

14 March 2023

R S Grant
fyi-request-21808-c35e1dbc@requests.fyi.org.nz

Dear R S Grant

Thank you for your request of 12 February 2023 to the Reserve Bank of New Zealand – Te Pūtea Matua made under the Official Information Act 1982 (OIA), as follows:

How many staff does your HR (or equivalent) team contain now and how many did it contain five years' ago? Of these, how many are/were in a "diversity and inclusion" team or equivalent?

How many staff does your Communications (or equivalent) team contain now and how many did it contain five years' ago? Of these, how many are/were in a "internal communications" team or equivalent?

Please provide your response in terms of Full-Time Equivalent staff, and please include any vacant positions.

Response

The requested data is set out in the tables below. The data is for full time equivalent (FTE) positions and, as such, only relates to permanent and fixed term employees.

Table 1: Data for HR-related functions

Department	FTEs	Vacancies	Total (FTE + vacancies)
31 December 2017			
HR Department	4.0	0.0	4.0
Diversity, Equity & Inclusion ²	0.0	0.0	0.0
31 December 2022			
People and Capability Directorate ³	24.5	2.0	26.5
Diversity, Equity, Inclusion and Wellbeing Directorate ⁴	2.9	1.0	3.9

²There was no DEI team or DEI specific roles within HR at this time.

³The People and Capability (P&C) Directorate includes the following functions/teams: Talent & Capability, People Advisory & Employment Relations, Organisational Development, People Data & Analytics.

⁴The Diversity, Equity, Inclusion and Wellbeing (DEIW) Directorate includes the Diversity, Equity, Inclusion and Wellbeing function, as well as Te Ao Māori Capability. DEIW and P&C are separate Directorates in the Transformation Innovation People and Culture Group, which works on matters across the organisation as a whole, including (but not solely) in the people space.

Table 2: Data for Communications-related functions

Department	FTEs	Vacancies	Total (FTE + vacancies)
31 December 2017			
Communications Department ⁵ (incl. Internal Communications team)	8.6	1.0	9.6
Internal Communications team	1.0	0.0	1.0
31 December 2022			
Communications and Stakeholder Engagement Department (incl. Internal Communications team)	28.9	1.0	29.9
Internal Communications team	5.0	0.0	5.0

⁵This includes RBNZ Museum Administrator

As you will note above, the RBNZ has undergone a period of growth and transformation since 2017. The RBNZ's Growth and Transformation Strategy has been well planned to adapt and keep pace in a changing operating environment and financial services landscape. The RBNZ's Funding Proposal 2020-25 (available on the RBNZ website) identified the need for this growth and has detailed information on what it means for each area of our work.

Our significant transformation is ongoing and multi-year as it encompasses a portfolio of major change projects spanning our legislation, governance, digital and data capabilities, intensification of supervision and enforcement, establishment of resolution and resilience capabilities, business services improvement, increasing presence in Auckland, and broader cultural and capability developments and more. The need for increased staff numbers and capabilities to deliver to our transformation strategic priority was anticipated and incorporated within our five year funding agreement. This has seen us establish new groups and functions and uplift capabilities to ensure we have sufficient capacity and capability required to operate as a modern central bank.

Our People and Capability Directorate has grown to support the additional requirements associated both with being an organisation with a larger headcount as well as to properly support and enable a modern organisation and changing workforce expectations.

Our standalone Diversity, Equity, Inclusion and Wellbeing Directorate has been established to ensure we meet our genuine intentions with respect to diversity, equity and inclusion as well as our obligations as a public sector entity that serves all New Zealanders.

Our Te Ao Māori Capability function works to support our guardianship of New Zealand's financial system; taking Te Ao Māori into account informs our work through a wider set of relationships with tangata whenua and broadens our perspectives on the work we do, making us a more effective and inclusive central bank responsive to all New Zealanders. Our commitment flows from our public function as well as the constitutional significance of Te Tiriti in Aotearoa / New Zealand.

Our communications work has grown to ensure we deliver a broad stakeholder engagement function and includes a wide range of roles from web content to ministerial and OIA servicing and publishing. The numbers in the tables above reflect the growth in our work as a central bank and the support needed to communicate and engage with a wider group of stakeholders.

Our communications and external engagement department also incorporates many groups and activities beyond traditional communications and media activity. It encompasses a broad stakeholder engagement function and includes a wide range of roles from managing our

website and content to ministerial and OIA servicing and publishing our wide range of both statutory and other corporate documents. It also includes technical and specialist roles not always attributed to communications and engagements functions in other agencies.

You have the right to seek an investigation and review of this response by the Ombudsman, in accordance with section 28(3) of the OIA. The relevant details can be found on the Ombudsman's website at www.ombudsman.parliament.nz.

Please note that we intend to publish a copy of this response on the RBNZ's website at www.rbnz.govt.nz/research-and-publications/official-information-requests. Responses to requests are published in order to improve public transparency and provide an additional resource for anyone seeking information.

Yours sincerely

Government and Industry Relations
Reserve Bank of New Zealand - Te Pūtea Matua