



Te Puni Kōkiri
REALISING MĀORI POTENTIAL

A Mātou Kaimahi Our People



KEY FACTS

- The rate of staff turnover at Te Puni Kōkiri is currently tracking at 12 percent – the Public Service average is 13 percent.
- The average length of service by Te Puni Kōkiri staff has risen to 5.9 years in 2007.
- Some 70 percent of Te Puni Kōkiri employees are Māori.
- Some 60 percent of Te Puni Kōkiri staff are women.
- Around 45 percent (135) of Te Puni Kōkiri's employees are based in regional offices around New Zealand.

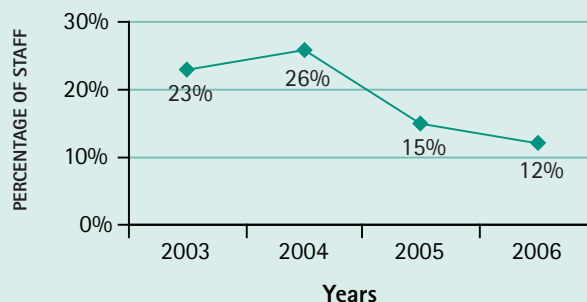
There is a well known Māori expression that goes: "He aha te mea nui o te ao, he tangata, he tangata, he tangata. What is the most important thing in the world? It is people! It is people! It is people!"

Like many employers Te Puni Kōkiri has had to respond to a tight labour market and a highly mobile pool of talent, to attract and retain staff. Below we look at a number of indicators that suggest Te Puni Kōkiri is achieving a high degree of success in its human resource management.

STAFF STICKING WITH TE PUNI KŌKIRI

Over the past two years there has been a remarkable turn-around in the rate of staff turnover at Te Puni Kōkiri. From a high of 26 percent in 2004, it is currently tracking at 12 percent – the Public Service average is 13 percent.

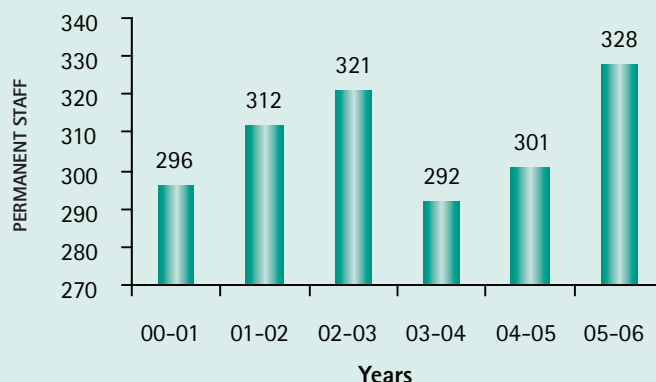
GRAPH OF STAFF TURNOVER 2003-PRESENT



PERMANENT POSITIONS NOT 'FIXED-TERM'

In the last year there has been a significant drop in the number of staff employed on Fixed Term contracts. These have dropped by 41 percent. Correspondingly, there has been a 6 percent increase in the number of permanent full-time staff.

GRAPH OF PERMANENT STAFF AT TE PUNI KŌKIRI





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EXPERIENCE GROWING IN-HOUSE

The average length of service by Te Puni Kōkiri staff has increased from 5.7 years in 2006 to 5.9 years in 2007.

MORE MĀORI

Some 70 percent of Te Puni Kōkiri employees are Māori. The next largest ethnicity is New Zealand Pākehā (18 percent) followed by Pacific Islander (4 percent). The proportion of Māori staff at Te Puni Kōkiri is much greater than in the Public Service generally, where 17 percent of public servants identify as Māori.

MORE WOMEN

Some 60 percent of Te Puni Kōkiri staff are women. This closely mirrors the proportion of women in the Public Service, which is 59 percent.

COLLECTIVE BARGAINING

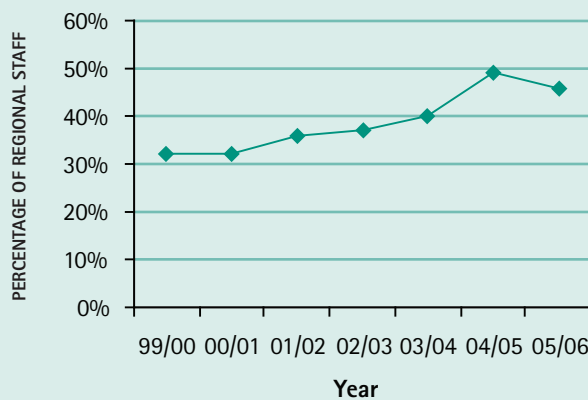
Te Puni Kōkiri agreed a Collective contract with staff in 2006. Since then there has been a 27 percent increase in membership of the staff union the Public Service Association. Just under one third of all staff (30.5 percent) currently belongs to a union.

BEYOND WELLINGTON'S SKYSCRAPERS

Around 45 percent (135) of Te Puni Kōkiri's employees are based in regional offices around New Zealand.



GRAPH OF TE PUNI KŌKIRI STAFF BASED IN REGIONAL OFFICES



(Data in this document is correct as at 1 April 2007.)

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