Street – since April 2017	1470m2	\$272.21
Christchurch	31 Dundas Street, Christchurch	372m2	\$240.00
Dunedin	Level 1, 155 Princes Street	84.46m2	\$222.00
Hamilton	131 Anglesea Street	131.3m2	\$334.00
Napier	5 Carlyle Street	38m2	\$290.13
Nelson	Suite 4B, 245 Hardy Street	37m2	\$162.57
New Plymouth	Shop 4, Top Town, 119-123 Devon St East	Shared space, \$1,000 total paid per month (excl GST)	
Wellington office	155 The Terrace	2,431.5m2	\$312.50
Wellington basement	155 The Terrace	238.5m2	\$110.00
Whangarei	136 Dent Street	62m2	\$252.00

2020/2021

City	Address	Sqm2	Cost psqm
Auckland	171 Hobson Street – since April 2017	1470m2	\$272.21
Christchurch	332 Cashel Street	213.95m2	\$304.80
Dunedin	Level 1, 155 Princes Street	84.46m2	\$222.00
Hamilton	131 Anglesea Street	131.3m2	\$334.00
Napier	5 Carlyle Street	38m2	\$290.13
Nelson	Suite 4B, 245 Hardy Street	37m2	\$162.57
New Plymouth	Level 1, 75A Devon Street East	90m2	\$115.55
Wellington office	155 The Terrace	3656.3m2	\$275.00
Wellington basement	155 The Terrace	238.5m2	\$110.00
Whangarei	136 Dent Street	62m2	\$252.00

2019/ 2020

City	Address	Sqm2	Cost psqm
Auckland	171 Hobson Street – since April 2017	1470m2	\$272.21
Christchurch	332 Cashel Street	213.95m2	\$304.80
Dunedin	Level 1, 155 Princes Street	84.46m2	\$219.87

Hamilton	131 Anglesea Street	131.3m2	\$285.30
Napier	5 Carlyle Street	38m2	\$290.13
Nelson	Suite 4B, 245 Hardy Street	37m2	\$162.57
New Plymouth	Level 1, 75A Devon Street East	90m2	\$115.55
Wellington office	155 The Terrace	3656.3m2	\$275.00
Wellington basement	155 The Terrace	238.5m2	\$110.00
Whangarei	136 Dent Street	62m2	\$252.00

2018/ 2019

City	Address	Sqm2	Cost psqm
Auckland	171 Hobson Street – since April 2017	1470m2	\$272.21
Christchurch	332 Cashel Street	213.95m2	\$304.80
Dunedin	Level 1, 155 Princes Street	84.46m2	\$219.87
Hamilton	131 Anglesea Street	131.3m2	\$285.30
Napier	5 Carlyle Street	38m2	\$276.32
Nelson	Suite 4B, 245 Hardy Street	37m2	\$233.63
New Plymouth	Level 1, 75A Devon Street East	90m2	\$115.55
Wellington office	155 The Terrace	3656.3m2	\$275.00
Wellington basement	155 The Terrace	238.5m2	\$110.00
Whangarei	136 Dent Street	62m2	\$252.00

20. Were any of your offices relocated in 2022/23? In each case please provide where did the office move from and to, a breakdown of the cost of relocating, the amount of any saving or increase in rent paid resulting from the move, the floor space of the original and new office, and the reason for the relocation. Please also provide these details for each of the previous four financial years.

RNZ response Q20:

As at 1 May 2023, the Napier office relocated to Dunvegan House, 215 Hastings St, Napier, with a rent-free period of two months. Lease payments started 1 July 2023.

The lease costs are \$270 per m2 for the first year.

21. How much was spent on each renovation, refurbishment or redecoration project in offices or buildings of the department, agency or organisation that cost more than \$5,000 in the 2022/23 financial year? For each, please provide the following details:

- A description of the renovation carried out
- Location of the project
- Name of provider(s) or manufacturer(s)
- Type of product or service generally provided by the above
- Cost of the project
- Completion date
- Whether tenders were invited, if so, how many were received
- List separately any single item of furniture or fixture worth more than \$2,500 with its cost

RNZ response Q21:

Wellington Reception was re-modelled for security reasons. Total cost \$23,148.00
Cape Foulwind Building Refurbishment including New Roof and Exterior Painting

Total cost \$21,500.00

22. What offices were closed in 2022/23 and how much is the closure of each office expected to cost or save? What offices were closed in each of the previous four financial years?

RNZ response Q22:

Nil

23. What offices did your department, agency or organisation open in 2022/23 and how much is the opening of each office expected to cost or save? What offices were opened in each of the previous four financial years?

RNZ response Q23:

No new premises were opened, however, the Napier office was moved to Hastings Street.

24. How many regional offices, other than your department, agency or organisations head office, reduced their opening hours during the 2022/23 financial year listed by new and former opening hours, date of change, and location?

RNZ response Q24:

Nil

25. How many vehicles did your department, agency or organisation own during the 2022/23 financial year and to what office are each of these vehicles assigned by vehicle year and vehicle model? How many were owned during each of the previous four financial years and to what office are each of these vehicles assigned by vehicle year and vehicle model?

RNZ response Q25:

RNZ leases its vehicles. The fleet consists of 17 vehicles, 8 of which are hybrids. As each lease expires, it is replaced with a hybrid.

26. What was the total amount spent on purchasing vehicles during the 2022/23 financial year and to what office were each of these vehicles assigned by vehicle year and vehicle model? How much was spent during each of the previous four financial years and to what office are each of these vehicles assigned by vehicle year and vehicle model?

RNZ response Q26:

Nil

27. Were any labour and/or contractor costs been capitalised into capital project costs during the 2022/23 financial year, if so, for each project what is the breakdown by project of labour vs non-labour costs?

RNZ response Q27:

No labour costs of RNZ personnel were capitalised during the year. Contractor costs that are directly attributable to capital projects are capitalised, i.e. mast re-guying or builders etc.

28. Does your department, agency or organisation have a policy about the use of personal email accounts (e.g., Gmail accounts) in the workplace; if so, what policies are in place and do those policies include a prohibition on the use of such accounts for official government business? How many breaches of any such policy during the last financial year were reported and how does this compare to each of the previous four financial years?

29. What IT projects, if any, were shelved or curtailed in the 2022/23 year and how much will have been spent on each project before it is shelved or curtailed?

30. What IT projects, if any, were completed or under way in the 2022/23 year?

For each, please provide the following details:

- Name of project
- Initial estimated budget
- Initial estimated time frame
- Start date

- Completion date or estimated completion date.
- Total cost at completion or estimated total cost at completion.

31. How much was spent for software licensing fees in the 2022/23 financial year and how does this compare with spending in each of the previous four financial years?

RNZ Response 31:

Year	Software licensing and maintenance expenditure
2022 / 2023	\$1,442,567
2021 / 2022	\$1,308,770
2020 / 2021	\$ 940,713
2019 / 2020	\$ 744,522
2018 / 2019	\$ 742,644

32. How many websites did your department, agency or organisation run in 2022/23 and for each, what is it called, what is its URL, when was it established, what is its purpose and what is the annual cost of operating it?

RNZ response Q32:

- RNZ has three websites
- Rnz.co.nz, established 1999, (revamped 2016, App. 2017. News, information and podcast content \$622,014
- TAHI.FM, established 2022 youth music streaming and video content platform.
- Ldr.rnz.co.nz, established 2019 is a local democracy reporting website for the aggregation and syndication of content acquired and produced by LDR reporters throughout the country.

33. How many data security issues were identified in 2022/23 and how many data security issues were there in each of the previous four financial years? If there were breaches, what were they and what are the titles of any reports into them?

34. How many laptop computers, tablet computers and hard drives, if any, provided or paid for by your department, agency or organisation have been lost or gone missing in the 2022/23 financial year; and how many of these were returned to or found by the agency or organisation if any? How many were lost or missing and how many subsequently returned or found in each of the previous four financial years?

RNZ Response 34:

Year	Lost or stolen items
2022/2023	Nil
2021/2022	Nil
2020/2021	Nil
2019/2020	1 laptop was misplaced and returned
2018/2019	1 laptop was stolen from a private residence and not recovered

35. Please provide a list of all reports that were prepared in 2022/23 relating to:

- baseline update (if applicable)
- value for money
- savings identified

RNZ response 35:

During 2022/23 RNZ did not prepare any reports relating to baseline update, value for money or savings initiatives. A proposal was submitted to increase the baseline funding. Funding was increased by \$5m.

36. Please provide copies of the current work plan.

RNZ response Q36:

RNZ's Statement of Intent (capturing three years) and Statement of Performance Expectations (annual) set out our planned services and outputs to be provided during the year. These are agreed with shareholding Ministers and published on our website RNZ.co.nz.

37. Please list projects and major policy initiatives progressed in 2022/23.

RNZ response Q37:

RNZ continued to operate to its mandate whilst focusing on reaching underserved audiences. RNZ Asia was launched during the year. Work commenced on AM Pacific Transmission project.

38. Please provide copies of any reports made to the Minister in 2022/23 about performance against the agency or organisation's Statement of Intent, Statement of Corporate Intent, Statement of Performance Expectations or Output Plan.

RNZ response Q38:

Performance levels achieved against targets are set out in our [Annual Report](#). This document is also available on our website RNZ.co.nz

39. How many evaluations of policies or programmes were completed in 2022/23? Please provide details of who carried out the evaluation, the cost of the evaluation, the date completed, and its main findings.

RNZ response Q39:

In June 23 RNZ's board commissioned an independent panel to review its editorial practices. The panel comprised two lawyers and an editorial standards expert formerly of the ABC. \$94,982.62 was spent on the editorial issue in the year ended 30 June 2023. This included legal fees, external consultancy costs, and travel expenses for meetings. An estimated \$160k was spent in the following financial year for ongoing consultancy fees etc. The independent review panel commissioned by RNZ's board delivered its findings in late July, 2023. RNZ has since been putting in place its 22 recommendations, with around 70% already in place. These should be completed in the June 2024 financial year.

40. What reviews of capability were started or completed in 2022/23? What aspects of capability were or are being reviewed? Who undertook or is undertaking these reviews and when were or will they be completed?

RNZ response Q40:

In 22/23 RNZ took part in the process to create ANZPM. During this process the MCH project team, with help from Deloitte, reviewed RNZ's capability in a number of areas. This information is held by MCH.

41. Please provide details of all monitoring, evaluation and auditing of programmes or initiatives undertaken or commissioned by your department, agency or organisation in the 2022/23 financial year (including details of all performance measures, targets and benchmarks and whether programmes contributed to desired outcomes in an efficient and effective manner).

RNZ response Q41:

Performance levels achieved against targets are set out in our Annual Report. This document is also available on our website rnz.co.nz

42. What policies were in place in 2022/23 on accepting corporate gifts or hospitality? How did this compare to the previous financial year? Please list

all corporate gifts or hospitality accepted by staff in the 2022/23 financial year with the following details:

- Gift or hospitality accepted
- Position of staff member who accepted
- Estimated value
- Date received
- Name of the organisation or individual who paid for/gave the gift or hospitality.

RNZ response Q42:

The receipt of gifts is managed under RNZ's policy for Entertainment, Hospitality and Gifts which has remained unchanged.

Gifts may be received from stakeholders, clients or associates to enhance relationships or when providing or receiving a gift is customary. The receipt of gifts must comply with the objectives of the policy and pose no risk to the integrity of RNZ's reputation as an independent public service broadcaster or public funding entity.

Gift/Hospitality Accepted	Position of Staff Member who accepted	Estimated Value \$	Date Received	Name of organisation or individual who paid for/gave
Chocolate cake	Pacific Team	80	15/07/2022	Pasifika TV
Dinner with Kordia - Formal Meeting	Technology Project Manager	300	6/07/22	Kordia
Lunch with Kordia - post Formal Relationship hui	Chief Technology and Operations Officer, Technology Manager	200	26/10/22	Kordia
Kordia Annual Golf Day - golf fees & hospitality	Chief Technology and Operations Officer, Technology Manager	300	3/11/22	Kordia
Womens Rugby World Cup Final and Dinner	Chief Technology and Operations Officer	250	12/11/22	Kordia
Dinner with Kordia, Parliament TV team	Technology Project Manager	41	2/11/22	Kordia
Pitmaster class - Kordia	Technology Manager	200	2/03/22	Kordia
Client Dinner - Kordia	Technology Manager	350	6/06/23	Kordia

43. What policies were in place in 2022/23 on the organisation giving gifts to external organisations or individuals? How did this compare to the previous financial year? Please list all gifts given to external organisations or individuals in the 2022/23 financial year. For each, please provide the following details:

- Gift given
- Name of external organisation or individual
- Reason given
- Estimated value
- Date given.

RNZ response Q43:

The provision of gifts is governed under RNZ's policy for Entertainment, Hospitality and Gifts which has remained unchanged.

Gifts may be given to stakeholders, clients or associates to enhance relationships or when providing or receiving a gift is customary. The provision of gifts must comply with the objectives of the policy and pose no risk to the integrity of RNZ's reputation as an independent public service broadcaster or public funding entity.

Date	Name of Organisations/Individual	Reason for Gift	Estimated value of Koha
19/08/2022	Turangawaewae Marae	Koha for production contribution	100
10/02/2022	Glenn Forsyth	Koha for production contribution	108

Date	Name of Organisations/Individual	Reason for Gift	Estimated value of Koha
08/03/2022	Peter and Tracy Young	Award Nomination	\$ 101
22/07/2021	Unitech Auckland	Koha for Music Recording Venue	\$ 100
16/12/2021	Karthic Sanjiva-Sivanandham	Koha for Podcast	\$ 200
15/06/2022	NEW ZEALAND RAILWAY AND LOCOMOTIVE SOCIETY	Donation for breaking their property	\$ 100
25/01/2022	Coconet TV	Koha for Co Production	\$ 160
23/07/2021	New Zealand Community Newspapers Association	Koha for Local Democracy Reporting host newsroom selection panel	\$ 500
30/09/2021	Michael Baker	Koha for produciton contribution	\$ 130
28/01/2022	Glen Forsyth	Koha for produciton contribution	\$ 147
24/02/2022	Multiple Contributors	Koha for produciton contribution	\$ 139
13/04/2022	Stephen Mills	Koha for produciton contribution	\$ 104
20/08/2021	Cancer Society	Bereavement Donation in Memory of P Burgins Wife	\$ 300
17/02/2022	Suliana Katoa, Janay Osai, Mele'ana Wickham	Koha for produciton contribution	\$ 391
10/12/2021	Ngai Tuahuriri	Opeing of the New office in Christchurhc Maaka Tau	\$ 200
04/05/2022	Jude Dobson	Koha for produciton contribution	\$ 113

44. What polices were in place in 2022/23 on giving gifts to staff? How did this compare to the previous financial year? Please list all gifts given to staff exceeding \$100 in value in the 2022/23 financial year. For each, please provide the following details:

- Gift given
- Position of staff member
- Reason given
- Estimated value
- Date given.

RNZ response Q44:

The provision of gifts to staff is governed under RNZ's policy for Entertainment, Hospitality and Gifts which has remained unchanged. These gifts may be given in recognition of long or outstanding service

Gifts over \$100.00 FY 2022/23		
Nature of Gifts	Number of Employees	Total value
Flowers or gift baskets due to illness or death	66	\$ 7,881.12

Leaving gifts for resigned or retired personnel	5	\$ 1,369.49
Long Service Leave	0	\$ -
Flowers or gift baskets as thanks or congratulations	25	\$ 4,018.17

Gifts over \$100.00 FY2021/22		
Nature of gifts	Number of employees	Total value
Flowers or gift baskets due to illness or death	25	\$ 4,185.27
Leaving gifts for resigned or retired personnel	16	\$2,834.59
Long Service Leave	1	\$ -
Flowers or Gift Baskets as thanks or Congratulations	17	\$2,056.09

45. What potential conflicts of interest were identified regarding the board, management or senior staff in 2022/23? For each, please provide the following details:

- Conflict identified.
- Whether or not any contract, policy, consent or other consideration has been entered into with any entity identified in any conflict in the last three financial years.
- Value of any contract, policy, consent or other consideration has been entered into with any entity identified in any conflict in each of the previous three financial years.
- Steps taken to mitigate any possible conflict in granting any contract, policy, consent or other consideration which has been entered into with any entity identified in any conflict in each of the previous three financial years.

RNZ response Q45:

There are no material transactions between directors and senior management and RNZ in any capacity other than that for which they are employed.

The Chief Executive, Paul Thompson, is a director of Sound Archives Ngā Tāonga Kōrero Limited, a 100% owned subsidiary company of Radio New Zealand Limited. Paul Thompson is the president of the Public Media Alliance. RNZ is a member of the Public Media Alliance and paid \$13,417 to the organisation this year. (2021/22: \$13,451, 2020/21: \$13,927, 2019/20: \$14,241)

Paul Thompson is a director of Freeview Limited. RNZ has 5% of the shares in the company. RNZ paid Freeview Limited \$41,565 for its 5% share of operational funding in the current year. (2021/22: \$62,847, 2020/21: \$23,488, 2019/20 \$58,734)

Any conflicts of interest are declared by managers. If a conflict exists, then the manager is removed from discussions with the related party.

All material transactions are on an arm's length basis, with the interest of each party being completely independent.

46. What non-government organisations, associations, or bodies, if any, was your department, agency or organisation a paid member of in 2022/23? For each, what was the cost for each of its memberships? How does this compare to each of the previous four financial years?

RNZ Response 46:

	2022/23	2021/22	2020/21	2019/20	2018/19
Association of International Broadcasting	\$ 3,730	\$ 3,995	\$ 3,903	\$ 3,906	\$ 1,920
Association of International Journalists	\$ -	\$ -	\$ 1,985	\$ -	\$ -
European Broadcasting Union	\$ 8,421	\$ 8,198	\$ 4,020	\$ 7,836	\$ 7,549
MHR Global	\$ -	\$ 1,575	\$ 1,550	\$ 4,543	\$ 3,780
N3 Membership	\$ 1,100	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
NZ Media Council	\$ 6,249	\$ 6,249	\$ 2,083	\$ 4,166	\$ 4,166
Public Media Alliance (CBA)	\$ 13,417	\$ 13,451	\$ 13,927	\$ 14,241	\$ 13,346
Radio Broadcasters Association	\$ 6,106	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
Sustainable Business Network	\$ 6,400	\$ 6,000	\$ -	\$ -	\$ -
	\$45,424	\$ 42,468	\$ 30,468	\$ 37,692	\$ 33,761

47. How many penalties for late payment of an invoice were incurred in the 2022/23 year and what was the total cost of that. How does this compare to each of the previous four financial years?

RNZ response Q47:

Nil

48. How many and what proportion of invoices and bills received in the 2022/23 financial year were not paid on time, and how does this compare to each of the previous four financial years?

RNZ response Q48:

RNZ does not record this type of information. RNZ endeavors to pay all accounts as they fall due except where there is a dispute or other reason not to do so. RNZ has increased the frequency of payment runs to twice a week.

49. What polls, surveys or market research did your department, agency or organisation undertake in the last financial year and what were the total estimated costs of this work? Please provide a copy of the polling report(s) and the following details:

- Who conducted the work
- When the work commenced
- When it was completed (or due to be completed)
- Estimated total cost
- Whether tenders were invited; if so, how many were received

RNZ response Q49:

RNZ spent \$300,534 on research throughout the financial year 2022/2023. This includes research conducted by accredited research companies, GfK, Nielsen, IPSOS, and Kantar. Areas of research included radio ratings, digital audience surveys, qualitative panel surveys, audience analysis and segmentation and the RNZ annual value indices survey. The projects associated with the above research cost were completed in the 2022/23 financial year.

Tenders were not invited as the projects were a function of ongoing agreements and arrangements with GfK, Kantar, Nielsen and Ipsos.

50. How much was spent on advertising, public relations campaigns or publications in the last financial year? How does this compare to the cost of this in the previous four financial years?

RNZ response Q50:

Year	Amount
2022/2023	\$362,904
2021/2022	\$525,372
2020/2021	\$514,288
2019/2020	\$584,074
2018/2019	\$684,035

51. For each advertising or public relations campaign or publication conducted or commissioned in the 2022/23 financial year, please provide the following:

- Details of the project including a copy of all communication plans or proposals, any reports prepared for Ministers in relation to the campaign and a breakdown of costs
- Who conducted the project
- Type of product or service generally provided by the above
- Date the work commenced
- Estimated completion date
- Total cost
- Whether the campaign was shown to the Controller and Auditor-General
- Whether tenders were or are to be invited; if so, how many were or will be received

RNZ response Q51:

Provider	Project	Commencem ent date	Completi on date	Cost	Tenders invited
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Once Upon a Time	Annual Report	Feb-23	Nov-23	\$25,420	No, continuation of existing supplier arrangement
Big Communications and Together Communications	Audience awareness of RNZ content and platforms, and where and how to access them.	1 July 22	30 July 23	\$260,298	No, continuation of existing supplier arrangements
Tyrone Ohia Design	RNZ design development	1 July 22	30 June 23	\$56,400	No, continuation of existing supplier arrangement
- AIB - New York Festivals Radio Awards. - New Zealand Television Awards. - Newspaper Publishers Association - NZ Radio Awards.	Awards entry fees	1 July 22	30 June 23	\$20,786	N/A

52. How many public relations and/or communications staff, contractors/consultants or providers of professional services were employed in the last financial year; what was the total salary budget for these staff and how much were these staff paid broken down by salary band? How does that compare with each of the previous four financial years? Provide a numerical and percentage breakdown of public relations or communications staff by employment status i.e., permanent, contractor/consultant, provider of professional service.

RNZ response Q52:

Year	Full time	Part time	Contractors
2022/2023	1		2
2021/2022	1	1	1
2020/2021	1	1	1
2019/2020	1	1	1
2018/2019	1		1

Year	\$
2022/2023	\$380,934
2021/2022	\$342,975
2020/2021	\$276,552
2019/2020	\$143,382
2018/2019	\$69,345,

53. How much was spent in 2022/23 on merchandise/promotional products (apparel, stationery, pen drives etc) carrying the branding of your department, agency or organisation or its campaigns, policies or marketing? How did this compare to each of the previous four financial years? For each invoice over \$1,000 in 2022/23 please provide the item purchased, the amount purchased, costs and the intended use.

RNZ Response Q53:

Year	\$
2022/2023	\$8,373
2021/2022	\$20,080
2020/2021	\$11,086
2019/2020	\$1000
2018/2019	\$5,100

54. How many press releases, if any, were released in the 2022/23 financial year? How many were released in each of the previous four financial years?

RNZ Response Q54:

RNZ distributes media releases to promote programmes and series, content related highlights and results.

Year	# of press releases
2022/2023	29
2021/2022	32
2020/2021	28
2019/2020	16
2018/2019	19
2017/2018	18

55. In 2022/23, did your department, agency or organisation have an internal group of staff whose primary role was to support the Minister or their Office by processing information requests such as Parliamentary questions, Official Information Act requests, and ministerial correspondence; if so, what is the name of that group, how many staff were in the group, what was the cost of this, and where were they located? What were these numbers for each of the previous four financial years?

RNZ response Q55:

Nil.

56. What was the number of Official Information Act Requests received, responded to within 20 working days, responded to after 20 working days, transferred, and declined during 2022/23? What were these numbers for each of the previous four financial years?

RNZ response Q56:

COVID-19 disruptions delayed the processing of 15 OIA's. Two OIA's were extended by 10 working days.

	# of OIA requests received	Responded within 20 w/days	Responded outside 20 w/days	Transferred or declined
2022/2023	76	51	25	0
2021/2022	36	21	15	0
2020/2021	48	19	29	0
2019/2020	77	11	66	0
2018/2019	24	15	9	0
2017/2018	47	40		

57. What was the average response time for Official Information Act Requests during 2022/23? What was this number for each of the previous four financial years?

RNZ response Q57:

Year	Average Response Time
2022/2023	

58. How many complaints were received under the Privacy Act or Official Information Act during 2022/23 broken down by whether each has been upheld, dismissed, or still under investigation? How does this compare to each of the previous four financial years?

RNZ response Q58:

Nil in current and prior years

59. What policies are in place for Official Information requests to be cleared by or viewed by the Minister's office? Have any of these policies changed since the new Government was sworn in?

RNZ response Q59:

The Minister's Office expects to be advised when RNZ receives a request from a political party and of the proposed response.

60. Does your department, agency or organisation have specific policies or procedures that apply to requests for information from media, bloggers, political parties, or OIAs deemed "high risk" which differ to those for regular requests; if so, please provide full details of those policies?

RNZ response Q60:

Although RNZ has no specific documented policy applying to such requests there are operational procedures managed by our Legal Adviser to respond to such requests.

61. What instructions or directions from Ministers or their staff regarding the processing or handling of Official Information Act requests did the agency or organisation receive during 2022/23?

RNZ response Q61:

None

62. Were any privacy issues identified in the 2022/23 financial year and in the previous four financial years? If so, what were they and what are the titles of any reports into them?

RNZ response Q62:

Nil in current and prior years

63. How many staff positions in the policy area were left unfilled in the 2022/23 financial year broken down by policy area in total? How did that compare with each of the previous four financial years? How is the agency or organisation continuing to carry out work in the absence of staff in these positions?.

RNZ response Q63:

2022/23	3
2021/22	27
2020/21	5
2019/20	16

Some gaps maintained by casuals.

64. How many permanent staff were employed within your department, agency or organisation during the last financial year? How does this compare to each of the previous four financial years? Please breakdown by:

- Role (e.g., policy/admin/operational)
- Classification (full and part-time)
- Office (e.g., geographical location)
- Please provide detailed explanations for any fluctuations in staff numbers of plus or minus 10%

RNZ response Q64:

<u>Location /Role</u>	<u>2022/23</u>	<u>Full time</u>	<u>Part time</u>	<u>2021/22</u>	<u>2020/21</u>	<u>2019/20</u>	<u>2018/19</u>
<u>Auckland</u>							
<u>Administration</u>		2		6	4	3	
<u>Management</u>		3		4	3	3	4
<u>Operational</u>		30	5	95	89	86	81
<u>Christchurch</u>							
<u>Administration</u>				1			
<u>Management</u>							
<u>Operational</u>		4		17	11	13	12
<u>Dunedin</u>							
<u>Administration</u>							
<u>Management</u>							
<u>Operational</u>				3	3	3	2
<u>Hamilton</u>							
<u>Administration</u>							

<u>Management</u>							
<u>Operational</u>				3	3	3	4
<u>Napier</u>		2					
<u>Administration</u>							
<u>Management</u>							
<u>Operational</u>				2	2	2	2
<u>Nelson</u>							
<u>Administration</u>							
<u>Management</u>							
<u>Operational</u>				1	1		1
<u>New Plymouth</u>							
<u>Administration</u>							
<u>Management</u>							
<u>Operational</u>				1	1		
<u>Palmerston North</u>							
<u>Administration</u>							
<u>Management</u>							
<u>Operational</u>		2		1			
<u>Whangarei</u>							
<u>Administration</u>							
<u>Management</u>							
<u>Operational</u>		1		1	1	1	2
<u>Wellington</u>							
<u>Administration</u>		2	1	17	14	11	11
<u>Management</u>				5	5	5	12
<u>Operational</u>		17	3				
<u>Tauranga</u>							
<u>Administration</u>		1					
<u>Management</u>							
<u>Operational</u>							
<u>Queenstown</u>							
<u>Operational</u>		1					
<u>Total FTE</u>	<u>74</u>	65	9	127	138	152	146

65. Please provide a breakdown by role (e.g., policy/administration/operational) and location of the agency or organisation's staff numbers in 2022/23 and each of the previous four financial years, by age and gender.

RNZ response Q65:

Location /Role	2022/23			2021/22			2020/21		2019/20	
	F	M	NB	F	M	NB	F	M	F	M
Auckland										
Administration		2		4	2		3	1	2	1
Management		3		1	3			3		3
Operational	17	18		48	46	1	55	34	50	36
Christchurch										
Administration				1						
Management										
Operational	3	1		11	6		6	5	7	6
Dunedin										
Administration										
Management										
Operational				2	1		2	1	1	2
Hamilton										
Administration										
Management										
Operational				2	1		2	1	2	1
Napier										
Administration										
Management										
Operational	2			1	1		1	1	1	1
Nelson										
Administration										
Management										
Operational				1			1			
New Plymouth										
Administration										
Management										
Operational					1					
Palmerston North										
Administration										
Management										
Operational		2		1			1		1	
Whangarei										
Administration										
Management										
Operational		1		1						
Wellington										
Administration	3			13	4		11	5	8	3
Management				3	2		3	2	2	3

Operational	10	10		49	77	1	60	79	64	88
Tauranga										
Administration	1									
Management										
Operational										
Queenstown										
Administration										
Management										
Operational	1									
Total FTE	38	36		137	144	2	145	133	138	144

66. If your agency or organisation has a cap on the number of Full Time Equivalent (FTE) positions in 2022/23, what was the figure at which it was capped? How many FTEs were employed in 2022/23, and how does this compare to each of the previous four financial years?

RNZ response Q66:

Year	FTEs
2022/23	293
2021/22	283
2020/21	278
2019/20	296
2018/19	296

67 How many of the total staff employed are considered to be frontline staff and how many are considered back office staff (both in nominal terms and as a percentage of total staff) and how does that number compare to the number of frontline and back office staff in each of the past four financial years?

RNZ response Q67:

Year	Total Headcount	Frontline	%Frontline
2022/23	329	286	87%
2021/22	302	267	88%
2020/21	306	276	90%
2019/20	313	288	92%
2018/19	277	232	84%

RNZ defines frontline staff as those employees whose work is primarily related to the production, presentation and broadcasting of programme content. This definition has not changed over the past four years.

67. How many contractors, consultants, including those providing professional services, were engaged or employed in 2022/23 and what was the estimated total cost? How did this compare to each of the previous four financial years, both in terms of the number engaged and the total cost? For each consultant or contractor that has been engaged in the previous four financial years please provide the following details:

- Name of consultant or contractor
- Type of service generally provided by the consultant or contractor
- Details of the specific consultancy or contract
- Budgeted and/or actual cost
- Maximum hourly and daily rates charged
- Date of the contract
- Date the work commenced
- Completion date
- Whether tenders were invited; if so, how many were received
- Whether there are proposals for further or following work from the original consultancy; if so, the details of this work?

RNZ response 68:

Consultant	Professional Advice	2022/2023	2021/2022	2020/2021	2019/2020
Absolute Value	Asset valuations	45,500.00	30,000.00	0.00	30,350.00
Abletech Ltd	Product development	54,000.00	27,600.00	0.00	0.00
Ackama Consulting	Software Solution Provider	27,822.50	0.00	90,210.00	0.00
Audit New Zealand	Audit	0.00	0.00	111,561.00	109,425.00
Bell Gully	Legal	2,969.76	0.00	0.00	0.00
Brimblecombe Consulting	Procurement	1,790.00	0.00	12,645.00	0.00
Buddle Findlay	Legal	105,232.56	255,087.00	135,588.00	111,915.00
Catalyst	Technology	22,200.00	0.00	0.00	157,840.00
Chapman Tripp	Legal	84,813.35	71,507.00	56,488.00	73,171.00
Duncan Cotterill	Legal	500.00	10,168.00	0.00	0.00
Deloitte	Accounting advice	0.00	12,000.00	0.00	0.00
Endeavour Solutions Limited	Accounting software provider	0.00	22,558.00	24,979.00	16,400.00
Elevate Network Solutions	Network Security	1,743.75	11,432.00	0.00	0.00
Ernst & Young	Audit	143,680.00	120,653.00	0.00	0.00
FIL	File Collection & disposal	0.00	0.00	0.00	35,867.00
Frontier Solutions Limited	Payroll software provider	76,114.04	73,862.00	26,094.00	20,603.00
Hiatus Green Limited	Investigation services	0.00	0.00	0.00	10,200.00
Ingram Barr Limited	Communications	141,519.98	146,375.00	112,770.00	106,218.00
J. Crowley	Content sharing partnership	21,900.00	30,164.00	32,774.00	68,623.00
JDA	Property evaluations	0.00	63,000.00	0.00	0.00
Marketplace Communications	Communications	0.00	0.00	23,219.00	0.00
MYOB Greentree	Accounting software provider	14,500.00	0.00	0.00	0.00
Norman Disney & Young	Sound Engineers	0.00	0.00	36,800.00	0.00
Nucleus Group Limited	Technology	99,375.53	150,000.00	150,000.00	75,000.00
OBR Advisory Ltd	Strategic Advisor	138,000.00	42,462.00	0.00	0.00
PeopleFit	Strategic HR	0.00	0.00	0.00	98,310.00
PriceWaterhouseCoopers	Corporate Taxation, HR	69,750.00	49,704.00	38,276.00	85,567.00
Quigg Partners	Legal	71,414.14	20,655.00	28,096.00	31,468.00
RCG Realty	Property	1,900.00	0.00	147,451.00	117,490.00
Ramsgate Advisors	Property	10,000.00	18,700.00	0.00	0.00
Rightsafe NZ	Health and Safety Consultant	0.00	0.00	37,028.00	0.00
Sawrey Consulting	Engineering Consultants	0.00	0.00	12,000.00	0.00
Shortland Chambers Ltd	Legal	86,578.00	111,703.00	68,288.00	49,025.00
Traffic Planning Consultants	Rezoning advice	0.00	0.00	12,885.00	0.00
ZX Security Ltd	Cyber Security	61,122.52	47,200.00	0.00	0.00

69 Were any contracts awarded in the last financial year which were valued at \$1 million or more? If so, please list by name of company contracted and total value of contract. How did this compare with each of the previous four financial years?

RNZ response Q69:

An agreement was entered into with Ampegon for the purchase, delivery and installation of a new shortwave transmitter for 1,576,150 Swiss Francs CHF.
(Prior year: Alaska Construction and Interiors Wellington Ltd were awarded a contract for \$1,132,485 for the make good of property released in Wellington.)

70 What is the policy of your department, agency or organisation on the use of consultants, contractors or people providing professional services as

opposed to regular employees? Has this policy changed in the last financial year, if so, why and how?

RNZ response Q70:

RNZ uses consultants or contractors where the required skills and or expertise are not held by RNZ employees and or the services are not required on a regular and ongoing basis. The policy has remained substantially the same for many years. The practice is compliant with employment law and IRD guidelines. Decisions are also made according to operational needs and budgetary considerations.

71 How many consultants, contractors or people providing professional services contracted in 2022/23 were previously employed permanently within your department, agency or organisation during the previous two financial years broken down by whether they had received a redundancy payment, severance or other termination package or not? How many contractors hired in each of the previous four financial years had previously been permanent employees in the agency or organisation in the previous two financial years?

RNZ response Q71:

No previous employees from the 2022 - 2023 Year
From time-to-time other former employees may be contracted as freelance contributors to programmes, website and other online content.

72 Were any consultants, contractors or agencies contracted to provide communications, media or public relations advice or services in the 2022/23 financial year; if so, with whom did they contract, what was the specific purpose or project, for what length of time and at what total actual or estimated cost? How does this compare to each of the previous four financial years?

RNZ response Q72:

Refer to question 71

73 How many temporary staff were contracted by your department, agency or organisation in the 2022/23 financial year, listed by purpose of contract, name of company or individual contracted, duration of temporary staff's service, hourly rate of payment and total cost of contract?

RNZ response Q73:

25 fixed-term people were hired in the period. This is for a variety of reasons including cover for parental leave and other absence and the hiring of the RNZ Asia team (8 people) and other project work. This doesn't include casual people.

74 How many staff were hired on each of the following contract lengths: three-month or less, three-to-six month, or six-to-nine month in the 2022/23 financial year? How does this compare to the number hired on each of these contracts in each of the previous four financial years?

RNZ response Q74:

1-3 months – 4 people
3-6 months – 5 people
6-9 months – 2 people
9 months or more – 14 people (Including parental leave and RNZ Asia)

75 How many staff were employed on a fixed term contract in total in 2022/23? How does this compare to each of previous four financial years?

RNZ response Q75:

Year	# Fixed termers
2022/23	25
2021/22	28
2019/20	27
2018/19	24
2017/18	25

76 How many staff were hired in the last financial year whose contracts included a 90-day probationary period? Please provide a breakdown by role.

RNZ response Q76:

NIL

77 Please provide a summary of any collective employment agreement negotiations completed in the 2022/23 financial year including the cost of that, and an outline and timeline of negotiations to be conducted in 2023/24?

RNZ response Q77:

During the 2022-2023 year a collective employment agreement pay negotiation was conducted and ratified in the middle of the year 2023, with the final cost of that being \$750,000. In the latter half of 2023 negotiations resumed for the new financial year. And agreement was ratified in February 2024. The final cost is still being determined. RNZ staff are now paid on average to the public sector median.

78 How many staff were on collective and individual employment agreements respectively in the last financial year? How does this compare with the

numbers of staff on collective and individual employment contracts for each of the previous four financial years?

RNZ response Q78:

Year	Collective	Individual	Total Headcount
2022/23	201	128	329
2021/22	182	120	302
2020/21	195	111	306
2019/20	218	95	313
2018/19	194	107	301

79 Were any specific instructions, directions or advice received in relation to employment agreement matters from the State Services Commission or responsible Minister in the 2022/23 financial year? If so, please provide details.

RNZ response Q79:

No specific instructions, directions or advice for the 1 July 2022 to 30 June 2023 year though focus continues to be on lower paid, frontline roles and gender and ethnic pay inequities.

Under this year's policy RNZ, as a Crown Entity Company, is required to "give regard to the policy" as we are publicly funded. We are not among those entities required "to give effect to the policy". We will, therefore, take the policy into consideration. Our priorities for pay will continue to be to:

- Employ people fairly and equitably (much like the Government's Workforce Policy Statement, we would like to invest in our lower paid roles and for those lower in the pay- bands)
- Take every opportunity to close any pay parity gaps for gender or ethnic bias
- Invest in our people (while balancing being fiscally prudent) by paying in-line with our policy
- Retention of our people in a tightening labour market and as we move closer to the creation of the new ANZPM entity
- Work collaboratively with our people and union partners

80 How many days of annual leave did employees have accrued on average during 2022/23? How does this compare to each of the previous four years? What strategies are used to encourage employees to reduce annual leave balances?

RNZ response Q80:

Year	Average of days accrued
2022/23	13
2021/22	16
2020/21	12
2019/20	19
2018/19	23
2017/18	23

All employees of RNZ are expected to reduce their leave balances to no more than 20 days. RNZ maintains a casual pool of personnel to provide cover for when leave is taken. Managers are provided with a monthly report on leave balances and are expected to weave leave into their annual planning. A reduced programme during the summer season continues to support a reduction in leave balances.

81 How many annual leave applications did the agency or organisation cancel or refuse during 2022/23? How does this compare to each of the previous four financial years?

RNZ response Q81:

In response to COVID-19 restrictions a small number of leave applications were cancelled by agreement. No staff member was refused leave during 2022/23 or in prior years.

RNZ is committed to ensuring that personnel utilize all leave entitlements. In the summer of 2020/21, the summer programme was changed so more personnel could take leave over this period.

82 How many employees sold their fourth week of annual leave in the 2022/23 financial year? How does this compare to each of the previous financial years since this policy came into effect?

RNZ response Q82:

Year	Number of employees who cashed up leave
2022/23	11
2021/22	17
2020/21	26
2019/20	2
2018/19	3

83 How many days of sick leave did employees take on average during 2022/23? How does this compare to each of the previous four financial years? What strategies are used to reduce the amount of sick leave employees need to take?

RNZ response Q83:

RNZ's average sits well below New Zealand's legislated sick leave entitlements of 10 days per year. Even in the Covid year we averaged 6.1 days. When someone is off for more than a week, it is managed closely with the individual to help return them to work.

Year	Average number of sick days taken per employee
2022/23	2.64
2021/22	5.1
2020/21	6.1
2019/20	4.5

84 How much was spent on EAP or workplace counselling in the 2022/23 financial year and how did that compare to each of the previous four financial years?

RNZ response Q84:

Year	Expenditure
2022/23	\$39,566
2021/22	\$39,748
2020/21	\$29,499
2019/20	\$28,264

85 What was the number and cost of staff seconded to Ministerial offices during 2022/23 and how many of these had their salaries paid by the department, agency or organisation rather than Ministerial Services? What were these numbers in each of the previous four financial years? For each staff member seconded, please provide the following details:

- How long they were seconded for (less than 6 months, 6-12 months, 12-24 months or 24 months or more);
- The role they were seconded to;
- The role they were seconded from;
- The reason for the secondment;
- The remuneration they have received over and above the remuneration they are contracted for in the role they have come from.

RNZ response Q85:

NIL

86. What was the turnover rate of staff seconded to Ministerial offices from the agency or organisation during 2022/23 and what was it for each of the previous four financial years?

RNZ response Q86:

NIL

87: Has your department, agency or organisation covered any travel or accommodation costs for any staff seconded from one role to another in 2022/23; if so, what was the total cost for each secondment, broken down by type of expenditure? How does this compare to the previous three financial years?

RNZ response Q87:

NIL

88: What was the staff turnover for 2022/23 and what was the staff turnover for each of the previous four financial years by category? Please provide this information both as a percentage and in numerical terms. Is the turnover rate cause for any concern, if so, what are the major issues and how will these be addressed in 2023/24?

RNZ response Q88:

Year	Percentage Turnover	Staff No
2022/23	19.2%	42
2021/22	20.53%	62
2020/21	15.36%	47
2019/20	13.10%	41
2018/19	9.31%	25

Turnover includes redundancies, retirements, and resignations of permanent personnel. Management is comfortable this is a healthy turnover rate, balancing the need to refresh staff with some new thinking and retention of talent.

89: What was the average length of service in your department, agency or organisation in the 2022/23 financial year and each of the previous four financial years? Please also provide this information broken down by age and gender.

RNZ response Q89:

Year	Average Length of Service	Female	Male	Non-binary
2022/23	7.78years	6.22	9.31	4
2021/22	8.14years	7.01	9.61	3
2020/21	8.09 years	6.69	9.64	
2019/20	8.26years	9.55	6.97	

2018/19	9.08years	7.18	10.95	
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90: How many staff resigned during 2022/23, what were the reasons provided, and what are the possible implications for the agency or organisation? Please also provide the number broken down by age and gender.

RNZ response Q90:

Reason for departure	2022/2		2021/2		2020/21		2019/20	
	M	F	M	F	M	F	M	F
Personal Reasons	17	23	20	36	23	19	15	16
Retirement	1		0	0	1		1	1
Redundancy	2	2	2	5	1	3	3	2
Deceased		1	1	1				
Total	20	26	23	42	25	22	19	19

91: How many people received and how much was spent in total on redundancy payments, severance or other termination packages by the agency or organisation in the 2022/23 financial year? How does that compare to the number and amount spent in each of the previous four financial years?

RNZ Response 91:

Year	# of severances	\$
2022/23	8	344,320.25
2021/22	10	225,131.37
2020/21	13	429,555.00
2019/20	8	459,868.00
2018/19	1	42,621.00

92: How much, in \$10,000 bands, of all individual total amounts, was paid out in redundancy, severance or other termination packages in the 2022/23 financial year? How does this compare to the individual total amounts paid out in redundancy, severance or other termination packages in each of the previous four financial years?

RNZ Response 92:

Range	2022/23	2021/22	2020/21	2019/20
< \$10,000	2		1	
\$10,000 - \$19,000		2	2	
\$20,000 - \$29,999	1	4	2	2
\$30,000 - \$39,999	1	2	2	
\$40,000 - \$49,999	1		1	1
\$50,000 - \$59,999	2		1	3
\$60,000 - \$69,999		1	2	
\$70,000 - \$79,999		1	2	1
\$80,000 - \$89,999				1
\$90,000 - \$99,999				
\$100,000 - \$109,999				
\$110,000 - \$119,999				
\$120,000 - \$129,999				
\$130,000 - \$139,999	1			
Total	8	10	13	8

93: How much was spent on performance bonuses, incentive payments or additional leave in 2022/23 and each of the previous four financial years? Please provide a breakdown of the number of bonuses received during 2022/23 in \$5,000 bands. What were the specific criteria for such performance payments? Has there been any changes to the criteria since November 2023; if so, what specific changes and why?

RNZ response 93:

Range \$	2022/23	2021/22	2020/21	2019/20	2018/19
Under \$5k	22	19	17	18	27
\$5k to \$10k		11	2	7	13
\$10k to \$15k		1		1	3
\$15k to \$20k			1	1	2
\$20k to \$25k			1	2	2
\$25k to \$30k					
\$30k to \$35k					
\$35k to \$40k					
\$40k to \$45k					
\$45k to \$50k				1	
\$50k to \$55k					
\$55k to \$60k			1		1
\$60k to \$65k					
\$65k to \$70k	1				
Total spend	\$123,168	\$123,500	\$152,000	\$213,000	\$299,000

Some senior managers have specific contractual entitlements to at risk payments. The criteria for the achievement of the payments are outlined in a performance plan and actual performance achievements were assessed against those KPIs. Any non-contractual performance bonuses generally form part of the total amount available for remuneration adjustments, which are subject to collective or individual negotiation. The criteria for such “non-contractual” bonus payment are as follows:

“Bonuses, or lump sum payments, will reflect either extraordinary hours for which the person has not been compensated already, or work of an exceptional nature beyond the normal scope of their duties, or performance that cannot be expected to be sustained at this level in an ongoing way so that an ongoing salary increase is not appropriate.”

Assessment is based on exceptional performance during the year being recognised as determined by managers and approved by the CEO.

94 In \$10,000 bands, what are the salary levels of all staff, and how does this compare with the salary levels for each of the previous four financial years? Please also provide this information by age and gender.

	2022/23			2021/22			2020/21		2019/20	
	F	M	NB	F	M	NB	F	M	F	M
\$40,000-\$49,999				2	1		3	1	2	1
\$50,000-\$59,999	8	3		16	8		26	14	29	25
\$60,000-\$69,999	34	30	1	30	31		28	26	23	31
\$70,000-\$79,999	34	30		32	32		38	34	29	37
\$80,000-\$89,999	38	41	1	21	25	1	16	23	18	26
\$90,000-\$99,999	9	21	1	12	10	1	23	14	21	21
\$100,000-\$109,999	14	15		10	17		5	11	5	9
\$110,000-\$119,999	9	12		7	4		6	3	4	2
\$120,000-\$129,999	8	6		7	6		7	6	3	7
\$130,000-\$139,999	5	7		5	5			4	1	2
\$140,000-\$149,999	2	4		1	1		1	1		
\$150,000-\$159,999		3							1	
\$160,000-\$169,999		1			1			1		1

\$170,000- \$179,999				1	1		1	1	2	
\$180,000- \$189,999	2	1			1			1	1	1
\$190,000- \$199,999		1		1	3		1	1		1
\$200,000- \$209,999	1						4	3		1
\$210,000- \$219,999		1		2					3	3
\$220,000- \$229,999	4	1		2	2					
\$230,000- \$239,999	1	2		1			1		1	
\$240,000- \$249,999	1									
\$250,000- \$259,999										1
\$260,000- \$269,999								1		
\$270,000- \$279,000		1								
\$280,000- \$289,000					1					
\$370,000- \$379,999										
\$430,000- \$439,000		1			1			1		1
Total Headcount	170	181	3	150	150	2	160	146	143	170

	2022/23					
	20-29 yrs	30-39yrs	40-49yrs	50-59yrs	60+yrs	Total
\$40,000-\$49,999						
\$50,000-\$59,999	9		1		1	11
\$60,000-\$69,999	29	22	6	5	3	65
\$70,000-\$79,999	16	19	9	11	9	64
\$80,000-\$89,999	3	21	17	21	18	80
\$90,000-\$99,999		5	8	6	12	31
\$100,000-\$109,999	1	2	6	12	8	29
\$110,000-\$119,999		5	5	6	5	21
\$120,000-\$129,999		2	2	5	5	14
\$130,000-\$139,999		1	4	3	4	12

\$140,000-\$149,999			1	3	2	6
\$150,000-\$159,999				1	2	3
\$160,000-\$169,999				1		1
\$170,000-\$179,999						0
\$180,000-\$189,999			1	1	1	3
\$190,000-\$199,999				1		1
\$200,000-\$209,999			1			1
\$210,000-\$219,999				1		1
\$220,000-\$229,999			2	2	1	5
\$230,000-\$239,999			2	1		3
\$240,000-\$249,999				1		1
\$250,000-\$259,999						0
\$260,000-\$269,999						0
\$270,000-\$279,000				1		1
\$280,000-\$289,000						0
\$370,000-\$379,999						0
\$430,000-\$439,000				1		1
Total						354

95: How much was spent on catering in the 2022/23 financial year? What policies were in place for the use of catering and were there any changes to these?

RNZ response 95:

Year	Expenditure
2022/23	\$106,772.91
2021/22	\$80,602.00
2020/21	\$92,128.00
2019/20	\$80,158.00
2018/19	\$69,242.00

RNZ has an Entertainment, Hospitality & Gift Policy in place for catering and other sensitive expenses. There were no changes to the policy in the year 2022-23.

96: How much was spent on domestic travel in the 2022/23 financial year and how does this compare to each of the previous four financial years? Provide a breakdown of spending on airfares, taxis/UBER and rental cars. Please provide a list of the positions of the top twenty spenders on domestic travel for 2022/23 including the amount spent.

RNZ response Q96:

Year	Expenditure		
2022/23	\$854,464.00		
2021/22	\$361,303.00	Domestic Accommodation	304885.01
2020/21	\$498,467.00	Domestic Air	\$371,316.10
2019/20	\$532,778.00	Domestic Vehicle Rental	\$24,561.99
2018/19	\$691,894.00	Domestic Taxi/Uber	\$98,964.79
2017/18	\$631,710.00	Other	\$54,735.51

Position	Amount
Head of News	\$36,326.45
RNZ Pacific Team Leader	\$23,452.54
Head of Digital	\$19,910.65
Maori News Editor	\$19,893.64
Chief Executive Officer	\$18,974.62
Chief Financial Officer	\$17,809.90
Camera Operator	\$15,284.98
Regional Journalist	\$12,980.72
Bureau Chief	\$12,741.47
Multimedia Journalist	\$12,724.97
Pacific News Editor RNZ Pacific	\$11,972.29
Journalist	\$11,349.45
Chief People Officer	\$11,128.62
Executive Editor Special News	\$11,015.53
Contractor Lead for SPM Project	\$10,575.59
Transmission Consultant	\$10,126.71
Producer and Presenter RNZ Pacific	\$10,086.63
Chief Technology and Operations Officer	\$9,631.32
Chief Political Editor	\$9,511.70
Producer Series and Podcasts	\$9,379.02

97: What domestic airlines are used by staff and why? Provide a breakdown of spending on each airline used in 2022/23 financial year and how does this compare to each of the previous four financial years.

RNZ response Q97:

Airlines	Air New Zealand	Jetstar	Sounds Air	Air Chathams	Air Ruatoria
2022/23	\$342,183.42	\$9,414.34	\$1,061.12	\$7,231.92	\$7,350.00
2021/22	\$183,000.00	\$2,703.05	\$1,054.53	\$2,470.85	
2020/21	\$175,000.00	\$16,925.00	\$600.00	\$2,205.00	
2019/20	\$224,000.00	\$44,000.00	\$0.00	\$2,000.00	
2018/19	\$177,000.00	\$62,000.00	\$1,000.00	\$0.00	

98: How much was spent on international travel in the 2022/23 financial year, how does this compare to each of the previous four financial years, and what proportion of operating expenditure does this represent? Please provide a list of the positions of all spenders on international travel for 2022/23, including the amount spent

(broken down by travel, accommodation and other expenditure), locations travelled, reason visited, and outcomes achieved. For any items of other expenditure greater than \$15,000 please provide details of what this was.

RNZ response Q98:

Year	Expenditure
2022/23	\$233,945.55
2021/22	\$79,139.42
2020/21	\$11,152.00
2019/20	\$176,308.00
2018/19	\$105,296.00

Position	Travel	Accommodation	Other
Camera Operator Multimedia	\$ 853.09	\$ 1,784.87	\$ 2,437.64
Political Reporter	\$ 2,109.92	\$ 1,035.53	\$ 1,481.96
Technology Manager	\$ 4,090.19		\$ 573.06
Sports Journalist			\$ 2,720.83
Journalist RNZ Pacific			\$ 76.52
Senior Presenter and Journalist	\$ 4,157.45	\$ 7,066.36	\$ 2,309.43
Deputy Political Editor		\$ 5,245.14	\$ 1,565.27
Manager RNZ Asia	\$ 880.59	\$ 779.00	\$ 252.65
Sports Journalist			\$ 2,820.19
Journalist RNZ Pacific	\$ 1,049.97	\$ 1,574.00	\$ 2,200.00
Political Reporter		\$ 251.52	
Contractor Lead for SPM Project	\$ 1,466.00	\$ 752.66	
Business Editor			\$ 66.96
Senior Sports Journalist RNZ Pacific	\$ 5,643.67	\$ 234.05	\$ 1,458.59
Journalist		\$ 3,317.08	
Political Editor	\$ 6,725.30	\$ 6,084.09	\$ 2,065.67
Multimedia Journalist	\$ 6,426.49	\$ 3,324.44	\$ 1,437.92
Chief Financial Officer			\$ 46.94
Political Reporter	\$ 8,921.79	\$ 12,537.64	\$ 1,710.20
Lead Digital and Social Media Journalist RNZ Pacific	\$ 1,899.23	\$ 1,424.91	\$ 650.00
Pacific News Editor	\$ 6,263.37	\$ 3,288.36	\$ 5,199.20
Journalist RNZ Pacific		\$ 980.54	\$ 93.91
Camera Operator and Director Multimedia			\$ 168.48
Chief Technology and Operations Manager	\$ 4,090.19	\$ 5,930.18	\$ 1,962.36
RNZ Pacific Team Leader	\$ 2,074.46	\$ 1,748.36	\$ 1,459.36
Senior Camera Operator Multimedia	\$ 6,636.49	\$ 7,066.36	\$ 2,966.85
Chief Executive Officer	\$ 14,374.08	\$ 23,297.90	\$ 5,107.85
Head of News	\$ 2,101.04		\$ 1,346.34
Camera Operator Multimedia		\$ 973.55	\$ 372.79
MCR and Production Team Leader Operations	\$ 1,844.99	\$ 1,097.54	\$ 500.00
Producer and Presenter RNZ Pacific			\$ 680.00
Executive Presenter Series and Podcast		\$ 952.36	\$ 35.47
Contractor Editorial Audit Project	\$ 2,211.59	\$ 1,209.83	
Papua New Guinea Based Journalist Coverage	\$ 730.40		\$ 190.00
Executive Editor Longform	\$ 2,593.89	\$ 2,394.34	\$ 968.47
Journalist RNZ Pacific		\$ 641.00	\$ 268.77

99 How many staff have Koru Club memberships paid for by your department, agency or organisation, and how does this compare with each of the previous four financial years? What is the policy regarding entitlement to Koru Club membership?

100 How many staff had the use of vehicles paid for by your department, agency or organisation in 2022/23; what are the estimated costs; how do these numbers compare to each of the previous four financial years?

101 How much was spent on internal conferences and seminars, staff retreats, offsite training, or planning and teambuilding exercises, including travel costs, and what is the purpose of each in 2022/23? How does this compare to each of the previous four financial years? For each year please include:

- Purpose
- Venue
- Cost (including travel and accommodation costs)
- Activities undertaken

RNZ Response 101:

2022/23	
Purpose	Treaty of Waitangi training
Venue	Whatever Building Auckland
Cost	\$45,219
Purpose	Leadership Development
Venue	Grand Millennium Hotel Auckland
Cost	\$31,325
Purpose	Leadership Development (Leading Change)
Venue	Offsite
Cost	\$68,942
2021/22	
Purpose	Executive Development Programme (Leadership Strategy and Change)
Venue	Inhouse
Cost	\$59,646
Purpose	Te Reo Coaching
Venue	Inhouse
Cost	\$32,495
Purpose	Leadership Development (Leading Change)
Venue	Inhouse
Cost	\$25,473
2020/21	
Purpose	Te reo and Ti Tiriti Training
Venue	In-House Auckland and Wellington
Cost	\$38,726
Purpose	Inclusion Workshops
Venue	Britomart Auckland and Rydges Wellington
Cost	\$44,277
2019/20	
Purpose	Managers Conference June 2020
Venue	Msocial Auckland
Cost	\$12,158
2018/19	
Purpose	Managers Conference February 2019
Venue	In-house Auckland and Wellington
Cost	\$6,422 across the year
Purpose	Unconscious bias training
Venue	In-house Auckland and Wellington
Cost	\$14,357

102 What are the measures used to evaluate the success or effectiveness for internal conferences or seminars?

RNZ response 102:

Participants complete a course assessment questionnaire at the completion of the course. If managers are attending training related to leading people, we also look at engagement and managers scores as part of our surveys to measure improvements. Effectiveness is also reviewed as part of individual development plans. And performance reviews.

103 How much was spent on staff training in 2022/23; and what percentage of the vote does the amount represent? How does this compare to each of the previous four financial years?

RNZ Response 103:

Year	Annual Cost	% of Total Funding
2022/23	\$ 104,428.45	<1%
2021/22	\$ 105,821.00	<1%
2020/21	\$ 167,085.00	<1%
2019/20	\$ 61,838.00	<1%
2018/19	\$ 127,322.00	<1%

Our company training budget is \$200K-\$250K per year, which hasn't changed in the last four years

104 What specific activities or events were conducted that contributed towards staff morale in the last financial year?

RNZ response Q104:

This included:

- Christmas parties in our two main centres (Auckland and Wellington)
- Our Belonging & Inclusion Group facilitated celebration of diversity and inclusion events, Pride, Lunar New Year including Matariki, Māori Language Week, Samoan Language Week, Divali, Mental Health Awareness Week, International Women's Day, and other cultural celebrations.
- Celebrating winning awards (recognising our people's achievements), both with our team and externally.
- Legends of the week scheme for peer recognition.
- Mihi whakatau and induction events for new staff
- Training events such as Te Reo classes and Te Tiriti are an opportunity for people to come together fostering Manaakitanga
- Networks for our rainbow and gender diverse kaimahi, as well an existing networking group for our Māori news kaimahi
- We also use our engagement survey to work on areas where we can increase morale, e.g. opening our offices back up after Covid to increase people feeling

connected to each other.

105 How much was spent on pay television subscriptions (such as SKY and Netflix) in the last financial year and for how many subscriptions? How much was spent in each of the previous four financial years and how much has been budgeted for the latest financial year?

RNZ response Q105:

Year	Amount
2022/23	\$ 18,655.53
2021/22	\$ 18,085.62
2020/21	\$ 15,144.00
2019/20	\$ 19,689.00
2018/19	\$ 17,294.00
2017/18	\$ 18,059.00

106 What is the total amount spent, if any, on speaker's fees and/or speaker honorariums for year of the last seven financial years by event, event date, speaker and amount received?

RNZ response Q106:

RNZ has not paid for any speakers' fees or speaker honorariums during 2022/23 or in the previous five financial years.

107 Does your department, agency or organisation pay travel and/or accommodation costs for guest speakers; if so, what was the total amount of travel and/or accommodation costs paid over the last seven financial years by speaker and event spoken at?

RNZ response Q107:

No.

108 What special units, task forces or reviews have been set up; and what particular issue or issues are they providing advice or analysis on? How many people are in any such units or reviews, and from what other government departments or outside organisations, if any, are they drawn? What is the total cost of this work?

RNZ response Q108:

Various RNZ personnel participated in and contributed information to a range of working groups considering options for strengthening public media in Aotearoa.

109 What actions, if any, have been taken to improve the seismic safety of buildings, offices, and workplaces, or the seismic resilience of key infrastructure? What is the total cost of this work?

RNZ response Q109:

RNZ doesn't own any accommodation sites so seismic strengthening is the landlord's responsibility. If we were to relocate, we would ensure our chosen site was meet appropriate DSA rating for the region.

110 What actions, if any, have been taken to lower greenhouse gas emissions; and how does the level of greenhouse gas emissions in 2022/23 compare to previous years? What is the total cost of this work?

RNZ response Q110

An emissions framework drafted with 2023/24 as our base year, to monitor and report on all GHG emissions, and a plan for emissions reduction to be implemented. Toitū have been engaged to advise and audit.

111 What actions, if any, have been taken to improve the gender pay gap; and how does the gender pay gap in 2022/23 compare to previous years? What is the total cost of this work?

RNZ response Q111:

RNZ's focus has and will continue to be on addressing the proportion of women in senior roles as this has the biggest impact on RNZ's gender pay gap. The representation of women at a senior level remains core to our attraction and recruitment strategies. The RNZ Board is 60% women and the Executive Leadership Team, at the end of June 2023, was 50% women not including the CEO. We have adapted our organisational gender targets to include non-binary representation being 49.5% / 49.5% / 1% men, women and non-binary respectively. Data gathered during the year shows that, across the organisation, RNZ ended the year with a total fixed remuneration for women of 5.6% less than that for men. This is disappointing however, in the September quarter, we saw women paid more than men for the first time with a negative pay gap of -0.86%. Ongoing fluctuations are expected due to the small size of the organisation with the only way to sustainably close the gap being to continue to concentrate on increasing the number of women at a senior level, which is a key part of our ongoing plan.

To support more women into senior roles, we have a number of initiatives, including:

- Recruitment practices which include initiatives such as using inclusive language in our job adverts and job descriptions and where possible offering part-time or flexible working
- Diversity & Inclusion training for all staff including unconscious bias training and inclusive leadership skills
- QTR review of remuneration and performance data
- Review and action planning of survey data including engagement, exit and new starter surveys.
- Flexible work and generous leave provisions, including parental leave (stated below)

There was no additional cost of this work as we have targeted our budget to lessen this gap.

112 What specific work, if any, has the department, agency or organisation undertaken in relation to the 2023 Speech from the Throne? Has this required the employment of additional staff, contractors or consultants; if so, for what purpose? What is the total or budgeted cost for undertaking this work?

RNZ response Q112:

NIL

113 What specific measures does the department, agency or organisation have in place to measure and publicly report on emissions?

RNZ response Q113:

RNZ is currently establishing processes for measuring its emissions in order to develop a strategy to reduce emissions and report on outcomes for the year ending 30 June 2023

114 How does the department, agency or organisation currently offset emissions, how many have been offset and what has been the cost for each of the last five financial years?

Refer to response 113

115 What has been the department, agency or organisation's annual total of emissions for each of the last five financial years?

Refer to response 113

116 How many vehicles are currently in the department, agency or organisation's vehicle fleet?

- What is the total number of electric vehicles in the fleet and how many of these have been purchased in each of the last five financial years? 0
- How many plug in hybrids and pure battery EVs are in the fleet? 0
- What is the total number of vehicles that are able to be converted to electric?
- What evaluations of electric vehicles have been undertaken by the department, agency or organisation and what are the identified risks and advantages associated with the use of electric vehicle in the fleet?

There are 17 vehicles. An evaluation of the pros and cons of electric vehicles will inform our fleet purchasing strategy and the use of EV's. As vehicle leases expire new vehicles are of the hybrid variant. RNZ has eight hybrid vehicles in its leased fleet of 16.

117 What are the sources of energy used by the department, agency or organisation and what changes, if any, will be required to achieve carbon neutrality by 2025?

RNZ response Q117

RNZ uses gas, electricity, diesel and petrol from various suppliers. Information is being collated which will inform recommendations for reductions.

118 What issues or problems are envisaged as a result of the Government requirement to implement energy efficiency building rating standards over 5 years?

RNZ response Q118

The impact has been an increase in lease costs.

119 What issues or problems are envisaged as a result of the Government requirement that all new property leases must achieve a minimum of four stars?

None at this stage and implications are still being assessed.

120 What impact, if any, has COVID-19 had on your organisation's property plans or requirements?

RNZ response Q120:

It has triggered a practical approach, increased access to wipes and sanitizers in the office, clear desk policy being introduced. Increased regular deep cleaning, access to masks. Everyone is set up to be able to work remotely if needed. Covid has not impacted on our office space requirements, however, it may impact on the amount of work-stations in the future. RNZ has currently refined the policy on number of days working in the office per week. We ask employees where possible to work 3 days in the office

121 What effect has COVID-19, and staff working from home, had on the organisation's property requirements?

RNZ response Q121:

There has been a higher uptake in people working from home and the application of our flexible work practices however our property footprint has not changed as a result as we still require people to work from the office a minimum of 3 days per week.

122 Has COVID-19 led to change in the organisation's policies re staff working from home or flexible working arrangements? If so, please provide details.

RNZ response Q122:

We have been more able to provide flexibility, such as working from home, as a result of COVID-19 though our flexible working arrangements have continued to evolve. Our policy continues to be adapted to meet the needs of both our organisation and our people. Of note is the increase of people working from home post COVID and as a consequence, we have reset the balance of being at work, connecting with teams and working from home. Our current requirement is for people to work a minimum of 3 days from in the office

123 Was your organisation prepared for the effects of COVID-19 on the way the organisation went about its core business? What lessons have been learned as a result? Would, in hindsight, your organisation have done anything differently?

RNZ response Q123:

Our business continuity plan was tested and largely worked, the main lesson being we need to simulate different crisis scenarios more regularly to ensure our plans work and people know what their responsibilities are.

124 What specific information technology issues did your organisation experience as a result of COVID-19 and how were these addressed? Did your organisation need to purchase additional IT equipment (e.g., laptops, printers etc) and was your network able to manage with increased demand for remote access (e.g., some departments had to limit remote access at certain times) and how did this impact on the way the organisation did its job? What was the total cost for Covid-19 related IT expenses and how does this breakdown?

As a media company RNZ was relatively well prepared to adapt to COVID-19 challenges. For example most staff in the company were already working with issued portable laptops.

125 What specific effect, if any, did Covid-19 have on your organisation's total FTEs?

RNZ response to Q125:

None

126 Were additional staff/contractors employed as a result of Covid-19 – if so

- how many
- at what total cost
- are these permanent additions to staff; if not, what is the average length of contract
- for what specific purpose
- were these staff seconded from other organisations – if so specify the total number from each.

RNZ response Q126:

No.

127 Were any of the organisation's staff seconded to work on the All of Government Covid-19 response? If so, how many and in what capacity?

RNZ response Q 127

No staff were seconded.

128 What were the organisation's strategic objectives for the 2022/23 financial year?

RNZ response Q 128

RNZ's Statement of Intent (capturing three years) and Statement of Performance Expectations (annual) set out our planned services and outputs to be provided during the year. These are agreed with shareholding Ministers and published on our website RNZ.co.nz.

129 What are the organisation's long term strategic objectives?

RNZ response Q 129

RNZ's Statement of Intent (capturing three years) and Statement of Performance Expectations (annual) set out our planned services and outputs to be provided during the year. These are agreed with shareholding Ministers and published on our website RNZ.co.nz.

130 What were the organisations priorities as set out in the annual report for the financial year?

RNZ response Q130:

RNZ's Statement of Intent (capturing three years) and Statement of Performance Expectations (annual) set out our planned services and outputs to be provided during the year. These are agreed with shareholding Ministers and published on our website RNZ.co.nz.

131 Has the organisation changed or altered its long-term priorities as set out in the annual report following the change of Government, if so, what are these changes?

RNZ response Q131:

No.

132 Please provide evidence showing regularity of the high-level Performance Management Meetings, risk and issues registers relating to PM Plans, learning reports written as a result of adaptive planning and any other evidence that shows a culture and practice of out-comes focused measurable performance management at the ministry/department/agency.

RNZ response Q132

Not applicable and does not exist.

133 Please provide evidence of training delivered to staff about PM including details of who delivered the training, who attended, whether training has been ongoing, and evidence showing that performance management training effectiveness was monitored and measured.

RNZ response Q133:

Not applicable - does not exist.

134 Please provide a table of all equality impact assessments done on ministry/department/agency work done on priorities introduced following the change of Government including details of how and why specific groups were defined and equality-assessed, whether Te Tiriti principles were referenced; whether gender, ethnic, age, disability and locality impacts were assessed; specify where impact assessments have been decommissioned or deprioritised; specify where impact assessments would be expected as part of BAU and have been delayed, deprioritised or decommissioned, or if equality impact assessments were not done as BAU please explain the rationale.

RNZ response Q134:

Not applicable - does not exist.

135 What are the organisations work programmes for the 2023/24 financial year?

RNZ response Q135:

RNZ's Statement of Intent (capturing three years) and Statement of Performance Expectations (annual) set out our planned services and outputs to be provided during the year. These are agreed with shareholding Ministers and published on our website RNZ.co.nz.

136 What are the organisations long term work programmes?

RNZ's Statement of Intent (capturing three years) and Statement of Performance Expectations (annual) set out our planned services and outputs to be provided during the year. These are agreed with shareholding Ministers and published on our website RNZ.co.nz.

137 Has the organisation changed or altered its work programmes as set out in the annual report for the 2022/23 financial year following the change of Government, if so, what are these changes?

RNZ response Q137:

No.

138 What directions has the organisation been given by the Minister to end or alter on-going work since the 2023 election? What were these directions and what work programs did they affect?

RNZ response Q138:

No such directions have been given.

139 What advice, if any, did the Minister seek prior to ending or altering each piece of on-going work since the 2023 election, and what advice was given by officials to the minister prior to, during or after, ending or altering each piece of on-going work.

RNZ response Q140:

Not applicable.

140 What work programmes, if any, have ended since the 2023 election?

RNZ response Q141:

None.

141 What work programmes, if any, have been delayed since the 2023 election?

None.

RNZ response Q142:

142 Please provide a table of all equality impact assessments done on ministry/department/agency work done on human resource priorities including the use of staff and contractors, introduced following the change of Government; specify where impact assessments have been decommissioned or deprioritised; specify where impact assessments would be expected as part of BAU and have been delayed, deprioritised or decommissioned. If no such equality impacts have been done, please explain the rationale.

RNZ response Q143:

RNZ has not conducted such equality impact assessments.

143 What directions, if any, has the organisation been given by the Minister since the 2023 election on the use of contractors, and what impact will this have on-going work programmes, priorities, and strategic objectives as set out in the annual report?

RNZ response Q143:

None.

144 What directions, if any, has the organisation been given by the Minister since the 2023 election on the use of contractors, and what work programmes as set out in the annual report have been cancelled or ended as a result of these directions?

RNZ response Q144

None

145 What work programmes as set out in the statement of intent, if any, have ended since the 2023 election?

RNZ response Q145:

None

146 What work programmes as set out in the statement of intent, if any, have been delayed since the 2023 election?

RNZ response Q146:

None

Impacts of policy advice

147 What analysis has been undertaken to assess the impact of the agency's work on disadvantaged and vulnerable people and communities, including children, and to improve the outcomes for those groups?

RNZ response Q147

RNZ does not conduct policy work in this area nor assess such impacts.

148 What engagement approach does the agency use to ensure affected communities have their voices heard in designing policies and procedures to be implemented by the agency?

RNZ response Q148:

RNZ does not design such policies or procedures. Part of its mandate under the Charter is to meet the needs of underserved audiences.

149 How many times has the agency used the Ministry for the Environment's Climate Impacts of Policy Assessment tool, when preparing advice for ministers?

RNZ response Q149:

RNZ does not provide policy advice for Ministers.

150 To what extent are climate related risks taken into account in cost benefit analyses done by the agency?

151 What processes are used to assess the effectiveness of policies that have been implemented?

RNZ response Q151

RNZ is not a policy agency as such. However, its operating effectiveness is assessed by its monitoring agencies which are the Ministry of Culture and Heritage and The Treasury.

Staff demographics and wellbeing

152 What actions has the agency taken to provide access and employment opportunities for people with disabilities, and how many staff with disabilities are employed?

RNZ response Q152:

RNZ currently has 2 employees with physical impairments. Accessibility has been a consideration in our Wellington office refurbishment, new premise in Christchurch and will continue to be as we investigate options for our Auckland office. All our offices provide access and bathrooms for kaimahi with physical disabilities'. We have tailored plans over and above our terms and conditions to make it easy for physically impaired kaimahi to get to work including providing an accessible carpark and transport to and from work. It is also in our plans to expand our diversity initiatives that focus on networks and support for nuero diverse and physically impaired kaimahi.

153 What actions has the agency undertaken through its services to improve outcomes for people with disabilities?

RNZ response Q153

Please refer to Q152

154 What is the composition of staff by ethnicity?

Ethnicity	Count	Percentage	
NZ European/Pakeha	230	69.49%	2.92%
Undeclared	26	7.85%	0.86%
Non-NZ European	26	7.85%	-0.66%
NZ Maori	25	7.55%	-0.05%
Pacific Island	17	5.14%	0.58%
Asian	18	5.44%	-0.03%
Other	17	5.14%	-0.03%
New Zealander	3	0.91%	0.00%

155 What actions has the agency undertaken to ensure equal opportunities for different ethnicities?

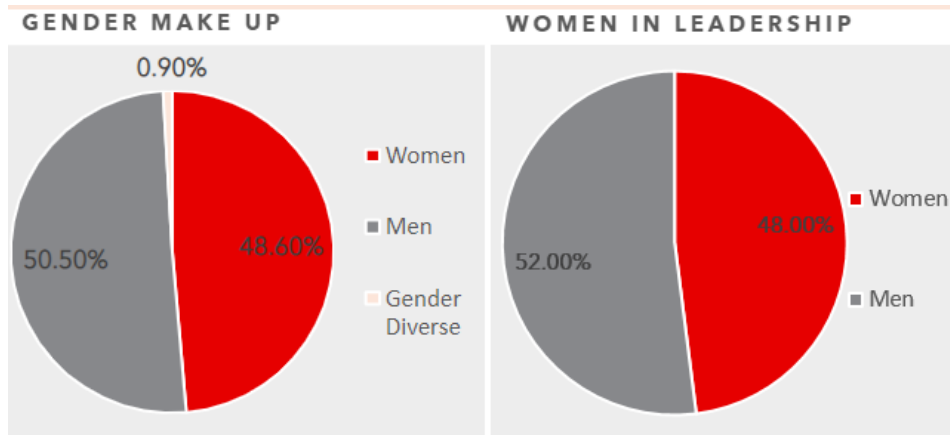
RNZ response Q155:

RNZ has developed a belonging & inclusion strategy that overlaps with Kia Toipoto focus areas. RNZ has the following actions in place:

- Recruitment initiatives such as re-advertising roles where we are unable to shortlist a diverse candidate pool first time around and using recruitment data to track if we are reaching a diverse pool of candidates and reviewing where and how we advertise roles.
- Unconscious bias training which is mandatory for all new kaimahi
- Strengthening RNZ's inclusive and constructive culture through cultural celebrations, building cultural intelligence etc?
- Engagement Surveys are done at least twice annually, as well as Exit and New Starter Surveys. Results are reviewed by ethnicity to look for areas of improvement. Results are discussed with our network groups to look for areas of improvement (i.e. our Pacific team and Māori News Group)
- Inclusive Leadership embed into our leadership expectations for all managers
- Māori internships
- Asia News started on May 2023
- Remuneration and demographic analysis is completed and reported on a quarterly basis

156 What is composition of staff by gender?

RNZ response Q156:



157 What actions has the agency undertaken to ensure equal opportunities for different genders?

RNZ response Q157:

- RNZ has a number of initiatives in place to support equal opportunities for different genders:
- RNZ Belonging & Inclusion Strategy Support our current informal networks to be active (including rainbow and gender diverse communities) Gender neutral toilets and signage are available in Partner with Pride Pledge to support development and implementation of plans to support the experience of our Rainbow Communities kaimahi
- Introduced rainbow lanyards and flags to visually communicate Updated Editorial Policy to set expectations about delivering outstanding public media that matters in a way that inclusive and respectful to the communities we serve. Engagement Surveys are looked at by gender demographics and shared with our groups for action planning
- Upskilling our people, such as Rainbow Awareness training, unconscious bias, diversity and inclusion
- Introduced leave entitlements such as 10 days gender affirmation leave, flexible work practices and managed sick leave
- Review our recruitment data to produce action plans and to further reduce bias in our recruitment practices *anything else we do here Fiona?
- How will success be measured :
- 1- Gender representation in leadership targets 49.5/49.5/1 people who identify as man or woman or gender diverse

158 Does the agency provide gender neutral bathrooms in major offices?

RNZ response Q158:

Yes

159 What steps are the agency taking to close the gender pay gap in the organisation?

RNZ response Q159:

RNZ's focus has and will continue to be on addressing the proportion of women in senior roles as this has the biggest impact on RNZ's gender pay gap. The representation of women at a senior level remains core to our attraction and recruitment strategies. The RNZ Board is 60% women and the Executive Leadership Team, at the end of June 2023, was 50% women not including the CEO. We have adapted our organisational gender targets to include non-binary representation being 49.5% / 49.5% / 1% men, women and non-binary respectively.

Data gathered during the year shows that, across the organisation, RNZ ended the year with a total fixed remuneration for women of 5.6% less than that for men. This is disappointing however, in the September quarter, we saw women paid more than men for the first time with a negative pay gap of -0.86%. Ongoing fluctuations are expected due to the small size of the organisation with the only way to sustainably close the gap being to continue to concentrate on increasing the number of women at a senior level, which is a key part of our ongoing plan. To support more women into senior roles, we have a number of initiatives, including:

- Recruitment practices which include initiatives such as using inclusive language in our job adverts and job descriptions and where possible offering part-time or flexible working
- Diversity & Inclusion training for all staff including unconscious bias training and inclusive leadership skills
- QTR review of remuneration and performance data
- Review and action planning of survey data including engagement, exit and new starter surveys.
- Flexible work and generous leave provisions, including parental leave (stated below)
- There was no additional cost of this work as we targeted our budget to lessen this gap.

160 What actions have senior management undertaken to safeguard the independence and integrity of staff from inappropriate political direction or workplace bullying?

RNZ response Q160:

Performing our role as Aotearoa's non-commercial public multimedia organisation is a privilege that comes with responsibilities. We must get it right for our people first. As a public service employer, we are committed creating and maintaining an inclusive environment where we all treat others the way they want to be treated.

- We promote safe working conditions to prevent and eliminate unacceptable behaviour, including discrimination, harassment and bullying. We actively ensure people know how to report an issue.

Te Tiriti o Waitangi

161 What actions have been taken by the agency to uphold te Tiriti o Waitangi?.

RNZ has a rautaki Maori strategy which embeds the principles of te Tiriti throughout RNZ's services, functions, and strategic areas.

RNZ response Q161.

162 What approach does the agency take to identifying areas for partnership with iwi, hapū, and Māori organisations?

RNZ has a strong commitment, as directed by its Charter, to create high-quality Maori content.

163 What proportion of staff identify as Māori?

RNZ response Q163:

Ethnicity	Count	Percentage
NZ European/Pakeha	222	67.48%
Undeclared	23	6.99%
Non-NZ European	28	8.51%
NZ Maori	24	7.29%
Pacific Island	14	4.26%
Asian	17	5.17%
Other	17	5.17%
New Zealander	3	0.91%

164 What proportion of staff are proficient in te reo Māori?

We don't have data on a specific proportion but please see answer to question 165

165 What opportunities does the agency provide for staff to learn te reo Māori?

RNZ response Q165:

We provide ongoing te reo lessons for staff, generally at three instances per year to engage with a 10-week course. This is done at Beginner 1, 2 and 3. We also have several resources on our Te Rourou site on our internal intranet Support external learning where appropriate Presenters have 1:1 lesson to ensure appropriate pronunciation. We have a Māori Cultural Advisor role to support internal learning and development

Salaries

166 What is the agency's gender pay gap?

RNZ response Q166:

Please see response to question 159:

167 What, if any, is the ethnic pay gap in the agency?

After measuring our ethnicity pay gap for the first time in June 2021, we've seen great gains and exceeded our targets. However, there is still a gap to close and this will remain a continued focus. RNZ's non-Pākehā group have a total fixed remuneration gap of 9.6% (against a target of 10%) less than those in the Pākehā group, including NZ European. As with women, increasing the number of non-Pākehā at senior levels is necessary in order to close the gap in a sustainable way. We report all of this, including our action plans, as part of the Public Service Commissions Kia Toipoto Action Plans.

168 What is the highest salary the agency pays and what is the lowest?

RNZ response Q168:

Please see response to Q 94.

169 How many staff members earn less than \$22.10 an hour (or equivalent salary)?

RNZ response Q169:

NIL. No one is paid less than the living wage

170 What percentage of the agency's staff are union members?

RNZ response Q170:

60%

171 How often does the agency's senior management meet with representatives?

RNZ response Q171:

On a regular basis and frequency will increase during pay rounds.

Staff capability and contracting

172 Has the use of contractors and short-term contracts in the agency increased or decreased over the past year?

RNZ response Q172:

Use of contractors and short terms contracts has increased from the prior financial year.

173 What actions has the agency taken to retain or increase specialist skills in-house?

RNZ response Q173:

For our core specialist roles in News, Radio and Content roles we are focused on retaining this group by providing both training and development but career opportunities and advancement; We have invested in the leadership development over the past few years and are now shifting our focus to Technical Training to ensure our editorial quality is enhanced.

174 What professional development opportunities are available to staff?

RNZ response Q174:

We provide Internal leadership development programmes at different levels, alongside Te Tiriti training Te Reo and Rainbow Awareness; training. There is access to external development opportunities e.g. conferences; development programmes should it assist someone in carrying out their role.

175 What proportion of staff have qualifications in a technically relevant subject area? (For example, at the Ministry of Housing and Urban Development, what proportion of staff have a qualification in planning or urban design?)

RNZ response Q175:

Most staff have pertinent training or qualifications for their roles.

Active staff transport options

176 How many secure bicycle storage spaces does the agency provide at its major urban offices?

RNZ response Q176

Auckland has space for 16. Wellington has a secured lock room which holds approximately 20 bikes.

177 How many showers does the agency provide at its major urban offices?

RNZ response Q177:

Auckland – 2 Showers; Wellington and Christchurch have access to one shower.

178 Does the agency have an employer e-bike purchase support scheme and if so, how many staff have used this?

RNZ response Q178

RNZ, as a government agency, is prohibited from taking advantage of the e-bike purchase scheme as it is a loan to kaimahi. We have sought advice from MCH for government agencies to receive an exemption to this.

Flexible and family-friendly working

179 Has the agency implemented a “flexible by default” approach to hours of work?

RNZ response Q179:

Yes, This could include changing hours of work temporarily to accommodate a heightened demand in people’s personal lives, going to permanent part time hours; starting and finishing work at different times; having a balance of working from home and at the office. Whatever the situation, employees can talk with their manager or people team to check out what’s possible for them.

180 What support does the agency provide for staff returning from parental leave?

RNZ response Q180:

RNZ provides a top up over and above the government paid parental leave provisions to all staff for 6 weeks, ensuring employee receive their full salary during that period. Also provides the flexibility converting from full time hours to part time hours and having the balance of working from home and at the office. We also offer:

- Flexible working including returning to work 80% FTE at full pay for 6 weeks
- Return to work, check from managers and options to join the team meetings and start project work at 8 hours a week for the month before they return to work
- Options to return at part time hours
- Working from home (where roles enable this)
- Spaces for breastfeeding/pumping (in new and refurbished offices)
- Annual leave taken in the 12 months following parental leave paid at the higher of ordinary hours directly before parental leave or ordinary hours at the time the annual leave is taken

181 Does the agency provide any additional paid parental leave as an employment entitlement? Yes. RNZ provides a top up over and above the government paid parental leave provisions to all staff for 6 weeks, ensuring employee receive their full salary during that period.

RNZ response Q181:

Once being back at work for 30 working days following at least 4 months parental leave, existing members of KiwiSaver will receive a gross lump sum employer contribution payment of \$1000 into their KiwiSaver account.

Whistleblowing and privacy

182 Has the agency had to change any processes to meet the requirements of the Privacy Act 2020 and if so, in what ways?

RNZ response Q182:

No

183 What actions has senior management taken to inform staff of Protected Disclosure Act policies and internal processes for escalation of complaints or 'whistle-blowing'?

RNZ response Q184:

We provide an annual reminder of our Dignity at Work policy which includes information on how to raise issues and ensure this is induced in our induction process

184 How many such complaints were received during the past year and what was the nature of those complaints?

RNZ response Q184

None

Energy efficiency, greenhouse gas emissions, and waste

185 What actions have been undertaken to monitor the environmental impact (including greenhouse gas emissions) of the agency and its activities (including staff travel) and to reduce the impacts?

RNZ response Q185:

An emissions framework drafted with 2023/24 as our base year, to monitor and report on all GHG emissions, and a plan for emissions reduction to be implemented. Toitū have been engaged to advise and audit.

186 Does the agency measure and report its greenhouse gas emissions and if so, what are the agency's annual greenhouse gas emissions?

RNZ response Q186:

RNZ currently measures emissions, with the current financial year as our base year. As such we will be able to provide annual GHG emissions at the end of the current financial year

187 Does the agency have a plan in place to measure, report, and reduce its greenhouse gas emissions?

RNZ response Q187:

Yes

188 Does the agency have a plan in place to increase its energy efficiency from buildings, heating, electricity, and other stationary energy uses?

RNZ response Q188:

A plan is being developed, more fully once the results of the Toitū audit are clear

189 Does the agency have a plan in place to optimise and reduce emissions from its vehicle fleet?

RNZ response Q189:

Yes

190 How many coal-fired heating boilers are installed in buildings the agency operates from and where are they?

RNZ response Q190

Zero

191 How many oil or gas heating boilers are installed in buildings the agency operates from and where are they?

RNZ response Q191

One office (Wellington) uses gas heating.

192 What is the total capacity of solar and wind power generation installed on buildings the agency operates from?

RNZ response Q192:

Effectively zero. We do have one or two transmission sites with solar charged mast lights and security cameras, but compared to the overall power consumption this is a tiny fraction of power consumed.

193 What processes are in place to reduce and/or compost food waste in agency premises?

RNZ response Q 193:

Method bins are in all our main centres. In Wellington we use Kaicycle who collect compostable food waste. They use this in their Newtown food gardens, which provides kai for volunteers, for sale and for those in need. Discussions have commenced with the Auckland office about options.

194 What processes are in place to reduce the use of single use plastics in agency premises?

RNZ response Q194:

RNZ purchases catering from providers who use ethical and compostable/recyclable packaging. RNZ also uses washable crockery and has removed all plastic from reception areas. A stand-alone Sustainability policy is being developed. Under procurement we stipulate that we will not purchase clingwrap or other single use plastics and our catering should be in recyclable, reusable or compostable containers.

195 How does the agency consider energy efficiency, greenhouse gas emissions, and waste when making procurement decisions?

RNZ response Q195:

A sustainability policy is currently being developed. Procurement is a large part of this and includes environmental, social and business sustainability. A questionnaire for providers will cover these areas and decisions made when selecting providers will take their responses into consideration.