

18 June 2025

IR-01-25-19160

MT

fyi-request-31083-a731f4c4@requests.fyi.org.nz

Tēnā koe

Thank you for your Official Information Act 1982 (OIA) request dated 25 May 2025. You asked for:

I would like to request the full organisational chart for the Firearms Safety Authority. I do not require staff names, just structure and position titles.

I refer you to the attached document “Te Tari Pūreke – Firearms Safety Authority organisation” that shows the current structure of the leadership team and of each directorate following the restructure, as follows:

- Arms Leadership Team
- Service Delivery Directorate
- Regulatory Compliance and Investigations Directorate
- Strategy Performance and Capability Directorate
- Business Transformation Directorate
- Partnerships and Communities Directorate

Note that the information used in the attached document was correct in the New Zealand Police’s payroll system on 5 November 2024. Any changes after that date may not be reflected in the document. This includes new hires, updated position descriptions or titles, position movements or resignations.

In addition, I have provided the purpose description of the Arms Leadership Team and each Directorate following.

The Arms Leadership Team (ALT) provides strategic leadership and operational oversight to ensure the effective delivery of regulatory services, enhanced compliance, and meaningful stakeholder engagement. Through a newly restructured model of five specialised directorates, the team drives organisational excellence, fosters a culture of continuous improvement, and strengthens public safety. By aligning resources, streamlining operations, and building strong community partnerships, the ALT ensures that Te Tari Pūreke can deliver on its strategic objectives, empowering our people to be their best and most effective in achieving these goals.

The Service Delivery directorate ensures the efficient and consistent delivery of Te Tari Pūreke services including the Registry and Services teams, Permits, the National Support Team, and regional operations. It streamlines processes, optimises resource allocation, and enhances customer service. With a dedicated focus on operational excellence and responsiveness, the Service Delivery directorate is committed to meeting the needs of

stakeholders, improving overall satisfaction, and aligning frontline services to the strategic goals of Te Tari Pūreke.

The Strategy, Performance and Capability directorate exists to drive the strategic alignment, monitor system and operational performance, and provide enabling services. By consolidating key functions such as regulatory strategy, performance and insights, people capability, and learning and development, the directorate fosters collaboration, reduces duplication, and enhances decision-making. With a focus on building a capable and motivated workforce, improving organisational performance, and managing risk, the directorate ensures that Te Tari Pūreke is well equipped to meet its regulatory objectives and deliver on its strategic priorities efficiently and effectively.

The Business Transformation directorate implements legislative changes, business transformation and service driven enhancements to keep us aligned to legislation, regulations and strategy and enable operational effectiveness and efficiencies. Focused on digital transformation and stakeholder engagement, the directorate ensures that all change efforts are centrally coordinated, strategic, and contribute to the long-term success of Te Tari Pūreke. The directorate integrates digital product management, operational policy, service improvement, and ICT delivery functions. This unified approach fosters innovation, improves efficiency, and accelerates the implementation of policy and service enhancements.

The Partnerships and Communities directorate is dedicated to fostering strong, collaborative relationships with communities, stakeholders, and partners. By integrating the Communications team, community engagement functions, and the complaints process under one cohesive structure, the directorate ensures that messaging is consistent, strategic, and aligned with its broader engagement goals. The directorate amplifies community voices and incorporates feedback to continuously improve service delivery. This directorate reinforces the commitment of Te Tari Pūreke to build trust, strengthen partnerships, and deliver better outcomes for the communities it serves.

I would also like to request the salary band information and a copy of the Police/Authority Salary Bands for each position within the Operations (Compliance & Investigations) Directorate

I refer you to the below table, which shows Te Tari Pūreke's Operations (Compliance and Investigations) Directorate broken down by role description, number of Full Time Equivalent Employees (FTE), band, and the minimum and maximum for each band range.

Te Tari Pūreke Operations (Compliance and Investigations) Directorate broken down by role description, number of FTE, Band and Band range (minimum and maximum) as at 10 June 2025

Role Description	FTE	Salary Band	Salary Band range – minimum and maximum
Compliance and Resolutions Manager (Compliance)	1	Grade 23	\$168,527 - \$215,340
Deputy Compliance & Resolutions Manager (Compliance)	1	Grade 21	\$140,024 - \$178,920
Clubs & Ranges Manager	1	Band J	\$110,425 - \$145,666
Clubs & Ranges Regional Advisor	2	Band G	\$87,306 - \$114,284
Clubs & Ranges Support Officer	2	Band D	\$69,337 - \$89,969
Firearms Range & Club Advisor	2	Band I	\$102,808 - \$135,259

Role Description	FTE	Salary Band	Salary Band range – minimum and maximum
Compliance & Resolutions Lead - Compliance	2	Band J	\$110,425 - \$145,666
Compliance & Resolutions Officer	30.9	Band D	\$69,337 - \$89,969
Reg. Arms Services Supervisor (Prohibit)	1	Band G	\$87,306 - \$114,284
Regulatory Arms Service Supervisor	5	Band G	\$87,306 - \$114,284
Compliance & Resolutions Lead - Resolutions	2	Band J	\$110,425 - \$145,666
Compliance & Resolutions Manager (Resolutions)	1	Grade 22	\$153,652 - \$196,333
Compliance & Resolutions Officer	23.6	Band D	\$69,337 - \$89,969
Deputy Compliance & Resolutions Manager	2	Grade 22	\$153,652 - \$196,333
Intelligence Analyst	1	Band G	\$87,306 - \$114,284
Intelligence Supervisor	1	Band J	\$110,425 - \$145,666
Intelligence Support Officer	2	Band E	\$74,748 - \$97,295
Lead Intelligence Analyst	1	Band J	\$110,425 - \$145,666
Manager - Regulatory Intelligence	1	Grade 22	\$153,652 - \$196,333
Manager - Regulatory Investigations	1	Grade 23	\$168,527 - \$215,340
Reg. Arms Services Supervisor (Resolutions)	4	Band G	\$87,306 - \$114,284
Senior Intelligence Analyst	1	Band I	\$102,808 - \$135,259

You have the right to ask the Ombudsman to review this decision if you are not satisfied with the response to your request. Information about how to make a complaint is available at: www.ombudsman.parliament.nz.

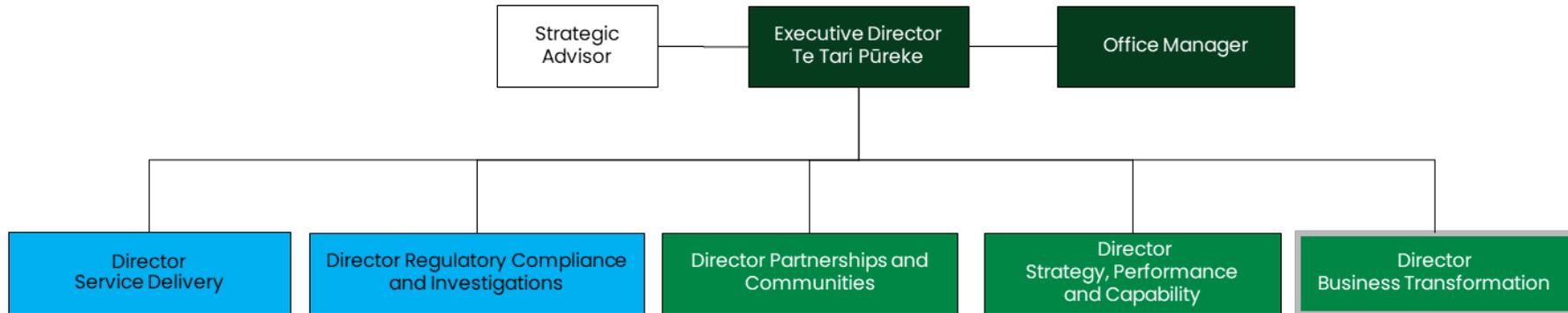
For your information, Police has developed a process for proactive release of information, so the anonymised response to your request may be publicly released on the New Zealand Police website.

Nāku noa, nā

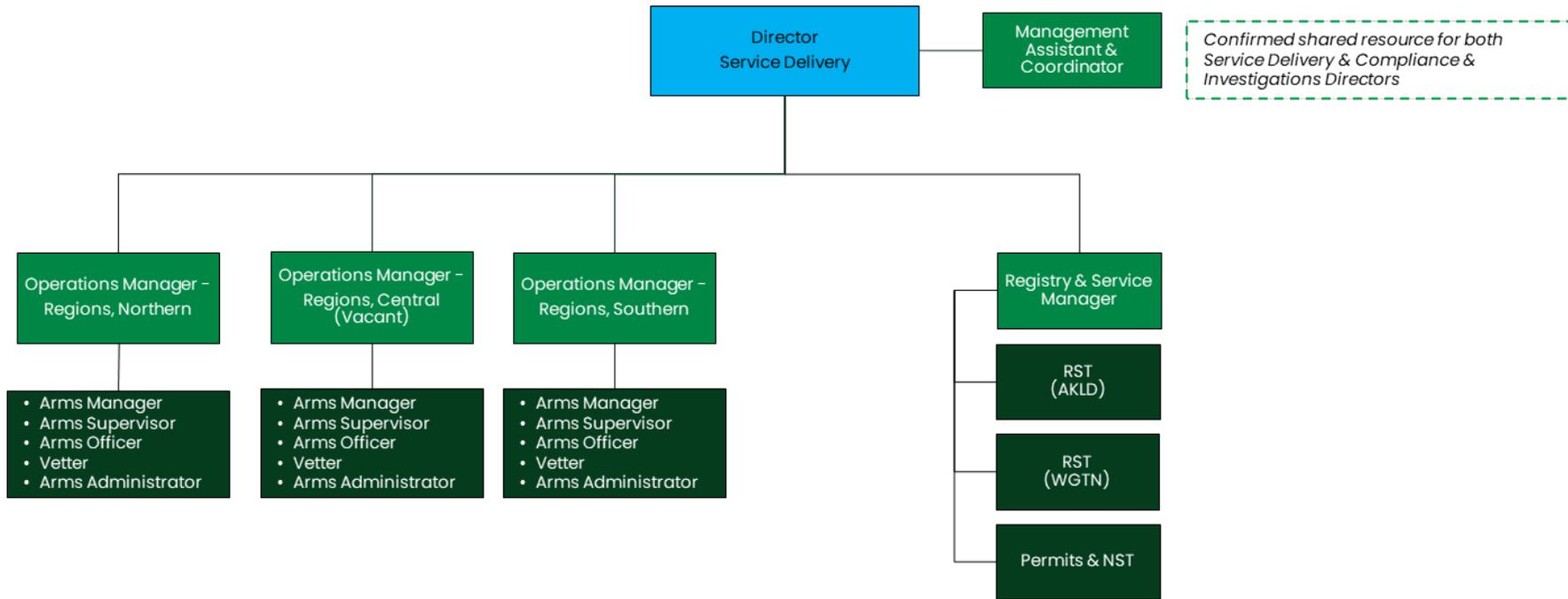


Matthew Boddy
Acting Director Operations
Firearms Safety Authority

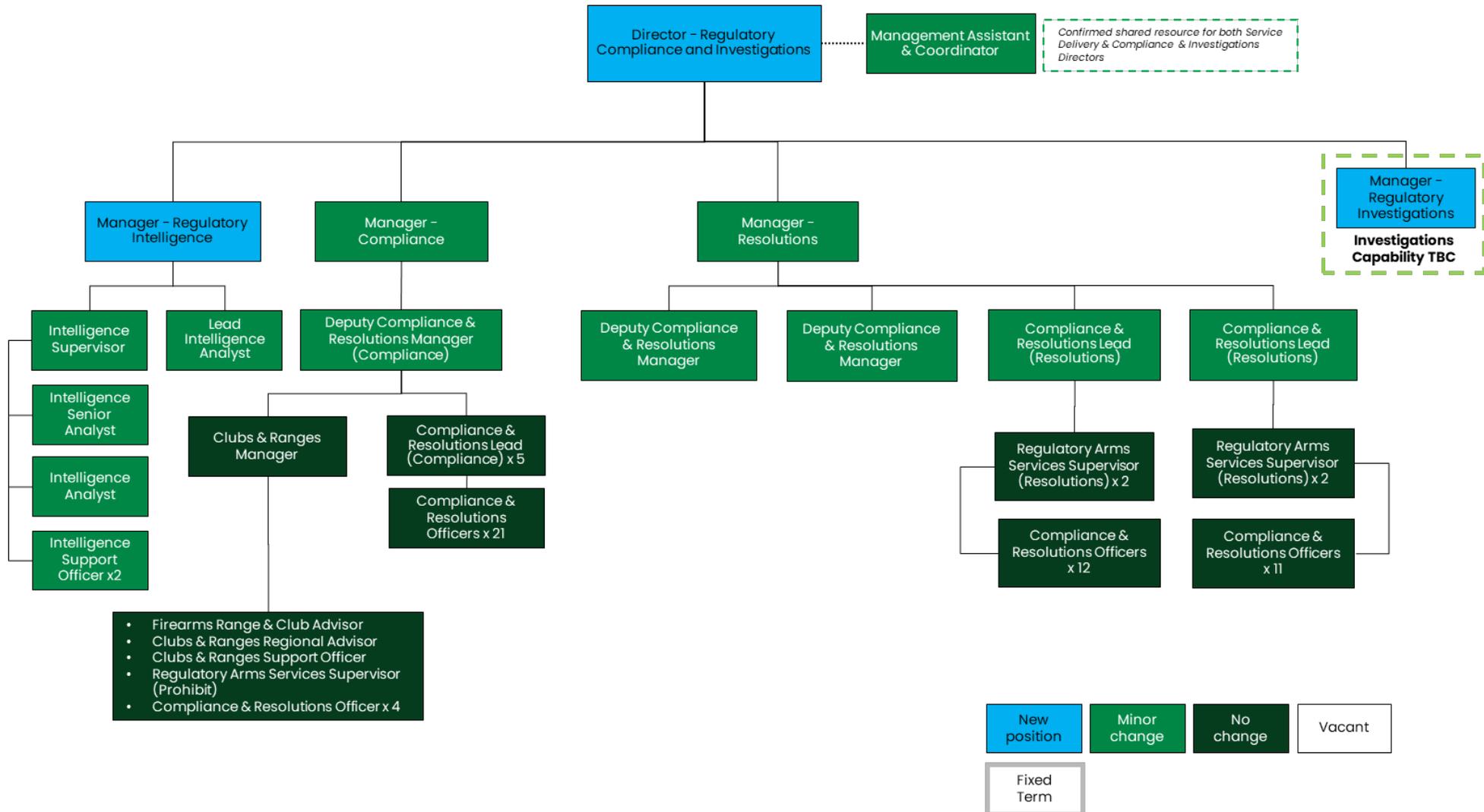
Confirmed Organisational Chart – Arms Leadership Team



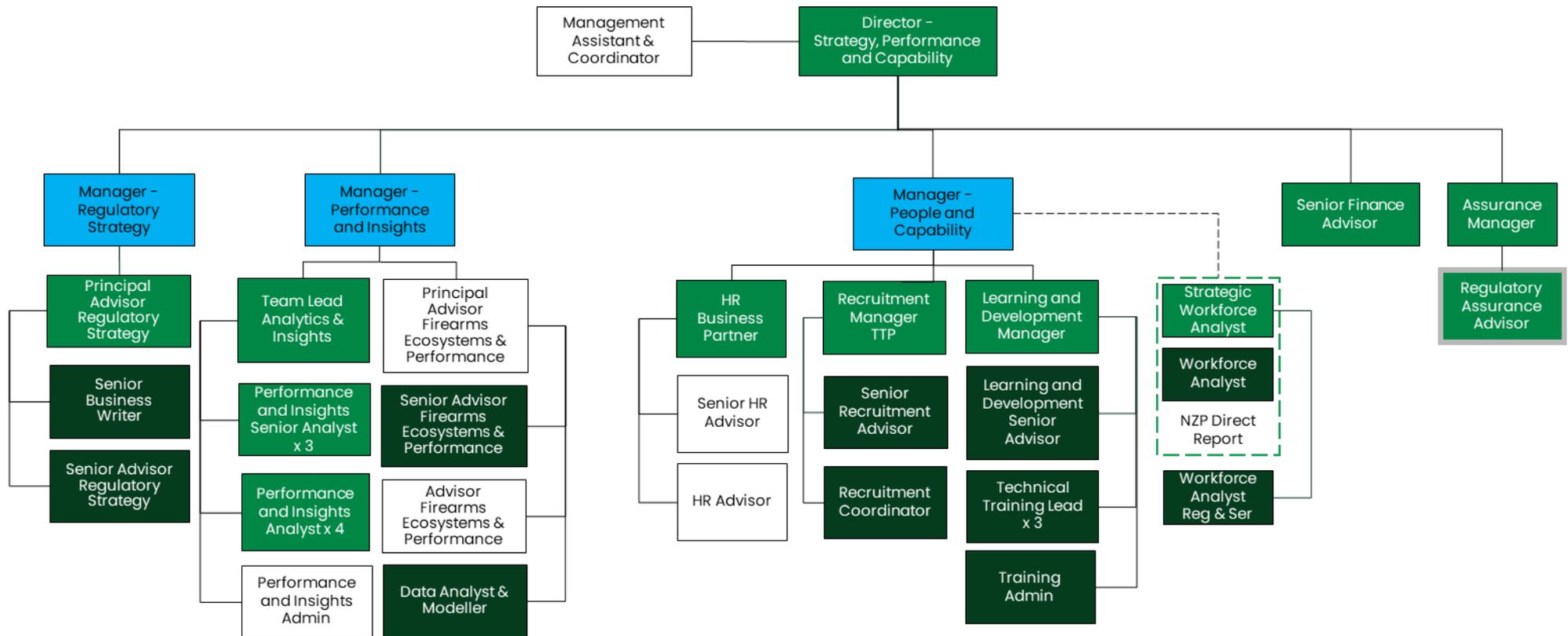
Confirmed Organisational Chart – Service Delivery Directorate



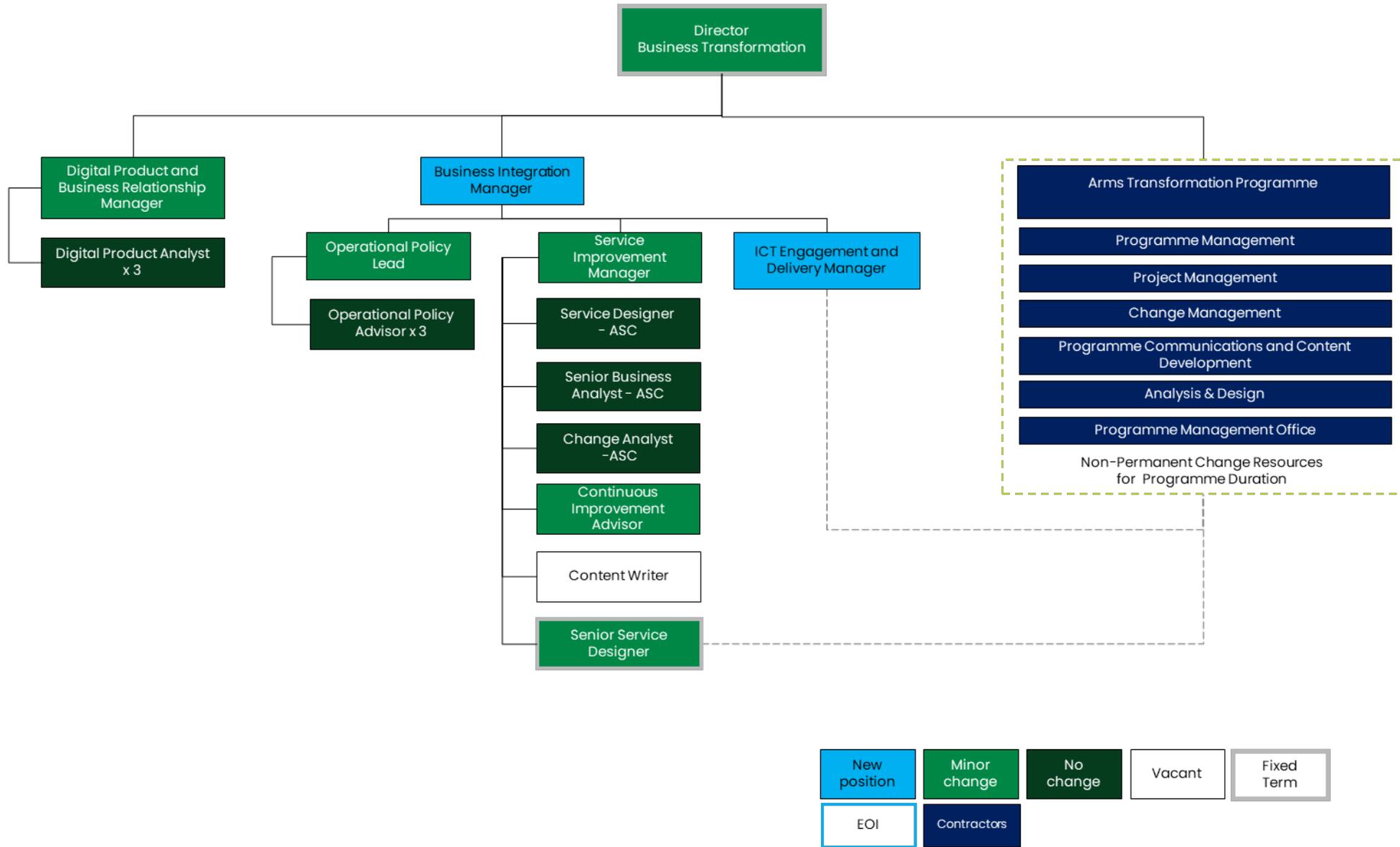
Confirmed Organisational Chart – Regulatory Compliance and Investigations Directorate



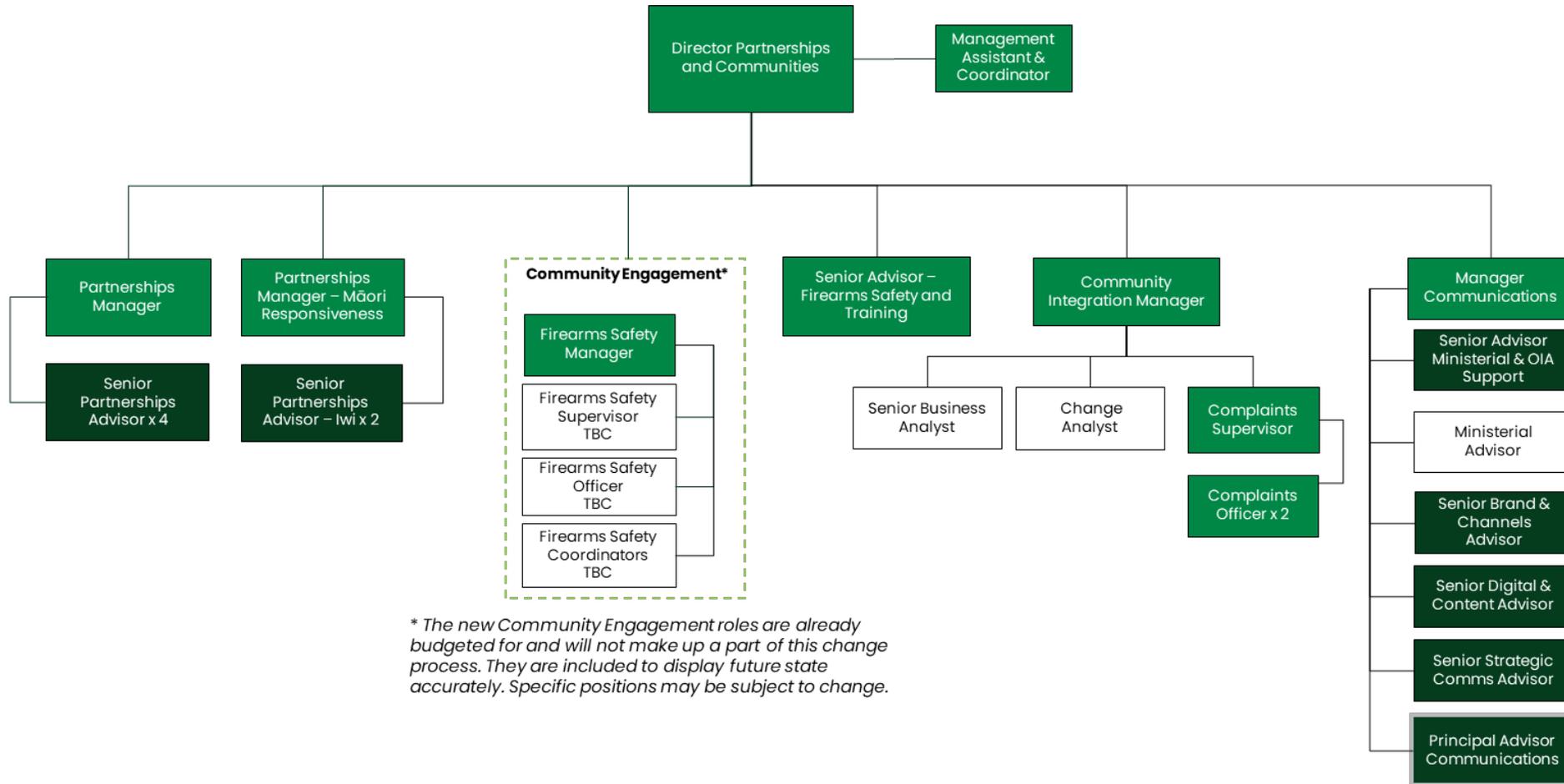
Confirmed Organisational Chart – Strategy, Performance and Capability Directorate



Confirmed Organisational Chart – Business Transformation Directorate



Confirmed Organisational Chart – Partnerships and Communities Directorate



* The new Community Engagement roles are already budgeted for and will not make up a part of this change process. They are included to display future state accurately. Specific positions may be subject to change.

