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Ref: 21067

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Tēnā koe M

Thank you for your request of 7 March 2026 to Fire and Emergency New Zealand requesting the following information under the Official Information Act 1982 (OIA):

- *Please provide from current year's past and current key leadership members*
 1. *List of ELT members and;*
 2. *List of SLT members and;*
 3. *Any other "key employees"*
 4. *which all includes their individualized*
 - a) *Name*
 - b) *Annual total compensation package previous FY*
 - c) *Annual total compensation package current FY (for comparison)*
 - d) *Date appointed on any given position title/s*
 - e) *Position Title/s*

I expect to see the 21 members listed in the annual report and find out the 7.1M expenditure across them.

I also expect to see the increased individualised compensation rates as noted in the annual report across two FYs.

Please find our response to each aspect of your request below.

List of ELT members (excluding temporary secondments and acting up arrangements)

2024/2025

Name	Role Title	Comments
Kerry Gregory	Chief Executive	
Russell Wood	DCE Service Delivery Operations	Departed in February 2025.
Megan Stiffler	DCE Service Delivery Operations	Commenced in April 2025.
Piki Thomas	DCE Kaupapa Māori and Cultural Communities	
Bryan Dunne	DCE Office of the Chief Executive	
Sarah Sinclair	DCE Organisational Strategy and Capability Development	
Janine Hearn	DCE People	
Dr. Stephanie Rotarangi	DCE Service Delivery Design	
Darryl Purdy	DCE Finance and Business Operations	

2025/2026

Name	Role Title	Comments
Megan Stiffler	DCE Service Delivery Operations	Role title was changed to DCE Operational Response in September 2025.
Piki Thomas	DCE Kaupapa Māori and Cultural Communities	Role was disestablished in September 2025
Bryan Dunne	DCE Office of the Chief Executive	Role was disestablished in September 2025
Sarah Sinclair	DCE Organisational Strategy and Capability Development	Role title was changed to DCE Asset and Programme Delivery in September 2025
Janine Hearn	DCE People	
Dr. Stephanie Rotarangi	DCE Service Delivery Design	Role was disestablished in September 2025
Stephen Hunt	DCE Prevention	Role established in September 2025. Commenced in role in March 2026
Darryl Purdy	DCE Finance and Business Operations	Role was disestablished in September 2025
Darryl Purdy	DCE Corporate Services	Established in September 2025.

Due to changes at the ELT level in 2025 for ease of reference the current ELT members as of the 7 March 2026 is as follows:

Name	Role Title
Kerry Gregory	Chief Executive
Megan Stiffler	DCE Operational Response
Sarah Sinclair	DCE Asset and Programme Delivery
Janine Hearn	DCE People
Darryl Purdy	DCE Corporate Services
Stephen Hunt	DCE Prevention

List of SLT members

The Strategic Leadership Team (SLT) was formed in September 2025 and therefore there is no data for 2024/2025. For this reason, this aspect of your request is being refused under section 18(e) of the OIA, as the documents alleged to contain the information requested do not exist. The following table provides the list of SLT members in 2025/2026:

2025/2026

Name	Role Title
Kerry Gregory	Chief Executive
Megan Stiffler	DCE Operational Response
Sarah Sinclair	DCE Asset and Programme Delivery
Janine Hearn	DCE People
Darryl Purdy	DCE Corporate Services
Stephen Hunt	DCE Prevention
Becks Kearns	Chief of Staff
Piki Thomas	Pou Ārahi Kaupapa Māori and Cultural Communities

Other "key employees" and 4. Individualised data on compensation in 2024/2025 and 2025/2026, appointment date, and position title.

We have interpreted the '21 members' to be referring to the *key management personnel compensation* section on page 152 (PDF page 77) of our 2025 annual report which includes the eight ELT roles that existed in 2024/2025, 12 Service Delivery Leadership Team roles, and one Board member FTE (noting this is representative of four part-time Board members, Deputy Board Chair and Board Chair roles).

The remuneration for Board members in 2024/2025 is publicly available on page 156 of the 2025 Annual Report. The total annual compensation package of our Chief Executive (CE), up to FY ending 2025, is published by Te Kawa Mataaho Public Service Commission (PSC) and can be found [here](#). For this reason, we are refusing these two aspects of your request under section 18(d) of the OIA, as the information requested is publicly available.

The total annual CE compensation package for FY 2025/26 is \$531,022. The current CE was appointed on 15 April 2022.

The Board remuneration for FY 2025/26 as at March 2026 is outlined in the table below. Please note that Board remuneration is determined by the Cabinet Fees Framework. The final remuneration amounts for Board members for the full 2025/26 financial year will be included in Fire and Emergency's Annual Report for 2026:

Name	Role	FY 25/26 as of March 2026
Rebecca Keoghan	Chair	\$49,330.80
Danny Tuato'o	Deputy Chair	\$24,432.80
Mary-Anne Macleod	Member	\$19,057.50
Amit Prasad	Member	\$19,057.50
Belinda Clark	Member	\$19,057.50
Dr Daniel Tulloch	Member	\$19,057.50
Total		\$150,482.30

Please refer to the **Appendix** below for the requested details of the 19 remaining key management roles outlined in the 2025 Annual Report as well as the requested details for 2025 as of 7 March 2026.

We consider the exact dollar amount of our personnel's annual salaries and compensation packages to be their personal information and attains a high privacy interest. For this reason, we are withholding this information under section 9(2)(a) of the OIA, to protect the privacy of natural persons. In making this decision, we have considered the public interest considerations in section 9(1) of the OIA.

However, we recognise the public interest in understanding the salary range of our key management personnel. Please refer to the **Appendix** for the remuneration range for each role. The figures are the base salary ranges and do not include any superannuation contributions. Superannuation scheme eligibility can vary but all roles are eligible for KiwiSaver, or some individuals may be eligible for FireSuper based on their rank or previous inclusion in that scheme.

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 or freephone 0800 802 602.

We trust that the information being provided is of assistance. If you require further information, please email officialinformationrequests@fireandemergency.nz

Please note that because of the identified public interest in the information that you have requested, we intend to publish this response (with your personal details removed) on our website.

Nāku noa, nā



Aidan Saunders
Manager, Information Requests



Appendix: Other "key employees" and 4. Individualised data on compensation in 2024/2025 and 2025/2026, appointment date, and position title.

Group	Role Title	Role Holders Name ¹	2024/2025 Pay Band (90%-100%)	2025/2026 Pay Band as of 7 March 2026 (90%-100%)	Date appointed to role/role became part of respective leadership team
ELT	DCE Service Delivery Operations	Russell Wood	\$313,088 - \$ 347,876*	N/A	22/08/2022
		Megan Stiffler			28/04/2025
ELT	DCE Kaupapa Māori and Cultural Communities	Piki Thomas	\$259,470 - \$288,300*	N/A	22/08/2022
ELT	DCE Office of the Chief Executive	Bryan Dunne	\$313,088 - \$ 347,876*	N/A	6/11/2023
ELT	DCE Organisational Strategy and Capability Development	Sarah Sinclair	\$313,088 - \$ 347,876*	N/A	27/02/2023
ELT / SLT	DCE People	Janine Hearn	\$313,088 - \$ 347,876*	\$313,088 - \$ 347,876	28/11/2022
ELT	DCE Service Delivery Design	Stephanie Rotarangi	\$313,088 - \$ 347,876*	N/A	5/09/2022
ELT	DCE Finance and Business Operations	Darryl Purdy	\$313,088 - \$ 347,876*	N/A	11/02/2019
ELT/SLT	DCE Operational Response	Megan Stiffler	N/A	\$313,088 - \$ 347,876	22/09/2025
ELT/SLT	DCE Asset and Programme Delivery	Sarah Sinclair	N/A	\$313,088 - \$ 347,876	22/09/2025
ELT/SLT	DCE Corporate Services	Darryl Purdy	N/A	\$313,088 - \$ 347,876	22/09/2025
ELT/SLT	DCE Prevention	Stephen Hunt	N/A	\$313,088 - \$ 347,876	2/03/2026
SLT	Pou Ārahi Kaupapa Māori and Cultural Communities	Piki Thomas	N/A	\$228,190 - \$ 253,544	22/09/2025
SLT	Chief of Staff	Becks Kearns	N/A	\$259,470 - \$288,300	22/09/2025
SDLT	National Manager Response Capability	Kenneth Cooper	\$259,470 - \$ 288,300*	\$259,470 - \$ 288,300	1/07/2024
SDLT	National Manager Community Readiness and Recovery	Stephen Turek	\$259,470 - \$ 288,300*	\$259,470 - \$ 288,300	1/7/2019
		Adrian Nacey			10/05/2025
SDLT	National Manager Communication Centres	Gavin Travers	\$208,964 - \$ 232,182*	\$208,964 - \$ 232,182	In August 2022 the original Manager Communication Centres (tier 4) role

¹ Note this includes the name of those permanently appointed to the roles, it does not include any temporary secondments or acting up arrangements. The remuneration band is based on the role title. Where multiple names are listed this is because an individual left the organisation during the reporting period and a new individual was appointed.

* This reflects the roles covered in the 2025 annual report on page 152 excluding the representative Board FTE and Chief Executive roles.

Group	Role Title	Role Holders Name ¹	2024/2025 Pay Band (90%-100%)	2025/2026 Pay Band as of 7 March 2026 (90%-100%)	Date appointed to role/role became part of respective leadership team
					changed to National Manager Communication Centre (tier 3) and became a member of SDLT.
SDLT	Chief Advisor to Service Delivery DCEs	Nick Pyatt	\$177,313 - \$197,014*	\$177,313 - \$197,014	19/04/2024
		Blair Kiely			05/05/2025
SDLT	Director Service Delivery Operations	Brendan Nally	\$259,470 - \$ 288,300*	\$259,470 - \$ 288,300	August 2022
SDLT	National Manager Operational Efficiency	Trevor Brown	\$177,313 - \$197,014*	\$177,313 - \$197,014	In August 2022 as a result of this restructure this role became part of SDLT due to reporting line changes. In September 2025 the reporting line changed again, and this role was removed from SDLT
SDLT	National Manager Risk Reduction	Morgana Te Pauae	\$259,470 - \$ 288,300*	\$259,470 - \$ 288,300	05/10/2023
SDLT	Region Manager Te Hiku	Ron Devlin	\$259,470 - \$ 288,300*	\$259,470 - \$ 288,300	01/07/2019
SDLT	Region Manager Ngā Tai ki te Puku	David Guard	\$259,470 - \$ 288,300*	\$259,470 - \$ 288,300	01/07/2019
SDLT	Region Manager Te Ūpoko	Bruce Stubbs	\$259,470 - \$ 288,300*	\$259,470 - \$ 288,300	01/07/2019
SDLT	Region Manager Te Ihu	Brad Mosby	\$259,470 - \$ 288,300*	\$259,470 - \$ 288,300	20/03/2024
SDLT	Region Manager Te Kei	Mike Grant	\$259,470 - \$ 288,300*	\$259,470 - \$ 288,300	01/07/2019
		Phil Marsh			03/03/2025
		Brendan Nally (Acting)			06/01/2026
SDLT	Pou Whakahaere	Kereama Katu	N/A	\$151,774 - \$ 168,638	21/10/2024. This role became a member of SDLT in September 2025.