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Fire and Emergency New Zealand
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29 September 2025

Ref: 19265



Tēnā koe [REDACTED]

We refer to your email of 3 September 2025 to Fire and Emergency New Zealand requesting workforce data. Your request has been considered under the Official Information Act 1982 (OIA), and we copy and respond to your questions below.

1. *The current total number of non-operational employees at FENZ.*
 - *Please also provide a breakdown of these employees by category/role type (e.g., corporate/support roles, management, etc.) and by employment status (full-time, part-time, fixed-term).*
3. *The average salary (mean) across each of the categories listed above in (1) and (2).*

Please see the below table, which details the total number of non-operational employees and their average salary broken down by workforce category.

Please note that this count includes roles such as Region Manager, District Manager, Group Manager, and Trainer because we do not consider them to be operational (see our definitions below). Deputy Chief Executive roles are classified as corporate support.

Workforce category	Staff FTE	Average salary
Corporate Support	286.49	\$134,965.45
Frontline	489.9	\$119,649.42
Frontline Enabler	516.55	\$112,496.81
Non-operational employees	1,292.94	\$120,212.64

Please see the below table, which breaks down these employees by employment status.

Employment status	Staff FTE	Average salary
Fixed term	76.8	\$116,855.16
Permanent	1,216.14	\$120,433.03

2. The current total number of operational employees at FENZ, broken down as follows:
 - Frontline firefighters
 - Trainers
 - Group Managers
 - Regional Managers
 - Other
3. The average salary (mean) across each of the categories listed above in (1) and (2).

Please see the below two tables, which detail the total number of employees in the roles you provided as well as their average salary. As above, we do not consider Group Managers, Region Managers, and Trainers to be operational, so we have provided this information in separate tables for the operational and non-operational employee listed.

Only firefighter roles are considered operational. The Region Manager, District Manager, and Group Manager roles are considered non-operational, but are classified as frontline. The Trainer role is classified as frontline enabler.

Operational Group	Staff FTE	Average salary
Frontline Firefighter	1,776	\$86,089.29
Operational employees	1,776	\$86,089.29

Non-Operational Group	Staff FTE	Average salary
Group Manager	83	\$158,725.95
Region Manager	5	\$271,859.78
Trainer	70	\$107,263.73
Non-operational employees	158	\$139,506.42

Please note the following about the above data:

1. Paid employees with more than one workforce category are counted in their primary function (more than 50%). For employees with an equal 50% split, which only occurs between Frontline Enabler and Corporate Support, they are counted in Frontline Enabler only.
2. Average salary is the mean of the base salary and is based on a full time equivalent of 1. Those on secondments have their higher duties allowance included.
3. The data was extracted on 1 September 2025 and is as of 31 of August 2025.
4. The definitions FENZ applies for the following categories:
 - a. Frontline
 - b. Corporate
 - c. Operational
 - d. Non-operational

Please see the below for definitions of these categories. We have also included the definition for “Frontline Enabler” because it is referred to above:

- **Frontline:** Those who directly deliver our services to the public and industry.
- **Frontline Enabler:** Those who directly support our frontline functions without which they cannot immediately provide such a service.

- **Corporate:** Those who maintain our business operations, including governance, that allow the organisation to function in an efficient manner and prepare for the future.
- **Operational:** Those who are actively engaged in or ready to respond to emergency incidents or operational duties.
- **Non-Operational:** Staff who support and maintain the organisation's business operations to ensure it functions effectively and is prepared for the future, but are not generally involved in emergency response.

We trust that the information being provided is of assistance. If you require further information, please email officialinformationrequests@fireandemergency.nz

Please note that because of the identified public interest in the information that you have requested, we intend to publish this response (with your personal details removed) on our website.

Nāku noa, nā



Aidan Saunders
Manager, Information Requests

