



14 June 2021

ED Hirsch

fyi-request-15456-5f59c4ee@requests.fyi.org.nz

Tēnā koe ED Hirsch

Thank you for your email of 15 May 2021 to the Ministry of Education requesting the following information:

1. *The number of staff by grade*
2. *The average age of staff by grade (as well as, ideally, a standard deviation of age for each grade)*
3. *The average time served in role by grade (again, including a standard deviation if possible)*
4. *The average years of employment in the Ministry (again, including a standard deviation)*
5. *The number of people employed by the Ministry who hold qualified teacher status (or equivalent)*
6. *The number of people assigned to each Ministry office.*

Your request has been considered under the Official Information Act 1982 (the Act).

Please note that the management layers provided in the tables have been aligned to your reference to the paper: [Ministry of Education Gender Pay Gap Action Plan 2020](#).

Fixed term staff are not included in questions three and four of the data presented. Our reason for excluding these is that the value of the fixed term is subject to change as contracts are renewed or updated.

1. The table below shows the number of active permanent and fixed-term staff by grade as at 31 March 2021.

Grade	Headcount
Employee	1,215
Field Staff	1,114
Leadership	7
Manager	346
Senior Manager	61
Service Manager	87
Specialist	999

Support Worker	326
Ministry	4,155

2. The table below shows the average age of staff by grade and provides the standard deviation for all active permanent and fixed-term staff as at 31 March 2021.

Grade	Average Age	Standard Deviation
Employee	41.3	13.8
Field Staff	46.3	13.4
Leadership	53.4	6.1
Manager	50.9	9.7
Senior Manager	54.0	6.1
Service Manager	53.2	9.6
Specialist	46.4	11.1
Support Worker	48.0	11.4
Ministry	45.7	12.9

Note: This excludes staff who didn't declare their date of birth in the system.

3. The table below shows the average tenure by grade and provides the standard deviation for all active permanent staff as at 31 March 2021.

Management Layer	Average Tenure in years	Standard Deviation
Employee	5.3	6.6
Field Staff	7.7	8.3
Leadership	10.9	5.4
Manager	7.2	7.3
Senior Manager	8.4	8.0
Service Manager	11.0	9.6
Specialist	5.6	6.4
Support Worker	6.8	6.4

Note: Excludes fixed-term staff

4. As at 31 March 2021 the average tenure for all active permanent staff at the Ministry is 6.5 years with a standard deviation is 7.3.

5. The number of people employed by the Ministry who hold qualified teacher status (or equivalent)

We are refusing this part of your request under section 18(e) of the Act as the Ministry does not hold this information.

6. The table shows the number of active permanent and fixed-term staff per region as at 31 March 2021.

Region	Headcount
Auckland	700
Bay of Plenty	206
Canterbury	323
Gisborne	42
Hawke's Bay	114
Manawatu-Wanganui	121
Marlborough	14
Nelson	54
Northland	123
Otago	110
Southland	39
Taranaki	64
Tasman	7
Waikato	264
Wellington	1,955
West Coast	19
Ministry	4,155

Please note, the Ministry now proactively publishes OIA responses on our website. As such, we may publish this response on our website after five working days. Your name and contact details will be removed.

Thank you again for your email. You have the right to ask an Ombudsman to review this decision. You can do this by writing to info@ombudsman.parliament.nz or Office of the Ombudsman, PO Box 10152, Wellington 6143.

Nāku noa, nā



Zoe Griffiths
Deputy Secretary
Business Enablement and Support