

16 November 2022

Official Information Request No.8140010994  
(Please quote this in any correspondence)

██████████  
New Zealand Taxpayers' Union  
By email: ██████████@taxpayers.org.nz

Tēnā koe ██████████

**Local Government Official Information and Meetings Act 1987 (LGOIMA)**  
**Panuku Middle Managers**

Thank you for your request for official information which we received on 18 October 2022. The specific details of your request and our responses are set out separately below.

**1. The Eke Panuku definition of a “middle manager”.**

Eke Panuku does not use the term “middle manager”. In our response to your previous request, dated 16 August 2022, we explained our definition of a *manager* for the purpose of responding to your request.

As explained [on its website](#), Eke Panuku has a team of senior subject matter experts, which it refers to as people leaders. Eke Panuku has a fairly flat structure, particularly for its urban regeneration work, which gives its people leaders the flexibility to pull together different teams of people to best use the talents of its staff across multiple locations and projects. People leaders are almost all working professionals in their field. They provide leadership, guidance and professional development to other staff.

**2. The number of Eke Panuku staff who meet this definition.**

We have already responded to this request for information, please refer to our LGOIMA response dated 16 August 2022.

**3. The average salary of an Eke Panuku “middle manager”.**

We have already responded to this request for information, please refer to our LGOIMA response dated 16 August 2022.

**4. Confirmation that the “subject matter experts” referred to in a statement by Eke Panuku on 17 October 2022 are the same staff referred to in your letter of 16 August 2022 as “people leaders” and do in fact have staff reporting to them.**

Correct. Eke Panuku people leaders are almost all experts in their respective professional fields and their jobs involve doing that professional work and in addition provide leadership to others.

**5. The number of staff reporting to each of the 50 “people leaders” referred to in your letter of 16 August 2022.**

To reiterate, our 50 people leaders include the Chief Executive and our Executive Leadership Team ( nine positions) and other people leaders (41 positions). The span of control varies from position to position. As stated above many people leaders are professional subject matter experts in their specific field so team size varies. On average people leaders have five people reporting to them. This is normal for an organisation with such diverse nature of work, where jobs are complex, ambiguous, dynamic and require managers to also be subject matter experts for their respective area.

**6. Any and all internal correspondence in respect of media reports about Eke Panuku staffing. This should include correspondence between Eke Panuku and the Auckland Council parent.**

This part of your request would require us to search all of our thousands of email accounts. Many staff at Eke Panuku and Auckland Council subscribe to media alerts and news services. We know from experience that if we searched for the information you have requested, we are likely to find thousands of emails where our staff have received and often forwarded on these media alerts. And so we are refusing this part of your request because the information you have requested cannot be made available without substantial collation - s17(f) LGOIMA.

You may want to consider making a more specific and narrower request to us, for example - for correspondence involving certain staff members or departments, for correspondence only for a short time frame, or by giving us more specific subject matter or “key words” to search for.

The decision by Eke Panuku to release the information contained in this response was made by the Chief Executive of Eke Panuku.

You have the right to seek an investigation and review of this response by the Ombudsman. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

If you have any questions please contact me at [joanne.kearney@aucklandcouncil.govt.nz](mailto:joanne.kearney@aucklandcouncil.govt.nz) or Ph 09 977 1702.

Ngā mihi



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