



26 November 2025

Tēnā koe

Re: Official Information Act (OIA) Request – proposed changes at Te Papa

Thank you for your OIA requests of 30 October 2025 and 6 November 2025 for the following information:

Relating to the past three substantive restructures of Te Papa which took place in 2012, 2015, and 2018 could you please send me:

- a record of all the jobs (including job titles) that were disestablished or reduced in capacity*
- list of the roles hired, both contractors and otherwise, for the 12 months following each restructure*
- data of FTE numbers and role titles in list format - ideally in such a way that I can plot it on a line graph to identify the fluctuations in FTE pre/post restructure. Sorted by fixed term, contractors and permanent staff, and their role title.*

To answer your request, I enclose an excel spreadsheet that contains for each of the restructures which occurred in 2012/13, 2015 and 2018:

- The positions disestablished during each restructure
- The new positions hired in the 12-month period following each restructure. For the purpose of identifying this information we have determined the relevant dates to be the 12 months following 2 April 2013 (effective date), 30 June 2015 (decision date) and 30 June 2018 (decision date).
- We are able to supply information about contractors for the 2015 and 2018 restructures but do not hold that information for the 2012/13 restructure. Part of this request is therefore refused under s18(e) of the OIA.
- Please note that for some positions, we were unable to identify their status and/or FTE. In these cases, we have left the cells blank.

We noted in your original request that you were also interested in the number of redundancies. As these can be different to disestablished positions, we have also provided the number of redundancies following each restructure below. Note that we do not have records about how many redundancies in the 2015 and 2018 restructures were voluntary.

Restructure	Number of individuals whose employment was terminated due to redundancy
2012/13	31 (16 voluntary, 15 non-voluntary)
2015	11
2018	17

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 read 'Berwick', with a stylized flourish at the end.

Anna Berwick
Head of Governance and Strategy