



**Appendix One – Staffing by workstream**

**2017 FY**

<b>Workstream</b>	<b>FTE</b>	<b>% by Department</b>
Business Effectiveness	34.1	1.4%
CE	10.0	0.4%
Finance	35.0	1.5%
Information and Communications	50.0	2.1%
Office of CE	28.0	1.2%
People and Capability	51.8	2.2%
Rural	7.0	0.3%
Training	59.8	2.5%
Transition	5.0	0.2%
Te Hiku Firefighter	578.0	24.0%
Nga Tai ki te Puku Firefighters	233.0	9.7%
Te Upoko Firefighters	524.0	21.8%
Te Ihu Firefighters	243.0	10.1%
Te Kei Firefighters	156.0	6.5%
Trainee Firefighters	23.0	1.0%
NHQ	140.6	5.8%
Te Hiku Management & Support	52.3	2.2%
Nga Tai ki te Puku Management & Support	43.9	1.8%
Te Upoko Management & Support	57.5	2.4%
Te Ihu Management & Support	43.6	1.8%
Te Kei Management & Support	30.0	1.2%
<b>Total</b>	<b>2405.6</b>	<b>100%</b>

## 2018 FY

Workstream	FTE	% by Department
CE	10.0	0.4%
Finance	33.0	1.3%
Information and Communications	60.0	2.3%
Integration	10.0	0.4%
National Rural Fire Management	111.2	4.3%
Office of CE	26.2	1.0%
People and Capability	74.8	2.9%
Training and Business Effectiveness	115.8	4.4%
Te Hiku Firefighter	564.0	21.6%
Nga Tai ki te Puku Firefighters	239.0	9.2%
Te Upoko Firefighters	527.0	20.2%
Te Ihu Firefighters	243.0	9.3%
Te Kei Firefighters	166.0	6.4%
Trainee Firefighters	23.0	0.9%
NHQ	156.5	6.0%
Te Hiku Management & Support	57.0	2.2%
Nga Tai ki te Puku Management & Support	48.9	1.9%
Te Upoko Management & Support	58.7	2.3%
Te Ihu Management & Support	46.9	1.8%
Te Kei Management & Support	34.2	1.3%
<b>Total</b>	<b>2605.1</b>	<b>100%</b>

## 2019 FY

Workstream	FTE	% by Department
Audit	2.0	0.1%
Community Risk & Resilience	3.0	0.1%
Dispute Resolution	1.0	0.0%
Executive & Ministerial	5.9	0.2%
Financial Control	22.2	0.8%
Fleet	13.5	0.5%
Funding & Procurement	13.0	0.5%
ICT	75.4	2.8%
Implement & Change	1.8	0.1%
Knowledge & Information	6.4	0.2%
Leadership Across Sector	1.0	0.0%
Legal	4.0	0.1%
Māori Liaison	5.0	0.2%
National Business Services	13.0	0.5%
National Communications	18.5	0.7%
National Operations	105.0	3.8%
Operating Model Workstream	2.0	0.1%
Operational Efficiency	4.0	0.1%
People Capability & Leadership	8.9	0.3%
People Safety & Support	14.6	0.5%
Planning & Performance	10.0	0.4%
Portfolio Management	3.0	0.1%
Positive Culture	6.0	0.2%
Programme Management Office	7.1	0.3%
Property	20.8	0.8%
Risk Reduction	24.4	0.9%

Workstream	FTE	% by Department
Rural Management	2.0	0.1%
Rural Support	7.0	0.3%
Safety & Rehabilitation	18.1	0.7%
Service Resilience & Dev	24.9	0.9%
SHW Workstream	3.0	0.1%
Strategy	2.0	0.1%
Training	95.7	3.5%
Urban Management	1.0	0.0%
Womens Development	1.0	0.0%
Workplace Relations & HR	20.0	0.7%
Te Hiku Firefighter	579.4	21.2%
Nga Tai ki te Puku Firefighters	248.2	9.1%
Te Upoko Firefighters	530.1	19.4%
Te Ihu Firefighters	246.0	9.0%
Te Kei Firefighters	169.0	6.2%
Trainee Firefighters	25.0	0.9%
NHQ	19.0	0.7%
Te Hiku Management & Support	73.9	2.7%
Nga Tai ki te Puku Management & Support	68.8	2.5%
Te Upoko Management & Support	82.7	3.0%
Te Ihu Management & Support	79.7	2.9%
Te Kei Management & Support	50.6	1.8%
<b>Total</b>	<b>2738.4</b>	<b>100%</b>

## 2020 FY

Workstream	FTE	% by Department
Audit	3.0	0.1%
Behaviours and Conduct Office	1.0	0.0%
Comms & Engagement	23.8	0.9%
Community Readiness & Recovery	1.0	0.0%
Executive & Ministerial	8.9	0.3%
Fleet	12.5	0.4%
ICT	81.8	2.9%
Implement & Change	0.8	0.0%
Legal	5.0	0.2%
Local Advisory Committees	1.0	0.0%
Nat Equipment & Logistics	19.6	0.7%
Nat Finance & Procurement	21.8	0.8%
Nat Investment & Portfolio	5.8	0.2%
Nat Strategic Fin & Analytics	12.4	0.4%
National Business Operations	11.9	0.4%
National Kaupapa Māori	7.0	0.3%
National Levy and Enforcement	4.0	0.1%
Operating Model Workstream	3.0	0.1%
Operational Efficiency	4.0	0.1%
People Safety & Support	16.4	0.6%
Planning & Performance	1.0	0.0%
Positive Culture	11.0	0.4%
Property	21.8	0.8%
Response Capability	113.0	4.1%
Risk Reduction	31.0	1.1%

Workstream	FTE	% by Department
Safety & Rehabilitation	21.3	0.8%
Service Resilience & Dev	24.1	0.9%
SHW Workstream	2.0	0.1%
Strategy	14.5	0.5%
Training	92.9	3.3%
Workplace Relations & HR	16.5	0.6%
Te Hiku Firefighter	588.0	21.1%
Nga Tai ki te Puku Firefighters	255.0	9.2%
Te Upoko Firefighters	531.0	19.1%
Te Ihu Firefighters	257.0	9.2%
Te Kei Firefighters	167.0	6.0%
Trainee Firefighters	32.0	1.1%
NHQ	17.0	0.6%
Te Hiku Management & Support	73.9	2.7%
Nga Tai ki te Puku Management & Support	66.0	2.4%
Te Upoko Management & Support	81.2	2.9%
Te Ihu Management & Support	74.0	2.7%
Te Kei Management & Support	49.9	1.8%
<b>Total</b>	<b>2785.5</b>	<b>100%</b>

## 2021 FY

Workstream	FTE	% by Department
Audit	3.0	0.1%
Comms & Engagement	25.5	0.9%
Community Readiness & Recovery	5.0	0.2%
Executive & Ministerial	7.7	0.3%
Fleet	12.5	0.4%
ICT	100.8	3.5%
Legal	5.0	0.2%
Local Advisory Committees	3.9	0.1%
Nat Equipment & Logistics	23.0	0.8%
Nat Finance & Procurement	20.8	0.7%
Nat Investment & Portfolio	9.2	0.3%
Nat People & Workforce Cap	110.4	3.9%
Nat Strategic Fin & Analytics	13.2	0.5%
Nat Workplace Culture & Chg	9.4	0.3%
National Business Operations	6.9	0.2%
National Kaupapa Maori	6.8	0.2%
National Levy and Enforcement	6.0	0.2%
National People Experience	43.6	1.5%
National People Services	1.0	0.0%
Operational Efficiency	3.0	0.1%
Positive Culture	3.5	0.1%
Property	22.7	0.8%
Response Capability	112.0	3.9%
Risk Reduction	41.0	1.4%
Safety & Rehabilitation	26.3	0.9%

Workstream	FTE	% by Department
Strategy and Performance	19.3	0.7%
Te Hiku Firefighter	603.0	21.2%
Nga Tai ki te Puku Firefighters	251.0	8.8%
Te Upoko Firefighters	541.0	19.0%
Te Ihu Firefighters	257.0	9.0%
Te Kei Firefighters	156.0	5.5%
Trainee Firefighters	46.0	1.6%
NHQ	20.8	0.7%
Te Hiku Management & Support	70.1	2.5%
Nga Tai ki te Puku Management & Support	64.3	2.3%
Te Upoko Management & Support	80.6	2.8%
Te Ihu Management & Support	70.8	2.5%
Te Kei Management & Support	45.5	1.6%
<b>Total</b>	<b>2847.2</b>	<b>100%</b>

## 2022 FY

Workstream	FTE	% by Department
Assurance and Risk	1.0	0.0%
Behaviour and Conduct Office	9.0	0.3%
Board and Ministerial Services	4.0	0.1%
Comms & Engagement	25.3	0.9%
Community Readiness & Recovery	8.0	0.3%
Fleet	13.0	0.5%
ICT	96.5	3.4%
Legal	15.4	0.5%
Local Advisory Committees	5.0	0.2%
Nat Equipment & Logistics	23.0	0.8%
Nat Finance & Procurement	13.0	0.5%
Nat Investment & Portfolio	13.2	0.5%
Nat People & Workforce Cap	106.0	3.7%
Nat Strategic Fin & Analytics	11.4	0.4%
Nat Workplace Culture & Chg	9.8	0.3%
National Business Operations	9.0	0.3%
National Kaupapa Māori	8.0	0.3%
National Levy and Enforcement	6.8	0.2%
National People Experience	75.1	2.6%
National People Services	7.0	0.2%
Operational Efficiency	3.0	0.1%
Procurement	9.8	0.3%
Property	19.7	0.7%
Response Capability	114.5	4.0%
Risk Reduction	45.7	1.6%

Workstream	FTE	% by Department
Strategy and Performance	20.1	0.7%
Womens Development	2.0	0.1%
Te Hiku Firefighter	576.8	20.1%
Nga Tai ki te Puku Firefighters	242.0	8.4%
Te Upoko Firefighters	521.0	18.2%
Te Ihu Firefighters	244.0	8.5%
Te Kei Firefighters	153.0	5.3%
Trainee Firefighters	30.0	1.0%
NHQ	27.0	0.9%
Te Hiku Management & Support	86.9	3.0%
Nga Tai ki te Puku Management & Support	72.3	2.5%
Te Upoko Management & Support	90.1	3.1%
Te Ihu Management & Support	95.6	3.3%
Te Kei Management & Support	53.0	1.8%
<b>Total</b>	<b>2865.7</b>	<b>100%</b>

## 2023 FY

Workstream	FTE	% by Department
Assurance and Risk	3.8	0.1%
Behaviour and Conduct Office	12.0	0.4%
Board and Ministerial Services	5.0	0.2%
Comms & Engagement	25.4	0.9%
Community Readiness & Recovery	7.0	0.2%
Data and Analytics	10.0	0.3%
Finance	33.8	1.2%
Fleet	13.5	0.5%
ICT	96.0	3.3%
Implementation Project	5.0	0.2%
Learning and Development	84.6	2.9%
Legal	14.3	0.5%
Local Advisory Committees	4.0	0.1%
Nat Equipment & Logistics	21.6	0.7%
Nat Investment & Portfolio	10.3	0.4%
Nat People & Workforce Cap	1.0	0.0%
Nat Safety Health & Wellbeing	31.9	1.1%
National Business Operations	10.5	0.4%
National Communication Centres	83.4	2.9%
National People Experience	1.0	0.0%
National People Services	3.0	0.1%
Operational Efficiency	3.0	0.1%
Organisational Development	15.8	0.5%
People Advisory	8.8	0.3%
People Operations	35.7	1.2%

Workstream	FTE	% by Department
Procurement	13.6	0.5%
Property	21.7	0.7%
Response Capability	26.0	0.9%
Risk Reduction	43.2	1.5%
Strategy and Performance	18.4	0.6%
Womens Development	1.0	0.0%
Workplace Relations	3.0	0.1%
Te Hiku Firefighter	595.0	20.4%
Nga Tai ki te Puku Firefighters	246.0	8.4%
Te Upoko Firefighters	511.0	17.5%
Te Ihu Firefighters	246.0	8.4%
Te Kei Firefighters	164.0	5.6%
Trainee Firefighters	43.0	1.5%
NHQ	34.0	1.2%
Te Hiku Management & Support	95.0	3.3%
Nga Tai ki te Puku Management & Support	75.0	2.6%
Te Upoko Management & Support	95.8	3.3%
Te Ihu Management & Support	92.3	3.2%
Te Kei Management & Support	56.0	1.9%
<b>Total</b>	<b>2920.1</b>	<b>100%</b>

## 2024 FY

Workstream	FTE	% by Department
Assurance and Risk	2.8	0.1%
Board and Ministerial Services	4.0	0.1%
Comms & Engagement	27.6	0.9%
Community Readiness & Recovery	7.0	0.2%
Data and Analytics	15.0	0.5%
Finance	37.7	1.3%
Fleet	13.0	0.4%
ICT	106.0	3.5%
Learning and Development	103.0	3.4%
Legal	15.6	0.5%
Local Advisory Committees	6.8	0.2%
Nat Equipment & Logistics	22.8	0.8%
Nat Investment & Portfolio	18.9	0.6%
Nat Safety Health & Wellbeing	37.8	1.3%
National Business Operations	10.8	0.4%
National Communication Centres	81.3	2.7%
Operational Efficiency	3.0	0.1%
Organisational Development	26.6	0.9%
People Advisory	23.0	0.8%
People Operations	34.2	1.1%
Procurement	13.0	0.4%
Property	17.0	0.6%
Response Capability	29.0	1.0%
Risk Reduction	43.7	1.5%
Strategy and Performance	16.1	0.5%

Workstream	FTE	% by Department
Workplace Relations	13.8	0.5%
Te Hiku Firefighter	602.0	20.1%
Nga Tai ki te Puku Firefighters	253.0	8.4%
Te Upoko Firefighters	530.0	17.7%
Te Ihu Firefighters	251.0	8.4%
Te Kei Firefighters	160.0	5.3%
Trainee Firefighters	24.0	0.8%
NHQ	31.8	1.1%
Te Hiku Management & Support	92.5	3.1%
Nga Tai ki te Puku Management & Support	72.3	2.4%
Te Upoko Management & Support	99.3	3.3%
Te Ihu Management & Support	95.3	3.2%
Te Kei Management & Support	55.6	1.9%
<b>Total</b>	<b>2996.1</b>	<b>100%</b>

## 2025 FY

Workstream	FTE	% by Department
Assurance and Risk	4	0.1%
Board and Ministerial Services	5.8	0.2%
Comms & Engagement	27.6	0.9%
Community Readiness & Recovery	6	0.2%
Data and Analytics	15	0.5%
Eke Taumata People	6	0.2%
EPMO	35.138	1.1%
Finance	35.688	1.2%
Fleet	13	0.4%
ICT	90	2.9%
Learning and Development	108.38	3.5%
Legal	14	0.5%
Local Advisory Committees	5	0.2%
Nat Equipment & Logistics	26.6	0.9%
Nat Safety Health & Wellbeing	35	1.1%
National Business Operations	11.9	0.4%
National Communication Centres	87	2.8%
National Operations	1	0.0%
Operational Assurance	5	0.2%
Organisational Development	48	1.6%
People Advisory	40.6	1.3%
People Operations	1	0.0%
Procurement	10.525	0.3%
Property	19	0.6%
Response Capability	23.5	0.8%

Workstream	FTE	% by Department
Risk Reduction	43.5	1.4%
Strategy and Performance	10.6	0.3%
Workplace Relations	15	0.5%
Te Hiku Firefighter	617	20.1%
Nga Tai ki te Puku Firefighters	248	8.1%
Te Upoko Firefighters	532	17.3%
Te Ihu Firefighters	256	8.3%
Te Kei Firefighters	162	5.3%
Trainee Firefighters	44	1.4%
NHQ	40.65	1.3%
Te Hiku Management & Support	98.8	3.2%
Nga Tai ki te Puku Management & Support	77.1	2.5%
Te Upoko Management & Support	100.25	3.3%
Te Ihu Management & Support	95.25	3.1%
Te Kei Management & Support	54	1.8%
<b>Total</b>	<b>3068.9</b>	<b>100%</b>

## 31st March 2026

Workstream	FTE	% by Department
Assurance and Risk	3.0	0.1%
Board and Ministerial Services	4.0	0.1%
Comms & Engagement	20.6	0.7%
Community Readiness & Recovery	6.0	0.2%
Data and Analytics	13.0	0.4%
Eke Taumata People	9.3	0.3%
EPMO	37.5	1.2%
Finance	34.7	1.1%
Fleet	14.0	0.5%
Health Monitoring Programme	1.0	0.0%
HRIS & Payroll Replacement	7.0	0.2%
ICT	92.0	3.0%
Learning and Development	105.4	3.5%
Legal	12.5	0.4%
Local Advisory Committees	5.0	0.2%
Nat Equipment & Logistics	43.2	1.4%
Nat Safety Health & Wellbeing	31.0	1.0%
National Business Operations	10.4	0.3%
National Communication Centres	87.6	2.9%
National Operations	1.0	0.0%
Operational Assurance	5.0	0.2%
Organisational Development	40.2	1.3%
People Advisory	46.7	1.5%
People Operations	2.0	0.1%
Pou Takawaenga Team	8.0	0.3%

Workstream	FTE	% by Department
Pou Whirinaki Team	4.0	0.1%
Prevention Projects	2.0	0.1%
Procurement	8.1	0.3%
Property	22.0	0.7%
Response Capability	30.0	1.0%
Risk Reduction	41.7	1.4%
Strategy and Performance	5.6	0.2%
Workplace Relations	10.0	0.3%
Te Hiku Firefighter	627.0	20.7%
Nga Tai ki te Puku Firefighters	251.0	8.3%
Te Upoko Firefighters	544.0	18.0%
Te Ihu Firefighters	251.0	8.3%
Te Kei Firefighters	158.0	5.2%
Trainee Firefighters	2.0	0.1%
NHQ	22.0	0.7%
Te Hiku Management & Support	95.3	3.2%
Nga Tai ki te Puku Management & Support	74.5	2.5%
Te Upoko Management & Support	97.1	3.2%
Te Ihu Management & Support	91.9	3.0%
Te Kei Management & Support	45.9	1.5%
<b>Total</b>	<b>3023.1</b>	<b>100%</b>