

MUSEUM OF NEW
ZEALAND
TE PAPA
TONGAREWA

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16 April 2025

Tēnā koe

Re: Official Information Act (OIA) Request – Ethnicity data and Māori-focused roles for redundancies

I refer to your OIA request of 21 March 2025 for:

the following information in a fully searchable electronic format: Spreadsheet

- 1. The total number of FTE's prior to October 2023, and as of today within your agency, to the date of this request, broken down by ethnicity including Māori and non-Māori classifications.*
- 2. The total number redundancies within your agency since October 2023 to the date of this request, broken down by ethnicity including Māori and non-Māori classifications.*
- 3. The number of FTE roles broken down by department and job title prior to October 2023, and as of today within your agency, to the date of this request.*
- 4. The number of redundancies, disestablished, or unfilled roles (please specify in your response) since October 2023 to the date of this request, broken down of by department and job title*

Please find separately attached, an excel spreadsheet with the requested information.

If you are not satisfied with this response, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

If you wish to discuss any aspect of your request, please contact OIA@tepapa.govt.nz.

Yours sincerely

A handwritten signature in black ink, appearing to be 'FL' or similar initials.

Frances Lawrence
Principal Advisor Planning and Performance

Museum of New Zealand Te Papa Tongarewa

1. The total number of FTEs prior to 30 September 2023 and as of today within your agency, to the date of this request, broken down by ethnicity including Māori and non Māori classifications

30 September 2023

Ethnicity (Stats NZ Level 1 Grouping)	Sum of FTE
ASIAN	46.8
EUROPEAN	239.28
MĀORI	56.43
MELAA	9
OTHER ETHNICITY	27.8
OTHER/UNDECLARED	7.45
PACIFIC PEOPLES	16.2
Grand Total	402.96

21 March 2025

Ethnicity (Stats NZ Level 1 Grouping)	Sum of FTE
ASIAN	51.98
EUROPEAN	247.24
MĀORI	64.51
MELAA	6.26
OTHER ETHNICITY	22.79
OTHER/UNDECLARED	7.25
PACIFIC PEOPLES	11.5
Grand Total	411.53

2. The total number of redundancies within your agency since 30 September 2023 to the date of this request, broken down by ethnicity including Māori and non-Māori classifications.

0. Since September 2023, Te Papa has maintained a stable workforce, with no redundancies paid during this period.

3. The number of FTE roles broken down by department and job title prior to 30 September 2023, and as of today within your agency, to the date of this request.

30 September 2023

Row Labels	Sum of FTE
Audience and Insights	46.5
Director Audience and Insight	1
Audience Insights Advisor	1
Head of Audience and Insights	1
Head of Audience Programme	1
Programming Advisor	1
Digital Channels Content Coordinator	1
Digital Channels Outreach Manager	1
Digital Channels Product Manager	1
Head of Digital Channels	1
Senior Digital Channels Editor	1
Design Team Leader	1
Digital Producer	1.6
Exhibition Experience Developer	2
Graphic Designer	2.8
Head of Experience Design and Content	1
Spatial/3D Designer	2
Te Reo Writer	1.8
Writer/Editor	1.6
Writing Team Leader	2
Head of Learning	0.8
Learning Coordinator	1
Learning Specialist	3.5
Principal Advisor Learning	1
Senior Learning Specialist Professional Learning and Development	2
Graphic Designer	1
Head of Marketing and Communications	0.8
Marketing Advisor	1
Marketing Manager	1
Senior Communications Advisor	1
Social Media Advisor	1
Head of Public Programming	1
Public Programme Specialist / Kaupapa Maori	5.6

Collections & Research 106.77

Assistant Curator Art	0.4
Curator	6.3
Head of Art	1
Archivist	1
Associate Publisher Te Papa Press	1
Collections Data Manager	1
Collections Information System Analyst	1
Collections Media Creator	1
Collections Photographer	2.7
Digital Asset Systems Manager	1
Head of Collections Access	1
Humanities Technician	0.8
Imaging Specialist	2.5
Imaging Technician (Fixed Term)	1
Knowledge and Information Advisor	1

21 March 2025

Row Labels	Sum of FTE
Audience and Insights	41.05
Director Audience and Insight	1
Audience Insights Advisor	1
Head of Audience and Insights	1
Head of Audience Programme	1
Programming Advisor	2
Digital Channels Outreach Manager	1
Digital Channels Product Manager	1
Digital Content Advisor	1
Head of Digital Channels	1
Senior Digital Content Developer	1
Design Team Leader	1
Digital Producer	1.6
Exhibition Experience Developer	2
Graphic Designer	3
Spatial Designer	2
Te Reo Writer	1.8
Writing Team Leader	2
Head of Learning	1
Learning Coordinator	1
Learning Specialist	4.25
Head of Marketing and Communications	0.8
Marketing Advisor	1
Senior Advisor	1
Social Media Advisor	1
Head of Public Programming	1
Public Programme Specialist / Kaupapa Maori	4.6
Public Programming Manager	1

Collections & Research 110.33

Assistant Curator	1
Curator	6.5
Head of Art	1
Archivist	1
Collections Data Manager	1
Collections Information System Analyst	1
Collections Media Creator	1
Collections Photographer	2
Digital Asset Systems Manager	1
Head of Collection Access	1
Humanities Technician	0.8
Imaging Specialist	2
Information Management Advisor	1
Information Management Analyst	0.8
Librarian	2

Knowledge and Information Analyst	0.6	Loans and Acquisitions Advisor	2
Liaison Librarian	1	Manager Collection Imaging	1
Librarian Cataloguing and Acquisitions	1	Manager Digital and Collections Information Systems	1
Loans and Acquisitions Advisor	2	Manager Information Management and Archives	1
Manager Collection Imaging	1	Media and Image Researcher	1
Manager Digital and Collections Information Systems	1	Media Sales and Licensing Advisor	1
Manager Knowledge and Information	1	Project Editor	2
Media and Image Researcher	1	Publisher Te Papa Press	1
Media Sales and Licensing Advisor	1	Publishing Assistant	0.5
Project Editor	1	Rights Manager	1
Rights Manager	1	Rights Officer	0.5
Senior Advisor Loans and Acquisitions	1	Senior Advisor	2
Senior Imaging Technician	1	Senior Librarian	1
Senior Project Editor	1	Senior Project Editor	1
Assistant Conservator Time Based Media Art	1	Coordinator Collection Services	1
Coordinator Collection Services	1	Exhibition Preparator	3
Exhibition Preparator	3	Exhibition Technician	3.8
Exhibition Technician	4.6	Head of Collection Services	1
Head of Collection Services	1	Kaitiaki Taonga Collection Manager	10
Kaitiaki Taonga Collection Manager	11.3	Kaitiaki Taonga Conservator	7.6
Kaitiaki Taonga Conservator	6.6	Kaitiaki Taonga Technician Humanities	1
Manager Collection Care Practice	1	Manager Collection Care Practice	1
Manager Exhibition Services	1	Manager Exhibition Services	2
Object Support Preparator	5.2	Object Support Preparator	5.2
Director Collections and Research	1	Director Collections and Research	1
Curator	3	Executive Assistant	1
Head of Maturanga Maori	1	Assistant Curator	0.8
Senior Curator Maturanga Maori	1	Curator	2.8
Curator	3	Head of Maturanga Maori	1
Head of NZ and Pacific Histories and Cultures	1	Senior Curator	1
Research Assistant (Curatorial)	2	Curator	4
Senior Curator NZ Histories and Culture	2.2	Head of NZ and Pacific Histories and Cultures	1
Curator	10	Senior Curator	1
Head of Natural History	1	Curator	10
Kaitiaki Taonga Collection Manager	4	Head of Natural History	1
Lead Curator Invertebrates	1	Kaitiaki Taonga Collection Manager	4
Manager Natural History	1	Lead Curator Invertebrates	1
Natural History Technician	1.57	Manager Natural History Collections	1
Science Researcher	1	Natural History Technician	3.03
		Researcher	2
Office of the Co-Leaders	7	Office of the Co-Leaders	8
Board Secretary	1	Advisor Governance and Strategy	1
Chief Executive Officer	1	Board Secretary	1
Executive Assistant to Co-Leaders	1	Chief Executive Officer	1
Head of Governance and Strategy	1	Head of Governance and Strategy	1
Principal Advisor/s	2	Principal Advisor/s	3
Kaihautū	1	Kaihautū	1
Finance & Operations	87.47	Finance & Operations	98.31
Chief Operating Officer	1	Chief Operating Officer	1
Capital and Asset Accountant	1	Executive Assistant	0.6
Finance Business Partner	1	Accountant	1
Finance Officer	0.5	Chief Financial Officer	1
Financial Accountant	1	Finance Officer	1.3
Financial Systems Analyst	1	Financial Reporting Analyst	1
Head of Finance Operations	1	Financial Systems Product Owner	1
Manager Financial Processing	1	Manager Finance Business Partnering and Development	2
Procurement Specialist	0.6	Manager Financial Processing	1
Head of People Safety and Culture	1	Senior Procurement Advisor	1
Health and Safety Advisor	1	Senior Accountant	1
HR Advisor	1	Senior Finance Officer	0.5
Manager of Health and Safety	1	Chief People Officer	1
Organisational Development Business Partner	1	Health and Safety Advisor	1
Senior HR Advisor	2.87	Manager Health and Safety	1
Senior HR Advisor Fixed Term	1	Manager People Advisory and Systems	1
Senior Payroll Officer	1	Organisational Development Business Partner	3
Manager Project Management Office	1	Payroll and People Systems Coordinator	0.5
Programme Manager Exhibition Delivery	1	People and Culture Advisor	3
Project Manager	2	People and Culture Business Partner	1
Senior Project Manager	3	Senior Payroll Officer	1
Asset Manager	1	Senior People and Culture Advisor	2.93
Contracts and Building Information Manager	1	Head of of Project Management Office	1
Design Lighting Technician	1	Programme Manager	1
Dockway Services Coordinator	1	Project Manager	1
Facilities Operations Administrator	1	Senior Project Manager	3

Facilities Operations Coordinator	1
Facilities Programme Coordinator	1
Facility Maintenance Technician	4
Head of Property Facilities and Security	1
Manager Facilities Operations	1
Manager Minor Works	1
Manager Security Services	1
Receptionist / Administrator	1
Security Officer	12
Senior Security Officer	2
Head of SCA Replacement Project	1
Manager Transition SCA Replacement	1
AV Coordinator	2
AV Technician	5
Business Analyst	1
Chief Information Officer	1
Developer	3
IT Analyst	1
Manager Audio-Visual Event Services	1
Manager Creative Technology and Development	1
Manager IT Service Delivery	1
Senior AV Coordinator	2
Senior AV Technician	2
Senior IT Analyst	2
Senior Systems Engineer	1.9
Site Reliability Engineer	1
Technology Administrator	1
Technology Solutions Systems Engineer	4.6

Museum and Commercial Services 127.47

Commercial Systems Product Owner	1
Director Museum and Commercial Services	1
Executive Assistant to Directors MCS and P&D	1
General Manager Commercial Business	1
Promotions Manager	1
Events Coordinator	1
Events Manager	2
Head of Events	1
Assistant Store Manager	2
General Manager Te Papa Stores	1
Manager Te Papa Retail Stores	1
Product Development Manager	1
Sales Assistant	7.6
Stock Controller	1
Account Manager Venues	1
Assistant Manager Operations	2
Barista	2
Cafe Supervisor	5
Catering Floor Supervisor	5
Chef/s	22
Driver Stores Controller	1
Function and Sales Coordinator	1
Functions Coordinator	4
General Manager Venues	2
Head Kitchen Porter	1
Kitchen Porter	7
Logistics Supervisor	1
Manager Food Beverage and Takina Facilities	1
Manager Te Papa Cafes	1
Manager Venues Coordination	1
Manager Venues Operations	1
Sales and Promotions Coordinator	0.5
Senior Account Manager	2
Senior Functions Coordinator	1
Takina Building Operations Coordinator	2
Te Papa Cafe Crew	5
Te Papa Crew	2
Venues Sales Manager	1
Art Supervisor	1.7
Head of Visitor Services	1
Resource Coordinator	1
Te Papa / Tour Host	25.77
Tours Coordinator	1
Visitor Services Coordinator	0.9

Asset Manager	1
Contracts and Building Information Manager	1
Design Lighting Technician	1
Dockway Services Coordinator	0.9
Facilities Operations Administrator	1
Facilities Operations Coordinator	1
Facilities Programme Coordinator	1
Facility Maintenance Technician	4
Head of Property Facilities and Security	1
Manager Minor Works	1
Manager Security Services	1
Receptionist / Administrator	0.68
Security Officer	13
Senior Security Officer	2
Head of Biodiversity Research Centre Project	1
Manager Transition SCA Replacement	1
AV Coordinator	3
AV Technician	5
Business Analyst	1
Chief Information Officer	1
Developer	3
IT Analyst	1
Manager Audio-Visual Event Services	1
Manager Creative Technology and Development	1
Manager IT Service Delivery	1
Senior AV Coordinator/Technicians	5
Senior IT Analyst	2
Senior Systems Engineer	1.9
Site Reliability Engineer	1
Technology Administrator	1
Technology Solutions Systems Engineer	5

Museum and Commercial Services 127.19

Director Museum and Commercial Services	1
Executive Assistant	1
Exhibition Programme Manager	1
Events Coordinator	1
Events Manager	1
Head of Events	1
Assistant Store Manager	1
General Manager Te Papa Stores	1
Manager Te Papa Retail Stores	1
Product Development Manager	1
Sales Assistant	6.2
Stock Control Coordinator	1
Account Manager Venues	1
Business Development Manager	1
Commercial Marketing Manager	1
Commercial Systems Product Owner	1
Functions and Sales Coordinator	2
Head of Sales and Commercial	1
Manager Venue Sales	1
Sales and Promotions Coordinator	0.5
Sales Manager	1
Senior Account Manager	2
Assistant Manager Operations	1
Barista	2
Cafe Supervisor	4
Catering Floor Supervisor	4
Chef de Partie	24
Driver Stores Controller	1
Functions Coordinator	5
General Manager Venues	1
Head Kitchen Porter	1
Kitchen Porter	5
Logistics Supervisor	2
Manager Food Beverage and Takina Facilities	1
Manager Te Papa Cafes	1
Manager Venues Coordination	1
Manager Venues Operations	1
Senior Functions Coordinator	1
Takina Building Operations Coordinator	1
Te Papa Cafe Crew	3.5
Te Papa Crew	2
Art Supervisor	1.7
Head of Visitor Services	1
High Season Hosts	9.87

Visitor Services Manager	2	Resource Coordinator	1
		Te Papa / Tour Host	16.52
		Tours Coordinator	1
		Tours Manager	1
		Visitor Services Coordinator	0.9
		Visitor Services Manager	4
Ngā Manu Atarau	17.75	Ngā Manu Atarau	16.65
Director Nga Manu Atarau	1	Director Nga Manu Atarau	1
Executive Assistant	0.6	Executive Assistant	0.6
Kaiako	1	Kaiako	1
Senior Advisor Tikanga a Rua	1	Pou Reo	1
Head of Iwi Relationships	1	Pou Tikanga (Part-Time)	1.3
Maramataka Maori Programme Advisor	1	Head of Iwi Relationships	1
Strategic Advisor Iwi Relationships	2	Senior Advisor	1
Funding Advisor	1	Strategic Advisor Iwi Relationships	2
Head of Sector Development	1	Head of Sector Development	1
Iwi Development Advisor	1	Iwi Development Advisor	1
Manager Iwi Development	1	Manager Iwi Development	1
Museum Development Advisor	1.4	Museum Development Advisor	1
Researcher	1	Resource and Content Advisor	1
Resource and Content Advisor	1	Sector Services Officer	1
Sector Services Officer	1	Head of Repatriation	1
Head of Repatriation	1	Researcher	0.75
Researcher	0.75		
Partnerships and Development	10	Partnerships and Development	10
Business Development and Special Projects Manager	1	Director Partnerships and Development	1
Grants Manager	1	Business Development Manager	2
Head of Partnerships	1	Head of Partnerships	1
Partnerships and Development Coordinator	1	Partnerships and Development Coordinator	1
Partnerships Manager	1	Partnerships Manager	1
Te Papa Foundation Manager	1	Te Papa Foundation Manager	1
Director Partnerships and Development	1	Head of Touring Exhibitions	1
Head of Touring Exhibitions	1	Senior Touring Exhibitions Manager	1
Senior Touring Exhibitions Manager	1	Touring Exhibition Manager	1
Touring Exhibition Manager	1		
Grand Total	402.96	Grand Total	411.53

4. The number of redundancies, disestablished, or unfilled roles (please specify in your response) since October 2023 to the date of this request, broken down by department and job title

Unfilled positions, as per your definition, are positions which have been vacated (e.g. the employee resigned) and no-one has been rehired into that role, and there is no intention to begin a recruitment process. Using this definition, there have been no unfilled positions since October 2023 to the date of this request.

Positions that have been disestablished have either been converted to new positions within the Te Papa structure or responsibilities absorbed/situated elsewhere.

Disestablished	
Position	FTE
C&R - Administrative Assistant Te Papa Press	0.5
F&O - Financial Data Analyst	1
F&O - Head of Finance Strategy	1
F&O - HR Coordinator	1
F&O - Manager Financial Systems	1
MCS - Circa Café and Bar Manager	1
MCS - Staffing Manager	1
NMA - Kuia/Kaumātua	1.6
NMA - Manager Museum Development	1
NMA - Manager Treaty Settlements	1
NMA - Treaty Settlements Advisor	1
Total	11.1