

[REDACTED]

3 April 2025

Dear [REDACTED]

**Re: Official Information Act Request: Ethnicity data and Māori-focused roles for redundancies**

Thank you for your email on Friday 21 March 2025, in which you requested information under the Official Information Act 1982. You requested:

*I request the following information in a fully searchable electronic format: Spreadsheet*

- 1. The total number of FTE's prior to October 2023, and as of today within your agency, to the date of this request, broken down by ethnicity including Māori and non-Māori classifications.*
- 2. The total number redundancies within your agency since October 2023 to the date of this request, broken down by ethnicity including Māori and non-Māori classifications.*
- 3. The number of FTE roles broken down by department and job title prior to October 2023, and as of today within your agency, to the date of this request.*
- 4. The number of redundancies, disestablished, or unfilled roles (please specify in your response) since October 2023 to the date of this request, broken down of by department and job title*

On Tuesday 25 March, you clarified the interpretation of your request via email:

*For questions 1-4 please replace 'since October 2023' or 'prior to October 2023' with 'as at September 30, 2023'. Also to clarify the meaning of 'unfilled roles', in this case it means a role which was vacated (e.g. the employee resigned) and no one has been rehired into that role, and there is no intention to begin a recruitment process*

Please refer to the attached excel spreadsheet for EECA's response. The information in scope has been released in full, without redactions.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Please note that it is our policy to proactively release our responses to official information requests where possible. Our response to your request will be published shortly at <https://www.eeca.govt.nz/about/news-and-corporate/official-information/> with your personal information removed.

Yours sincerely



Murray Bell  
**Group Manager, Policy and Regulation**

Question one: The total number of FTE’s prior to October 2023, and as of today within your agency, to the date of this request, broken down by ethnicity including Māori and non-Māori classifications.

FTEs as at 30 September 2023				
FTE Number	Māori	Other Ethnicity	Pakeha	Asian
127.64	3.88% of staff	18.60% of staff	63.57% of staff	13.95%

FTEs as at 21 March 2025				
FTE Number	Māori	Other Ethnicity	Pakeha	Asian
133.3	2.63% of staff	19.12% of staff	65.19% of staff	13.24%

Question two: The total number redundancies within your agency since October 2023 to the date of this request, broken down by ethnicity including Māori and non-Māori classifications.

There have been nine redundancies between 30 September 2023 and 21 March 2025. Eight of these occurred in the 23-24 financial year. One impacted staff member is currently on a fixed-term contract which is due to end on 20 June 2025.

Redundancies since October 2023				
Redundancies	Māori	Other Ethnicity	Pakeha	Asian
9	11.11% of staff	22.22% of staff	44.44% of staff	22.22%

Question three: The number of FTE roles broken down by department and job title prior to October 2023, and as of today within your agency, to the date of this request.

Job titles as at 30 September 2023

Note, EECA has had a restructure since September 2023, resulting in changes in group names. We have indicated this in the table below.

Total FTEs	127.64FTE
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Group name at the time	Group	Job title
Business	Delivery & Partnerships	Account Manager Business
Business	Delivery & Partnerships	Account Manager Business WLG
Business	Delivery & Partnerships	Portfolio Analyst, Business Portfolio
Business	Delivery & Partnerships	Account Manager Business WLG
Business	Delivery & Partnerships	Manager Business Portfolio
Business	Delivery & Partnerships	Senior Account Manager Business
Business	Delivery & Partnerships	Product Lead
Business	Delivery & Partnerships	Senior Analyst Investment and Engagement
CE Office	CE Office	Group Manager Corporate Services
CE Office	CE Office	Group Manager Marketing and Communications
CE Office	CE Office	Executive Assistant
CE Office	CE Office	Chief Executive
CE Office	CE Office	Group Manager Strategy, Insights and Regulations
CE Office	CE Office	Group Manager - Business Group
CE Office	CE Office	Group Manager - Homes, Transport and Government
CE Office	CE Office	Senior Advisor Programme Design
Corporate Services	Corporate Services	Senior Procurement Advisor
Corporate Services	Corporate Services	Senior Procurement Advisor
Corporate Services	Corporate Services	Reception, Information and Administrative Services
Corporate Services	Corporate Services	Manager Procurement and Property
Corporate Services	Corporate Services	Procurement Coordinator
Strategy, insights and regulations	Insights, Data & Communications	Analyst Data and Modelling
Strategy, insights and regulations	Insights, Data & Communications	Manager Data and Analytics
Strategy, insights and regulations	Insights, Data & Communications	Data Scientist
Strategy, insights and regulations	Insights, Data & Communications	Lead Data Scientist
Strategy, insights and regulations	Insights, Data & Communications	Senior Data Analyst EEUD
Homes, Transport and Government	Delivery & Partnerships	Manager, EV Public Charging Delivery
Homes, Transport and Government	Delivery & Partnerships	Transport Infrastructure Lead
Homes, Transport and Government	Delivery & Partnerships	Commercial Lead - EV Charging Facilities
Corporate Services	Corporate Services	Senior Management Accountant
Corporate Services	Corporate Services	Financial Accountant
Corporate Services	Corporate Services	Accounts Payable Administrator
Corporate Services	Corporate Services	Manager Finance
Corporate Services	Corporate Services	Systems Accountant
Corporate Services	Corporate Services	Senior Financial Accountant
Business	Delivery & Partnerships	Manager, GIDI Clean Tech
Business	Delivery & Partnerships	Senior Technical Advisor - GIDI Clean Tech
Business	Delivery & Partnerships	Team Analyst - GIDI Clean Tech
Business	Delivery & Partnerships	Supplier Engagement Lead
Business	Delivery & Partnerships	ERS Products Lead
Corporate Services	Corporate Services	Manager Information, Communication and Technology
Corporate Services	Corporate Services	ICT Administrator
Corporate Services	Corporate Services	Assistant ICT Administrator
Corporate Services	Corporate Services	Information and Platform Lead
Business	Delivery & Partnerships	Contract Manager
Business	Delivery & Partnerships	Manager Investment Management
Business	Delivery & Partnerships	GIDI Product Lead
Business	Delivery & Partnerships	Team Analyst
Business	Delivery & Partnerships	Contract Manager
Business	Delivery & Partnerships	Contract Manager
Business	Delivery & Partnerships	Senior Advisor - Investment Management
Marketing and Communications	Insights, Data & Communications	Manager Marketing and Digital
Marketing and Communications	Insights, Data & Communications	Digital Specialist

Marketing and Communications	Insights, Data & Communications	Communications Advisor
Marketing and Communications	Insights, Data & Communications	Senior Communications Advisor
Marketing and Communications	Insights, Data & Communications	Graphic Designer
Marketing and Communications	Insights, Data & Communications	Marketing Lead - CRM
Marketing and Communications	Insights, Data & Communications	Manager Communications and Content
Marketing and Communications	Insights, Data & Communications	Marketing Specialist
Marketing and Communications	Insights, Data & Communications	Social Media Lead
Marketing and Communications	Insights, Data & Communications	Senior Marketing Advisor (Consumer)
Marketing and Communications	Insights, Data & Communications	Senior Content and Editorial Lead
Marketing and Communications	Insights, Data & Communications	Senior Marketing Lead
Marketing and Communications	Insights, Data & Communications	Senior Communications Advisor
Marketing and Communications	Insights, Data & Communications	Marketing Lead - Business
CE Office	CE Office	People and Capability Administrator
CE Office	CE Office	Manager People and Capability
CE Office	CE Office	People and Capability Advisor
Strategy, insights and regulations	Policy & Regulation	Advisor
Strategy, insights and regulations	Policy & Regulation	Senior Accountability Advisor
Strategy, insights and regulations	Policy & Regulation	Lead Advisor Policy
Strategy, insights and regulations	Policy & Regulation	Advisor
Strategy, insights and regulations	Policy & Regulation	Advisor
Strategy, insights and regulations	Policy & Regulation	Policy Advisor G16
Strategy, insights and regulations	Policy & Regulation	Advisor
Strategy, insights and regulations	Policy & Regulation	Accountability and Policy Advisor
Strategy, insights and regulations	Policy & Regulation	Senior Advisor
Strategy, insights and regulations	Policy & Regulation	Manager Policy and Engagement
Strategy, insights and regulations	Policy & Regulation	Senior Advisor
Business	Delivery & Partnerships	Technology Demonstration Fund Manager
Business	Delivery & Partnerships	Manager Products and Partnerships
Business	Delivery & Partnerships	Portfolio Analyst Products and Partnerships
Business	Delivery & Partnerships	Business Products and Partnerships Lead
Business	Delivery & Partnerships	Portfolio Manager Energy Transition Accelerator
Business	Delivery & Partnerships	Programme Advisor Sector Decarbonisation
Business	Delivery & Partnerships	RETA Programme Advisor
Business	Delivery & Partnerships	Sector Decarbonization Programme Lead
Business	Delivery & Partnerships	Biomass Industry Development Lead
Homes, Transport and Government	Delivery & Partnerships	Account Manager Public Sector
Homes, Transport and Government	Delivery & Partnerships	Account Manager Public Sector
Homes, Transport and Government	Delivery & Partnerships	Manager Public Sector Portfolio
Homes, Transport and Government	Delivery & Partnerships	Senior Account Manager
Homes, Transport and Government	Delivery & Partnerships	Portfolio Analyst, Public Sector
Strategy, insights and regulations	Insights, Data & Communications	Strategy Lead
Strategy, insights and regulations	Insights, Data & Communications	Advisor
Strategy, insights and regulations	Insights, Data & Communications	Manager, Research Evaluation and Insights
Strategy, insights and regulations	Insights, Data & Communications	Lead Advisor Evidence Insights and Innovation
Strategy, insights and regulations	Insights, Data & Communications	Senior Advisor Insights
Strategy, insights and regulations	Insights, Data & Communications	Senior Advisor Evaluation
Strategy, insights and regulations	Insights, Data & Communications	Senior Advisor EII G18
Strategy, insights and regulations	Insights, Data & Communications	Senior Advsior - Research, Evaluation and Insights
Strategy, insights and regulations	Insights, Data & Communications	Lead Advisor Evidence Insights and Innovation
Strategy, insights and regulations	Policy & Regulation	Technical Analyst
Strategy, insights and regulations	Policy & Regulation	Technical Product and Systems Lead
Strategy, insights and regulations	Policy & Regulation	Compliance Advisor
Strategy, insights and regulations	Policy & Regulation	Manager Standards and Regulations
Strategy, insights and regulations	Policy & Regulation	Senior Compliance Advisor
Strategy, insights and regulations	Policy & Regulation	Graduate Technical Analyst
Strategy, insights and regulations	Policy & Regulation	Advisor Standards and Regulations
Strategy, insights and regulations	Policy & Regulation	Personal Assistant to Group Manager
Strategy, insights and regulations	Policy & Regulation	Technical Analyst
Strategy, insights and regulations	Policy & Regulation	Industry Engagement Lead
Homes, Transport and Government	Delivery & Partnerships	Transport Business Development Manager
Homes, Transport and Government	Delivery & Partnerships	Manager Transport Portfolio

Homes, Transport and Government	Delivery & Partnerships	Account Manager Transport
Homes, Transport and Government	Delivery & Partnerships	Portfolio Analyst Transport Portfolio
Homes, Transport and Government	Delivery & Partnerships	Low Emissions Transport Fund Advisor
Homes, Transport and Government	Delivery & Partnerships	Junior Contracts Advisor
Homes, Transport and Government	Delivery & Partnerships	Relationships Manager WKH
Homes, Transport and Government	Delivery & Partnerships	Claims Administrator
Homes, Transport and Government	Delivery & Partnerships	Manager Warmer Kiwi Homes
Homes, Transport and Government	Delivery & Partnerships	Service Provider Contract Manager
Homes, Transport and Government	Delivery & Partnerships	Customer Service and Programme Support
Homes, Transport and Government	Delivery & Partnerships	Programme Coordinator - Data Analysis
Homes, Transport and Government	Delivery & Partnerships	Senior Claims Administrator
Homes, Transport and Government	Delivery & Partnerships	Claims/Quality Assurance Administrator
Homes, Transport and Government	Delivery & Partnerships	Administrator
Homes, Transport and Government	Delivery & Partnerships	Training Materials Coordinator
Homes, Transport and Government	Delivery & Partnerships	Manager, Warmer Kiwi Homes - new

Question three: The number of FTE roles broken down by department and job title prior to October 2023, and as of today within your agency, to the date of this request.

Job titles as at Friday 21 March 2025

Total FTEs	133.3
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Group	Job title
CE's Office	Group Manager Policy and Regulation
CE's Office	Group Manager Corporate Services
CE's Office	Programme Lead
CE's Office	Group Manager - Insight Data and Communication
CE's Office	Executive Assistant
CE's Office	Chief Executive
CE's Office	Group Manager - Delivery and Partnerships
Corporate Services	Procurement Coordinator
Corporate Services	Procurement Lead
Corporate Services	Manager Commercial and Property
Corporate Services	Reception, Information and Administrative Services
Delivery & Partnerships	Project Coordinator
Delivery & Partnerships	Senior Funds Advisor
Delivery & Partnerships	Manager, Community Energy
Delivery & Partnerships	Contract Manager
Delivery & Partnerships	Contract Manager
Delivery & Partnerships	Senior Contract Manager
Delivery & Partnerships	Manager Contract Management
Delivery & Partnerships	Contract Manager
Delivery & Partnerships	Contract Manager
Delivery & Partnerships	Portfolio Analyst
Insights, Data & Communications	Senior Data Analyst
Insights, Data & Communications	Analyst Data and Modelling
Insights, Data & Communications	Data Engineer
Insights, Data & Communications	Lead Data Scientist
Insights, Data & Communications	Manager Data and Analytics
Insights, Data & Communications	Energy Systems Modeller
Insights, Data & Communications	Senior Data Analyst
Insights, Data & Communications	Data Scientist
Corporate Services	Senior Accountability Advisor
Corporate Services	Manager, Enterprise Planning and Performance
Corporate Services	Accountability and Policy Advisor
Corporate Services	Systems Accountant
Corporate Services	Senior Financial Accountant
Corporate Services	Financial Accountant
Corporate Services	Manager Finance
Corporate Services	Accounts Payable Administrator
Corporate Services	Senior Management Accountant
Delivery & Partnerships	Manager Funds Delivery
Delivery & Partnerships	Fund Advisor - Transport
Delivery & Partnerships	Technology Demonstration Senior Advisor
Delivery & Partnerships	Senior Funds Advisor
Delivery & Partnerships	Portfolio Analyst
Delivery & Partnerships	Technology Demonstration Fund Manager
Corporate Services	Manager Information, Communication and Technology
Corporate Services	Project Manager ICT
Corporate Services	IT Security Lead
Corporate Services	ICT Administrator
Corporate Services	Technical Operations Lead
Corporate Services	Microsoft 365 Specialist
Corporate Services	Senior Product Support Specialist
Corporate Services	Business Systems Lead
CE's Office	Portfolio Analyst - Innovation Portfolio
CE's Office	Product Manager
CE's Office	Product Lead
CE's Office	Manager Innovation Portfolio
Delivery & Partnerships	Manager Market Engagement



Delivery & Partnerships	Regional Manager
Delivery & Partnerships	Regional Manager
Delivery & Partnerships	Regional Manager
Delivery & Partnerships	Regional Manager
Delivery & Partnerships	Regional Manager Transport
Delivery & Partnerships	Portfolio Analyst, Market Engagement
Delivery & Partnerships	Regional Manager
Delivery & Partnerships	Graduate
Delivery & Partnerships	Regional Manager
Delivery & Partnerships	Graduate
Delivery & Partnerships	RETA Programme Lead
Delivery & Partnerships	Programme Advisor Sector Decarbonisation
Delivery & Partnerships	Partnerships Lead
Delivery & Partnerships	RETA Programme Advisor
Delivery & Partnerships	Portfolio Analyst Products and Partnerships
Delivery & Partnerships	Manager Market Partnerships
Insights, Data & Communications	Digital Specialist
Insights, Data & Communications	Senior Marketing Advisor (Consumer)
Insights, Data & Communications	Manager Communications and Content
Insights, Data & Communications	Manager Marketing and Digital
Insights, Data & Communications	Secondment - Marketing
Insights, Data & Communications	Marketing Lead - CRM
Insights, Data & Communications	Digital Lead
Insights, Data & Communications	Communications Advisor
Insights, Data & Communications	Graphic Designer
Insights, Data & Communications	Senior Content and Editorial Lead
Insights, Data & Communications	Senior Communications Advisor
Insights, Data & Communications	Senior Marketing Lead
Insights, Data & Communications	Marketing Lead
Insights, Data & Communications	Content and Editorial Advisor
Insights, Data & Communications	Marketing Specialist
Insights, Data & Communications	Senior Communications Advisor
Insights, Data & Communications	Senior Product Lead
Insights, Data & Communications	Business Analyst - IT and Data Products
Insights, Data & Communications	Social Media Lead
CE's Office	Manager People and Capability
CE's Office	People and Capability Advisor
Policy & Regulation	Lead Advisor Policy
Policy & Regulation	Advisor
Policy & Regulation	Senior Advisor
Policy & Regulation	Manager Policy and Engagement
Policy & Regulation	Senior Advisor
Policy & Regulation	Policy Advisor
Policy & Regulation	Policy Advisor
Policy & Regulation	Advisor
Policy & Regulation	Advisor
Policy & Regulation	Lead Advisor, Policy Development
Policy & Regulation	Manager Standards and Regulations
Policy & Regulation	Senior Compliance Advisor
Policy & Regulation	Industry Engagement Lead
Policy & Regulation	Compliance Advisor
Policy & Regulation	Lead Advisor - Regulatory Development
Insights, Data & Communications	Lead Advisor Evidence Insights and Innovation
Insights, Data & Communications	Senior Advisor
Insights, Data & Communications	Senior Advisor EII G18
Insights, Data & Communications	Senior Advisor Evaluation
Insights, Data & Communications	Senior Advisor Insights
Insights, Data & Communications	Senior Advsiior - Research, Evaluation and Insights
Insights, Data & Communications	Manager, Research Evaluation and Insights
Insights, Data & Communications	Lead Advisor Evidence Insights and Innovation
Policy & Regulation	Technical Analyst
Policy & Regulation	Technical Advisor - Systems
Policy & Regulation	Senior Technical Analyst
Policy & Regulation	Technical Analyst

Policy & Regulation	Advisor Standards and Regulations
Policy & Regulation	Manager, Standards and Technical
Policy & Regulation	Senior Advisor - Technical Products and Systems
Delivery & Partnerships	Claims/Quality Assurance Administrator
Delivery & Partnerships	Junior Contracts Advisor
Delivery & Partnerships	Claims Administrator
Delivery & Partnerships	Service Provider Contract Manager
Delivery & Partnerships	Customer Service and Programme Support
Delivery & Partnerships	Relationships Manager WKH
Delivery & Partnerships	Programme Coordinator
Delivery & Partnerships	Quality Assurance Advisor
Delivery & Partnerships	Manager Warmer Kiwi Homes
Delivery & Partnerships	Partnerships Manager - Community
Delivery & Partnerships	Claims Administrator

Question four: The number of redundancies, disestablished, or unfilled roles (please specify in your response) since October 2023 to the date of this request, broken down of by department and job title

As at 21 March 2025, EECA had one unfilled role. The role is Sector Decarbonisation, Programme Lead in the Delivery and Partnerships group.