

26 May 2017

Ray J Smith

by email: [fyi-request-5801-4dc95515@requests.fyi.org.nz](mailto:fyi-request-5801-4dc95515@requests.fyi.org.nz)

Fyi.org.nz

Dear Ray J Smith,

Please find below our response to your Official Information Act (OIA) request, received on 29 April 2017, in which you requested:

*I read on your website that "Our Executive Leadership Team ensures Callaghan Innovation is operationally sound and fit for purpose."*

*However, press coverage, NBR comments and your answer to my previous questions paint (possibly) a different picture. You responded that you have had 21GM and have spent roughly 1 M \$ on recruitment (554 K \$) and redundancy cost (432 K \$) for these roles.*

*Can you please provide the following additional information (period from inception in 2013 until today):*

- 1) *The total remuneration costs for these 21 GM's or equivalent roles.*
- 2) *The total remuneration cost for the entire organization for the same period*
- 3) *Any updates to the figures as provided on the 7th of April (if applicable).*
- 4) *What is (or was, it does not feature on your website anymore) your Accelerator Services department and why have you had some many different GM's on that department?*
- 5) *What happened with the GM Eternal Relations role? It has disappeared from your website but the role does feature on your response from April 7th.*
- 6) *What is a GM SI ME & Programmes Office role?*

Our responses to your questions are as follows:

## **1. The total remuneration costs for these 24 GMs or equivalent roles.**

Please note that we have provided information in relation to 24 General Managers as a result of updating the previous information supplied and this is set out in the response to Question 3.

The total remuneration costs for these General Managers is:

To 31 March 2017	FY 2013	FY 2014	FY 2015	FY 2016	2017 (YTD)*
	\$871,411	\$1,359,691	\$1,833,631	\$1,933,895	\$1,809,054

*\*unaudited*

**2. The total remuneration cost for the entire organization for the same period**  
 (Please note – these figures are from our annual reports except for the incomplete current financial year)

<b>Callaghan Innovation Remuneration</b>	<b>2013 5 months</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017* 10 months</b>
<b>\$000</b>					
Salary & Wages	16,630	37,269	38,062	41,241	34,021
Defined contribution plan employer contributions	388	1,016	1,045	1,119	943
	17,018	38,285	39,107	42,360	34,964

*\*unaudited*

**3. Any updates to the figures as provided on the 7th of April (if applicable)**

There are two updates to the figures provided on 7 April:

- General Manager – Maori Economy
- General Manager – External Relations

The first, General Manager – Maori Economy, was omitted in the first response due to human error. We apologise for this oversight.

The second, General Manager – External Relations, left Callaghan Innovation when two new positions, General Manager - Strategy, Impact and Insights, and the General Manager - Marketing, Stakeholder Engagement and Experience were created. A contractor has been engaged while we fill these two positions.

The outgoing General Manager – External Relations received a redundancy payment in accordance with the terms and conditions of their employment agreement. We are not able to alter the severance figures provided in our last response as this would enable the identification of personal information.

Status	Employee		Position	Reported to	Start Date	End Date
Permanent	George	McIrvine	General Manager Shared Services	Chief Executive Officer	7/05/2007	4/10/2013
Permanent	Gavin	Mitchell	General Manager Industry Engagement	Chief Executive Officer	3/05/2010	16/08/2013
Permanent	Peter	Stipkovits	General Manager People and Culture	Chief Executive Officer	6/09/2010	13/11/2013
Permanent	James	Corrigan	Chief Financial Officer	Chief Executive Officer	1/02/2011	27/09/2013
Permanent	Richard	Templer	Acting General Manager Research and Technical Services	Chief Executive Officer	20/06/2011	26/02/2016
Fixed Term	Graham	Smith	General Manager Business R&D Grants	Chief Executive Officer	1/02/2013	12/07/2013
Contractor Independent	Richard	Grant	General Manager Performance	Chief Executive Officer	1/02/2013	1/03/2013
Contractor Independent	Brian	Freestone	General Manager Transition Forward Projects/Innovation Potential	Chief Executive Officer	1/02/2013	7/05/2013
Contractor Independent	Nicky	Hunn	General Manager Transition Strategy and Governance	Chief Executive Officer	1/02/2013	8/07/2013
Contractor Independent	Richard	Morris	Chief Financial Officer	Chief Executive Officer	24/09/2013	3/04/2014
Permanent	Esther	Livingston	General Manager People and Capability	Chief Executive Officer	25/11/2013	
Permanent	Richard	Perry	Chief Financial Officer	Chief Executive Officer	16/12/2013	
Permanent	Sarah	Holden	General Manager External Relations	Chief Executive Officer	3/02/2014	29/04/2016
Permanent	Chris	Somogyi	General Manager Accelerator Services	Chief Executive Officer	10/02/2014	17/12/2014
Permanent	Hemi	Rolleston	GM SI ME and Programmes Office	Chief Executive Officer	3/03/2014	
Contractor Independent	Paul	Stephens	General Manager Accelerator Services	Chief Executive Officer	4/12/2014	15/04/2015
Permanent	Simon	Brown	General Manager Accelerator Services	Chief Executive Officer	18/05/2015	31/12/2016
Fixed Term	Andrew	Miller	General Manager Commercial Business	Chief Executive Officer	19/04/2016	22/12/2016
Permanent	Chris	Hartshorn	Chief Technology Officer RTS	Chief Executive Officer	11/07/2016	
Permanent	Cas	Carter	General Manager External Relations	Chief Executive Officer	8/08/2016	4/04/2017
Fixed Term	Paul	Linton	General Manager Commercial Business	Chief Executive Officer	25/10/2016	
Contractor Independent	Wayne	Mulligan	General Manager – Maori Economy	Chief Executive Officer	15/08/2017	28/02/2017
Contractor Independent	Nicky	Ashton	General Manager External Relations	Chief Executive Officer	10/04/2017	

**4. What is (or was, it does not feature on you website anymore) your Accelerator Services department and why have you had some many different GM's on that department?**

When Callaghan Innovation was established in February 2013, the Accelerator Services part of our organisation was built from the ground up. In start-up situations, it is not unusual to see staff changes as the organisation goes through its development.

This required the use of short term expertise at times and is reflected in part in the contractors used during the initial set up phase and the period during which Accelerator Services was established.

Four years on, Accelerator Services has now been superseded by our Sector Impact team. After consultation, our customers indicated a preference for a sector-based approach to support.

This approach ensures a stronger ability to connect firms with the right services and more targeted delivery. The implementation of this structure commenced late in the 2016 calendar year.

**5. What happened with the GM External Relations role? It has disappeared from your website but the role does feature on your response from April 7th.**

The position of General Manager - External Relations was disestablished in early April 2017 and replaced with two new positions, being the General Manager - Strategy, Impact and Insights and the General Manager - Marketing, Stakeholder Engagement and Experience.

The creation of these positions recognises the next phase of Callaghan Innovation's development and the need to have a greater depth and focus on these two areas.

**6. What is a GM SI ME & Programmes Office role?**

This title reflects the business group managed and led by the General Manager - Sector Impacts, Maori Economy and Programmes.

You have the right to request a review of this response, by the Ombudsman at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or by contacting 0800 802 602. If you would like to discuss this matter further, we are happy to meet with you in person to do so.

Any further correspondence on this matter will be considered against the Official Information Act 1982, as well as Callaghan Innovation's policy relating to Charges for Responses to Official Information Act requests.

Yours sincerely



Vic Crone  
**Chief Executive Officer**