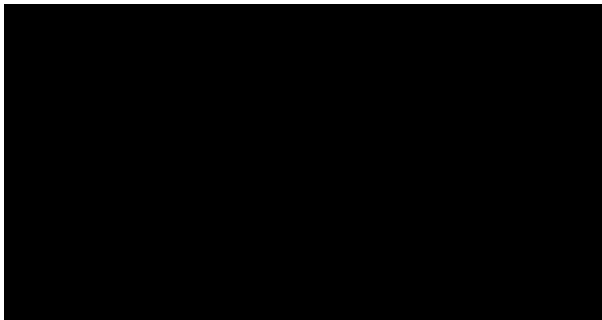




24 April 2025



**Official information request for Ethnicity data and Māori-focused roles for redundancies**  
**Our Ref: OIA353/1**

1. I refer to your official information request dated 21 March 2025 for Ethnicity data and Māori-focused roles for redundancies.
2. On 25 March 2025, you followed up with a clarifying email requesting that: *"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."*
3. The information you have requested is enclosed.
4. Question 1: *"The total number of FTE's as at September 30, 2023, and as of today within your agency, to the date of this request, broken down by ethnicity including Māori and non-Māori classifications."*

On 30 September 2023, Crown Law had 227.08 FTEs and a turnover rate of 19.43%. On 1 April 2025, Crown Law had 236.06 FTEs and a turnover rate of 9.91%.

Please note that the number of FTEs (full time equivalent) is based on the number of staff employed at that point in time and excludes vacancies. The calculation of FTE is also based on the proportion of full-time hours worked by both full time and part time employees and excludes casuals, secondments into Crown Law, and people on extended leave without pay and parental leave.

Below is the breakdown of FTE by ethnicity based on identification with the six main ethnicity categories, excluding those not stated. Please note that the total FTE by ethnicity numbers below will exceed the overall FTE total as people can identify with more than one ethnic group.

Ethnicity	30-Sept-23	1-Apr-25
European	162.65	162.61
Māori	15.01	21.65
Asian	25.63	32.41
Other Ethnic Group	38.39	32.30

MELAA (Middle Eastern, Latin American, African)	4.00	3.00
Pacific Peoples	11.38	13.00

5. Question 2: "The total number redundancies within your agency as at September 30, 2023 to the date of this request, broken down by ethnicity including Māori and non-Māori classifications."

Crown Law had 6 redundancies from 30 September 2023 to 1 April 2025. Due to the small number of affected employees, ethnicity information has been withheld under s9(2)(a) of the Official Information Act 1982 (the Act) to protect their privacy.

6. Question 3: "The number of FTE roles broken down by department and job title as at September 30, 2023, and as of today within your agency, to the date of this request."

Please note that some information below has been withheld under s9(2)(a) of the Act to protect the privacy of individual employees.

As at 30-Sept-23		As at 1-April-25	
<b>Attorney-General's Group</b>	<b>40.93</b>	<b>Attorney-General's Group</b>	<b>58.61</b>
Assistant Crown Counsel	12	Assistant Crown Counsel	20.91
Crown Counsel	15.5	Crown Counsel	17.3
Graduate Assistant Crown Counsel	3	Director, System Leadership	1
Law Clerk	<1	Historical Researcher	2
Senior Crown Counsel	6	Law Clerk	1
Team Manager	3.9	Legal Team Manager	3.9
<b>Criminal Group</b>	<b>36.09</b>	Manager, Historical Research	1
Advisor - PPU	1	Principal Advisor	1
Assistant Crown Counsel	7	Senior Advisor	1
Business Analyst	2	Senior Crown Counsel	7.6
Crown Counsel	15.09	Senior Policy Advisor	<1
Public Prosecutions Manager	1	Team Coordinator	1
Reporting & Team Administrator	1	<b>Criminal Group</b>	<b>39.95</b>
Senior Advisor	1	Advisor, Public Prosecutions Unit	1
Senior Business Analyst	1	Assistant Crown Counsel	6.8
Senior Crown Counsel	3	Business Analyst	2
Team Manager	4	Administrator	2.8
<b>Crown Legal Risk Group</b>	<b>45.4</b>	Crown Counsel	17.35
Assistant Crown Counsel	10	Legal Team Manager	3
Crown Counsel	25.9	Manager, Public Prosecutions	1
Law Clerk	1	Senior Advisor, Public Prosecutions Unit	1
Senior Crown Counsel	3	Senior Business Analyst	1
Senior Legal Advisor	1	Senior Crown Counsel	2
Team Manager	4.5	Senior Legal Advisor	1
<b>System Leadership Group</b>	<b>12.36</b>	Team Manager, Criminal Appeals Support	1
Assistant Crown Counsel	4	<b>Crown Legal Risk Group</b>	<b>48.5</b>
Assistant Crown Counsel - GLN	1	Assistant Crown Counsel	15
Crown Counsel	<1	Crown Counsel	24.35

As at 30-Sept-23		As at 1-April-25	
Manager - System Advice, System Leadership Group - Acting up	<1	Legal Team Manager	4.3
Manager, GLN Development	1	Senior Crown Counsel	4.85
Programme Coordinator	2	Office of Solicitor-General	11.5
Senior Advisor GLN Development	1	Chief Advisor	1
Senior Crown Counsel - Insights	1	Deputy Chief Executive	1
Senior Engagement Advisor	1	Deputy Solicitor-General	3
Office of Solicitor-General	11.61	Executive Advisor	<1
Deputy Chief Executive	1	Executive Assistant	3.65
Deputy Solicitor-General	4	Private Secretary	1
Executive Advisor	<1	Solicitor-General	1
Executive Assistant	4.8	Strategy & Corporate	77.5
Private Secretary	1	Advisor, HR	1
Strategy & Corporate	80.68	Advisor, Ministerial Services	2
Advisor Official Correspondence	1	Advisor, Payroll	1
Business Process Analyst	1	Advisor, Planning & Performance	1
Business Services Assistant	2	Advisor, Records	1
Business Services Coordinator	1	Advisor, Recruitment	<1
Business Services Manager	1	Assistant Accountant	1
Case Assistant	4.53	Business Applications Specialist	1
Chief Information Officer	1	Business Partner, Finance	<1
Chief People Officer	1	Business Process Analyst	1
Chief Strategy Officer	1	Case Assistant	1.8
Criminal Appeals Support Administrator	1	Chief Finance & Performance Officer	1
Criminal Appeals Support Team Leader	1	Chief People Officer	1
Discovery Assistant	2.47	Chief Technology Officer	1
Discovery Specialist	1	Director, Legal Operations	1
Discovery Support Team Leader	1	Discovery Assistant	1.98
Executive Assistant	1	Discovery Specialist	1
Finance & Performance Business Partner	<1		
Finance & Performance Manager/CFO	1	Executive Assistant	2
Finance Officer	2	Finance Officer	2
Financial Accounting Team Manager	1	Human Resources Coordinator	1
Historical Researcher	2	IT Operations Specialist	1
HR Advisor	1	IT Support Analyst	2
HR Co-Ordinator	1	Legal Administrator	16
HR Manager	1	Legal Systems Administrator	1
IT Support Analyst	2	Library Assistant	1
Legal Personal Assistant	16.48	Manager, Culture & Capability	<1
Legal Support Manager	2	Manager, Finance	1
Library Assistant	1	Manager, Human Resources	1
Litigation Support Team Leader	1	Manager, Library & Research Services	1

As at 30-Sept-23		As at 1-April-25	
Manager Technology Services	1	Manager, Payroll	1
Manager, Culture and Capability	<1	Manager, Planning & Performance	1
Operational Services Group Manager	1	Manager, Records	1
Payroll Manager	1	Manager, Technology Services	1
Principal Advisor, System Leadership	1	Office Administrator	2
Programme Manager, Accommodation	1	Programme Coordinator	1
Records Advisor	1.6	Programme Manager	1
Records Manager	1	Research Librarian	2.8
Recruitment Advisor	<1	Senior Advisor, Communications & Engagement	1
Research & Library Services Manager	1	Senior Advisor, Culture & Capability	1
Research Librarian	2.25	Senior Advisor, Wellbeing Health & Safety	<1
Senior Advisor Strategy	1	Senior Business Partner, Finance	1
Senior Advisor, HR	<1	Senior Case Assistant	4
Senior Advisor, Risk & Assurance	<1	Senior Research Librarian	1
Senior Advisor, Strategic Engagement and Comms	1	Senior Systems Accountant	1
Senior Case Assistant	4	Systems Engineer	3
Senior Historical Researcher	1	Team Manager, Discovery Support	1
Senior Research Librarian	1	Team Manager, Legal Support	3
Senior Systems Accountant	1	Team Manager, Litigation Support	1
Solicitor-General	1		
Student Library Assistant	<1		
Systems Engineer	1		
Technical Delivery Lead	1		
Technical Specialist	1		

7. Question 4: “The number of redundancies, disestablished, or unfilled roles (please specify in your response) as at September 30, 2023 to the date of this request, broken down of by department and job title”

#### Redundancies

Job Title	Department
Manager, GLN Development	System Leadership Group
Programme Coordinator x2	System Leadership Group
Payroll Administrator	Human Resources
Chief Information Officer	Strategy and Corporate Group
Business Services Co-ordinator	Strategy and Corporate Group

**Disestablished**

<b>Job Title</b>	<b>Department</b>
Criminal Appeals Support Assistant	Criminal Group
Criminal Appeals Support Team Leader	Criminal Group
Programme Coordinator x2	System Leadership Group
Manager, GLN Development	System Leadership Group
Advisor	System Leadership Group
Manager, GLN Programmes	System Leadership Group
Senior Service Designer	System Leadership Group
Deputy Solicitor-General, System Leadership Group	System Leadership Group
Senior Advisor, Risk	Strategy and Corporate Group
General Manager, Operational Services	Strategy and Corporate Group
Business Services Manager	Strategy and Corporate Group
Chief Strategy Officer	Strategy and Corporate Group
Senior Advisor, Risk and Assurance	Strategy and Corporate Group
Senior Advisor, Strategy	Strategy and Corporate Group
Technical Specialist	Strategy and Corporate Group
Chief Information Officer	Strategy and Corporate Group
Business Services Co-ordinator	Strategy and Corporate Group
Payroll Administrator	Strategy and Corporate Group
Litigation Enablement & Business Improvement Manager	Strategy and Corporate Group
Executive Assistant to Deputy-Solicitor General System Leadership Group	System Leadership Group

**Proactive release**

8. Please note that we may publish this response (with your personal details redacted), and any related documents, on Crown Law's website if we decide proactive release of this information is or may be in the public interest. If you have any concerns about this, please let us know within 10 working days of the date of this letter.
9. 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.
10. If you wish to discuss this decision with us, please feel free to contact [OIA@crownlaw.govt.nz](mailto:OIA@crownlaw.govt.nz).

