

Office and functions

Te Tari me āna mahi



Independence and other interests

The Privacy Commissioner has wide ranging functions. The Commissioner must have regard to the information privacy principles in the Privacy Act and the privacy interests of individuals alongside other important human rights and social interests.

Relevant rights and social interests include the desirability of a free flow of information and government and business being able to achieve their objectives in an efficient way. The Commissioner must take account of New Zealand's international obligations and consider any general international guidelines that are relevant to improved protection of individual privacy. The Commissioner must also take account of cultural perspectives on privacy.

The Privacy Commissioner is independent of the Executive. This means the Commissioner is free from influence by the Executive when investigating complaints, including those against Ministers or their departments. Independence is also important when examining the privacy implications of proposed new laws and information sharing programmes.



Relevant rights and social interests include the desirability of a free flow of information and government and business being able to achieve their objectives in an efficient way.

Reporting

The Privacy Commissioner reports to Parliament through the Minister of Justice and is accountable as an independent Crown entity under the Crown Entities Act 2004.

Staff

We employ staff in our Auckland and Wellington offices. During the year to 30 June 2025, the senior leadership team was made up as follows:

The Deputy Privacy Commissioner: responsible for 4 teams – Investigations and Dispute Resolution, Compliance and Enforcement, Capability and Guidance and Policy

The General Manager: responsible for Support Services and Finance and Performance, Strategy Insights and International, Communications and Engagement and our Pou Ārahi. We employ administrative support staff in both offices.

The General Counsel: legal counsel to the Privacy Commissioner, manages litigation, and gives advice around investigations and law reforms.

Statutory Remuneration Disclosures

The Office of the Privacy Commissioner is a Crown Entity and is required to disclose certain remuneration information in its annual reports. The disclosures required are set out in Section 152 of the Crown Entities Act 2004 (CEA).

Employees Remuneration

The number of employees receiving total remuneration of \$100,000 or more per annum is disclosed below in \$10,000 bands. This table does not include the Commissioner as he is disclosed separately below.

Total remuneration and benefits	Number of employees	
	Actual 2025	Actual 2024
\$100,000 – \$109,999	6	3
\$110,000 – \$119,999	4	1
\$120,000 – \$129,999	1	1
\$130,000 – \$139,999	3	1
\$140,000 – \$149,999	1	1
\$150,000 – \$159,999	-	3
\$160,000 – \$169,999	1	1
\$170,000 – \$179,999	1	2
\$180,000 – \$189,999	-	-
\$190,000 – \$199,999	1	-
\$200,000 – \$209,999	-	2
\$210,000 – \$219,999	2	-
\$340,000 – \$349,999	-	1
\$360,000 – \$369,000	1	-

Commissioner's total remuneration

In accordance with the disclosure requirements of section 152(1)(a) of the CEA, the total remuneration, as set independently by the Remuneration Authority, includes all benefits paid during the period 1 July 2024 to 30 June 2025.

Name	Position	Amount 2025	Amount 2024
Michael Webster	Privacy Commissioner	\$421,149	414,288

Severance payments

Severance payments relate to the termination of employment whether monetary in nature or otherwise. These payments are additional to any final payment of salary, holiday pay or superannuation contributions. For the year ended 30 June 2025, there was no severance payment made (30 June 2024: \$27,465).

Indemnity and Insurance disclosures

The Privacy Commissioner's insurance policy covers public liability of \$10million and professional indemnity of \$1million.

EEO Profile

Our human resource policies and programmes are aligned to and consistent with our EEO Policy, as outlined in our Statement of Intent 2023–2027. In addition, we have policies in place to address employee professional development needs, harassment prevention, as well as health, safety and employee wellbeing.

As a member of Te Uru Tāngata Centre for Workplace Inclusion (previously named Diversity Works New Zealand), we seek to follow good practice in key areas such as recruitment and career development to ensure we attract and retain the talent we need to

deliver on our ambitious work programmes. We have support also from our Health, Safety and Wellbeing Committee, made up of staff across the organisation. This group is actively involved in developing new initiatives to respond to areas of need with a strong focus on employee wellbeing and resilience.

During the year we updated our Kia Toipoto Action Plan to address pay inequities – particularly for Māori, Pacific, other ethnic pay groups, and members of the Rainbow and disability communities. This supports our commitment of ensuring fair workplace practices and delivering a diverse and inclusive workplace.

Workplace FTE profile – as at 30 June 2025

Role	Number of staff			Total
	Full-time	Part-time	Fixed-term	
Commissioner	1			1
Deputy Commissioner	1			1
Senior managers	2			2
Team and unit managers	7	3		10
Investigations and Dispute Resolution	6	2	1	9
Administrative support	4	3		7
Policy	4	1		5
Compliance and Enforcement	6			6
Capability and Guidance	1	1		2
Strategy, Insights and Communications	2	1		3
Legal	1	1		2
Total	35	12	1	48

The figures above don't include secondees and contractors