



29 June 2026

Ref: DOIA-REQ-0033174

ED Hirsch

Email: fyi-request-34726-99b4685b@requests.fyi.org.nz

Tēnā koe ED Hirsch

Thank you for your email of 17 May 2026 to the Ministry of Business, Innovation and Employment (MBIE) requesting, under the Official Information Act 1982 (the Act), the following information:

- 1. Please tell me how many policy directors are currently employed at Mbie, their average (mean) salary, the standard deviation of their mean salaries, their average time in role.*
- 2. Please provide the same information for each of the last 10 years. Happy for you to choose a specific date as long as it's the same date for each year.*

I note the timeframe for responding to your request was extended by 10 working days as the consultations necessary to make a decision on your request were such that a proper response could not reasonably be made within the original time limit. Following this, I am now in a position to respond.

As you will be aware, MBIE is a large government organisation with multiple functions and business groups. MBIE is flexible in how we think and operate, and progress against priorities is regularly reviewed with resources shifting to where they are required. Workforce numbers can fluctuate over time due to changes and the transfer of functions or staff between agencies, with roles reconfigured accordingly.

Please find our response to each part of your request below. In considering the part of your request for “average time in role”, please be aware that we have used the information we hold for our Policy Directors’ average tenure at MBIE. We note the possibility that some of these employees may have changed roles during the timeframe of your request, while remaining in the same or a similar pay band. For administrative efficiency, we have used end-of-month data for the first part of your request, and data recorded at the end of the financial year (30 June) for the second part of your request.

1. Policy Directors currently employed at MBIE:

At Date	Employee Count	Average Salary	Standard Salary Deviation	Average Tenure (years)
31 May 2026	28	\$214,317.78	\$13,636.30	6.9

Please note, the above data includes a situation where a substantive holder of a Policy Director role is on leave and is being backfilled. Both the substantive holder of the role and the person backfilling it have been included in this total. For awareness, the above also includes two fixed term roles which are due to conclude at the end of this financial year.

2. Policy Directors over the past ten years:

At Date	Employee Count	Average Salary	Standard Salary Deviation	Average Tenure (years)
30 June 2025	22	\$210,275.61	\$14,390.99	8.0
30 June 2024	25	\$205,057.61	\$17,148.58	7.6
30 June 2023	25	\$196,089.92	\$13,883.77	7.1
30 June 2022	20	\$190,722.71	\$13,293.01	9.6
30 June 2021	16	\$195,718.79	\$13,274.71	9.4
30 June 2020	15	\$193,207.69	\$19,686.97	9.2
30 June 2019	14	\$188,354.84	\$11,778.34	7.3
30 June 2018	13	\$186,265.83	\$14,112.77	6.4
30 June 2017	16	\$182,581.90	\$17,939.79	9.0
30 June 2016	15	\$177,656.53	\$18,110.15	6.2

Please note that this response, with your personal details removed, may be published on the MBIE website: www.mbie.govt.nz/about/open-government-and-official-information/published-official-information-act-requests.

If you wish to discuss any aspect of your request or this response, or if you require any further assistance, please contact OIA@mbie.govt.nz.

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.

Nāku noa, nā



Jennifer Nathan
Chief People Officer
People and Culture
Corporate and Digital Shared Services