

Guardians of New Zealand Superannuation - 2013/14 Financial Review

Appendix A

Supporting information for questions 28,29,30,39

30/06/2014			30/06/2013			30/06/2012		
Legal Secretary	Back Office	1 F	Legal Secretary	Back Office	1 F	GM Human Resources	Back Office	1 F
Head of Human Resources	Back Office	1 F	Head of Human Resources	Back Office	1 F	GM Operations	Back Office	1 M
General Manager, Human Resources	Back Office	1 F	General Manager, Human Resources	Back Office	1 F	GM Corporate Strategy	Back Office	1 M
Senior Tester / Business Analyst	Back Office	1 F	Senior Tester / Business Analyst	Back Office	1 F	Chief Executive Officer	Back Office	0.3 M
Manager, Investment Operations	Back Office	1 F	Manager, Fund Operations	Back Office	1 F	Travel & Administration Manager	Back Office	1 F
Manager, Infrastructure	Back Office	1 M	IT Infrastructure Engineer	Back Office	1 M	HR Co-ordinator	Back Office	1 F
Head of Investment Operations	Back Office	1 M	Head of Operations	Back Office	1 M	Team Leader Investment Operations	Back Office	1 F
Legal Counsel	Back Office	1 F	Travel Manager and HR Coordinator	Back Office	1 F	IT Infrastructure Engineer	Back Office	1 M
IT Desktop Support	Back Office	1 M	Legal Counsel	Back Office	1 F	Head of Operations	Back Office	1 M
HR Learning and Development Advisor	Back Office	1 M	IT Desktop Support	Back Office	1 M	IT Desktop Support	Back Office	1 M
Legal Counsel	Back Office	1 M	Senior Business Analyst	Back Office	1 M	Senior Business Analyst	Back Office	1 M
Manager, Enterprise Systems	Back Office	1 M	Senior Operations Analyst	Back Office	1 M	Senior Operations Analyst	Back Office	1 M
Investment Operations Analyst	Back Office	1 M	Head of Communications	Back Office	1 F	Senior Operations Analyst	Back Office	1 F
Head of Communications	Back Office	1 F	Operations Analyst	Back Office	1 M	Investment Operations	Back Office	1 F
Investment Operations Analyst	Back Office	1 M	Derivatives Operations Analyst	Back Office	1 M	Investment Operations	Back Office	1 M
Derivatives Operations Analyst	Back Office	1 M	Legal Counsel	Back Office	1 M	Investment Operations	Back Office	1 F
Legal Counsel	Back Office	1 M	Senior Software Developer	Back Office	1 M	Head of IT	Back Office	1 M
Records Manager	Back Office	1 M	Head of Strategic Development	Back Office	1 M	Manager Investment Operations - IM S	Back Office	1 M
Senior Software Developer	Back Office	1 M	EA to CEO and Board	Back Office	1 F	Manager Investment Operations - Fund	Back Office	1 M
EA to CEO and Board	Back Office	1 F	Investment Operations Analyst	Back Office	1 F	Investment Operations	Back Office	1 F
Technical Business Analyst	Back Office	1 F	Senior Operations Analyst	Back Office	1 F	Senior Business Analyst	Back Office	1 M
Investment Operations Analyst	Back Office	1 F	Communications Executive	Back Office	1 F	Derivatives Operations Analyst	Back Office	1 M
Senior Operations Analyst	Back Office	1 F	Investment Operations Analyst	Back Office	1 M	Senior Software Developer	Back Office	1 M
Communications Executive	Back Office	1 F	Investment Operations Analyst	Back Office	1 F	Investment Operations	Back Office	1 M
Investment Operations Analyst	Back Office	1 M	Head of IT	Back Office	1 M	Legal Secretary	Back Office	1 F
Senior Investment Operations Analyst	Back Office	1 F	Records Manager	Back Office	1 M	Legal Counsel	Back Office	1 F
Head of IT	Back Office	1 M	Manager, Investment Operations	Back Office	1 M	Head of Communications	Back Office	1 F
Investment Operations Analyst	Back Office	1 M	CEO	Back Office	1 M	Legal Counsel	Back Office	1 M
Travel/Admin Manager and HR Coordinator	Back Office	1 F	General Counsel	Back Office	1 F	Records Manager	Back Office	1 M
CEO	Back Office	1 M	Senior Investment Operations Analyst	Back Office	1 F	General Counsel	Back Office	1 F
General Counsel/General Manager Corp Aff	Back Office	1 F	GM Operations	Back Office	1 M	Head of Strategic Development	Back Office	1 M
General Manager, Operations	Back Office	1 M	Office Assistant	Back Office	1 F	Executive Assistant to CEO and Board	Back Office	1 F
Tester	Back Office	1 M	Senior Business Systems Analyst	Back Office	1 M	Analyst, Investment Analysis	Front Office	1 M
Office Assistant	Back Office	1 F	Senior Software Developer	Back Office	1 M	Project Manager (Investments)	Front Office	1 F
Manager, Investment Systems	Back Office	1 M	Investment Operations Analyst	Back Office	1 M	PA to GM Investments & GM Portfolio (Front Office	1 F
Senior Software Developer	Back Office	1 M	Portfolio Manager, Strategic Tilting	Front Office	1 M	Senior Analyst, Manager Monitoring	Front Office	1 M
Investment Operations Analyst	Back Office	1 M	Analyst, Investment Analysis	Front Office	1 M	Senior Analyst, Direct	Front Office	1 M
Head of Strategic Development	Back Office	1 M	Senior Macroeconomic Strategist	Front Office	1 F	Manager Investment Analysis	Front Office	1 M
Portfolio Manager, Strategic Tilting	Front Office	1 M	Analyst, Manager Monitoring	Front Office	1 F	Senior Analyst, Unlisted Mandates	Front Office	1 F
Portfolio Manager, NZ Direct Investment	Front Office	1 M	Senior Macroeconomic Strategist	Front Office	1 M	Manager, Listed Mandates	Front Office	1 M
Portfolio Manager, NZ Equities	Front Office	1 M	Head of Portfolio Investments	Front Office	1 M	Head of Investments	Front Office	1 F
Senior Investment Strategist	Front Office	1 F	Project Manager, Responsible Investments	Front Office	1 F	Senior Analyst, Investment Analysis	Front Office	1 M
Analyst, Manager Monitoring	Front Office	1 F	Manager, Macroeconomic Strategy	Front Office	1 M	Senior Analyst, Listed Mandates	Front Office	1 M

Senior Macroeconomic Strategist	Front Office	1 M	General Manager, Portfolio Completion	Front Office	1 M	Manager, Private Equity	Front Office	1 M
Head of Portfolio Investments	Front Office	1 M	Head of Direct	Front Office	1 M	Head of Investment Analysis	Front Office	1 M
Manager, Macroeconomic Strategy	Front Office	1 M	Senior Analyst, Manager Monitoring	Front Office	1 M	Manager, Property	Front Office	1 M
Head of Portfolio Completion	Front Office	1 M	Portfolio Manager, Portfolio Completion	Front Office	1 M	Senior Analyst, Investment Analysis	Front Office	1 M
General Manager, Portfolio Completion	Front Office	1 M	Senior Analyst, Direct	Front Office	1 M	Senior Analyst, Direct	Front Office	1 F
Head of NZ Direct Investment	Front Office	1 M	Manager, Investment Analysis	Front Office	1 M	Head of Direct	Front Office	1 M
Head of International Direct Investment	Front Office	1 M	Senior Analyst, Unlisted Mandates	Front Office	1 F	Manager, Direct	Front Office	1 M
Portfolio Manager, Manager Monitoring	Front Office	1 M	Analyst, Unlisted Mandates	Front Office	1 M	Portfolio Manager, Strategic Tilting	Front Office	1 M
Portfolio Manager, Portfolio Completion	Front Office	1 M	Head of Asset Allocation	Front Office	1 M	Senior Investment Strategist	Front Office	1 F
Portfolio Manager, International Direct Investment	Front Office	1 M	Manager, Unlisted Mandates	Front Office	1 M	Senior Investment Strategist	Front Office	1 M
Portfolio Manager, Unlisted Mandates	Front Office	1 F	Portfolio Manager, Portfolio Completion	Front Office	1 M	Head of Portfolio Investments	Front Office	1 M
Analyst, International Direct Investment	Front Office	1 M	Portfolio Manager, Portfolio Completion	Front Office	1 M	Manager, Macroeconomic Strategy	Front Office	1 M
Head of Asset Allocation	Front Office	1 M	Head of Investments	Front Office	1 F	Portfolio Manager, Portfolio Completion	Front Office	1 M
Manager, Unlisted Mandates	Front Office	1 M	Senior Analyst, Unlisted Mandates	Front Office	1 M	Head of Asset Allocation	Front Office	1 M
Portfolio Manager, Portfolio Completion	Front Office	1 M	Personal Assistant to Investments, PC and Strategic	Front Office	1 F	Portfolio Manager, Portfolio Completion	Front Office	1 M
Portfolio Manager, Portfolio Completion	Front Office	1 M	Senior Analyst, Investment Analysis	Front Office	1 M	Portfolio Manager, Portfolio Completion	Front Office	1 M
Portfolio Risk Analyst	Front Office	1 F	Portfolio Manager, NZ Equities	Front Office	1 M	Chief Advisor and Head of Strategic Tilt	Front Office	1 M
Head of Investments	Front Office	1 F	Manager, Responsible Investment	Front Office	1 F	Senior Analyst, Macroeconomic Strategy	Front Office	1 M
Portfolio Manager, Unlisted Mandates	Front Office	1 M	Portfolio Manager, Strategic Tilting	Front Office	1 M	Chief Executive Officer	Front Office	0.3 M
Personal Assistant to Investments, PC and Strategic	Front Office	1 F	Analyst, Responsible Investment	Front Office	1 F	GM Investments	Front Office	1 M
Portfolio Manager, International Direct Investment	Front Office	1 M	Head of Investment Analysis	Front Office	1 M	Manager, Responsible Investment	Front Office	1 F
Portfolio Manager (Team Leader), NZ Equities	Front Office	1 M	Analyst, Listed Mandates	Front Office	1 M	RI Analyst	Front Office	1 F
Manager, Responsible Investment	Front Office	1 F	Senior Analyst, Investment Analysis	Front Office	1 M	GM Finance	Middle Office	1 M
Analyst, NZ Equities	Front Office	1 F	Senior Analyst, Direct	Front Office	1 F	Chief Executive Officer	Middle Office	0.3 M
Portfolio Manager, Strategic Tilting	Front Office	1 M	Portfolio Manager, Portfolio Investments	Front Office	1 M	Head of Finance	Middle Office	1 F
Senior Analyst, Responsible Investment	Front Office	1 F	Analyst, Listed Mandates	Front Office	1 F	Financial Accountant	Middle Office	1 F
Head of Investment Analysis	Front Office	1 M	GM Investments	Front Office	1 M	Accountant	Middle Office	1 F
Portfolio Manager, Listed Mandates	Front Office	1 M	Chief Advisor and Head of Strategic Tilting	Front Office	1 M	Senior Accountant	Middle Office	1 F
Senior Investment Strategist	Front Office	1 M	Manager, Direct	Front Office	1 M	Senior Financial Accountant	Middle Office	1 M
Portfolio Manager, NZ Direct Investment	Front Office	1 F	Senior Analyst, Macroeconomic Strategy	Front Office	1 M	Head of Tax	Middle Office	1 M
Senior Investment Strategist	Front Office	1 M	Head of Finance	Middle Office	1 F	Head of Internal Audit	Middle Office	1 M
Portfolio Manager, Portfolio Investments	Front Office	1 M	Financial Accountant	Middle Office	1 F	Senior Tax Accountant	Middle Office	1 F
Analyst, Listed Mandates	Front Office	1 F	Accountant	Middle Office	1 F	Portfolio Risk Analyst - Monitoring	Middle Office	1 F
Analyst, International Direct Investment	Front Office	1 M	Portfolio Risk Analyst	Middle Office	1 M	Portfolio Risk Analyst - Performance	Middle Office	1 M
Analyst, Investment Analysis	Front Office	1 M	GM Finance	Middle Office	1 M	Operations Due Diligence Analyst	Middle Office	1 M
Chief Investment Officer	Front Office	1 M	Senior Accountant	Middle Office	1 F	Operations Due Diligence Analyst	Middle Office	1 M
Manager, Investment Analysis	Front Office	1 M	Portfolio Risk Analyst	Middle Office	1 M	Head of Portfolio Risk	Middle Office	1 M
Portfolio Manager, NZ Direct Investment	Front Office	1 M	Operations Due Diligence Analyst	Middle Office	1 M			<u>77.99</u>
Senior Analyst, Macroeconomic Strategy	Front Office	1 M	General Manager Corporate Strategy	Middle Office	1 M			
Operations Due Diligence Analyst	Middle Office	1 M	Portfolio Risk Analyst	Middle Office	1 F	Wellington Based (1 Female, 2 Male)		3
Senior Portfolio Risk Analyst	Middle Office	1 M	Operational Due Diligence Analyst	Middle Office	1 M	Auckland Based (26 Female, 49 Male)		<u>75</u>
Head of Portfolio Risk	Middle Office	1 M	Head of Portfolio Risk	Middle Office	1 M			<u>78</u>
Operational Due Diligence Analyst	Middle Office	1 M	Senior Financial Accountant	Middle Office	1 M			
Portfolio Risk Analyst	Middle Office	1 M	Head of Tax	Middle Office	1 M	Part time (7 Female, 1 Male)		8
Senior Financial Accountant	Middle Office	1 M	Head of Internal Audit	Middle Office	1 M	Fulltime (20 Female, 50 Male)		<u>70</u>
Head of Finance	Middle Office	1 F	Senior Tax Advisor	Middle Office	1 F			<u>78</u>
Financial Accountant	Middle Office	1 F			<u>89</u>			
Accountant	Middle Office	1 F				Front Office (8 Female, 24.3 Male)		32.3
General Manager, Finance	Middle Office	1 M	Auckland Based		<u>89</u>	Middle Office (6 Female, 8.3 Male)		14.3
Senior Accountant	Middle Office	1 F				Back Office (13 Female, 18.3 Male)		31.3

Senior Tax Advisor	Middle Office	1 M	Part time (6 Female, 1 Male)	7		<u>77.99</u>
Senior Financial Accountant	Middle Office	1 M	Fulltime (26 Female, 56 Male)	<u>82</u>		
Head of Tax	Middle Office	1 M		<u>89</u>	Male	51
Senior Tax Advisor	Middle Office	1 F			Female	<u>27</u>
Head of Internal Audit	Middle Office	1 M	Front Office (10 Female, 28 Male)	38		<u>78</u>
		<u>98</u>	Middle Office (6 Female, 10 Male)	16		
			Back Office (16 Female, 19 Male)	<u>35</u>		
Auckland Based		<u>98</u>		<u>89</u>		
Part time (5 Female)		5	Male	58		
Fulltime (27 Female, 66 Male)		<u>93</u>	Female	<u>31</u>		
		<u>98</u>		<u>89</u>		
Front Office (11 Female, 33 Male)		44	Under 20	0		
Middle Office (5 Female, 11 Male)		16	20-29	5		
Back Office (16 Female, 22 Male)		<u>38</u>	30-39	39		
		<u>98</u>	40-49	31		
			50-59	13		
Male		66	Over 60	<u>1</u>		
Female		<u>32</u>		<u>89</u>		
		<u>98</u>				
Under 20		0				
20-29		12				
30-39		42				
40-49		33				
50-59		10				
Over 60		<u>1</u>				
		<u>98</u>				

30/06/2011			30/06/2010		
GM Human Resources	Back Office	1 F	GM Operations	Back Office	1 M
GM Operations	Back Office	1 M	GM Human Resources	Back Office	1 F
GM Corporate Strategy	Back Office	1 M	GM Corporate Strategy	Back Office	1 M
Chief Executive Officer	Back Office	0.3 M	Chief Executive Officer	Back Office	# M
PA to GM HR, GM Finance and GM Operations	Back Office	1 F	Business Systems Analyst	Back Office	1 M
Executive Assistant to CEO	Back Office	1 F	Portfolio Administrator	Back Office	1 F
HR Co-ordinator	Back Office	1 F	Head of Operations	Back Office	1 M
Receptionist/Office Co-ordinator	Back Office	1 F	Legal Counsel	Back Office	1 F
Business Systems Analyst	Back Office	1 M	PA to GM HR, GM Finance & GM Operations	Back Office	1 F
Senior Portfolio Administrator	Back Office	1 F	Executive Assistant to CEO	Back Office	1 F
IT Desktop Support	Back Office	1 M	PA to GM Corporate Strategy & Board	Back Office	1 F
Head of Operations	Back Office	1 M	Head of Communications	Back Office	1 M
Senior Business Analyst	Back Office	1 M	Operations Analyst	Back Office	1 F
Senior Operations Analyst	Back Office	1 F	Senior Software Developer	Back Office	1 M
Senior Operations Analyst	Back Office	1 M	PA Investments	Back Office	1 F
Portfolio Administrator	Back Office	1 F	Investment Operations Manager	Back Office	1 M
Head of IT	Back Office	1 M	Head of IT	Back Office	1 M
Operations Manager	Back Office	1 M	Investment Operations Manager	Back Office	1 M
Portfolio Administrator	Back Office	1 M	HR Co-ordinator	Back Office	1 F
Portfolio Administrator	Back Office	1 F	Portfolio Administrator	Back Office	1 M
Senior Business Analyst	Back Office	1 M	General Counsel	Back Office	1 F
Operations Derivatives Analyst	Back Office	1 M	Head of Strategic Development	Back Office	1 M
Senior Software Developer	Back Office	1 M	Business Systems Analyst	Back Office	1 M
Legal Counsel	Back Office	1 M	Operations Derivatives Analyst	Back Office	1 M
Head of Communications	Back Office	1 M	Receptionist/Office Co-ordinator	Back Office	1 F
PA to GM Corporate Strategy & Board	Back Office	1 F	Analyst	Front Office	1 M
General Counsel	Back Office	1 F	Senior Investment Strategist	Front Office	1 F
Legal Counsel	Back Office	1 F	Research Analyst	Front Office	1 M
Head of Strategic Development	Back Office	1 M	Senior Analyst	Front Office	1 F
Analyst	Front Office	1 M	Senior Investment Strategist	Front Office	1 M
Senior Analyst	Front Office	1 F	Senior Business Analyst	Front Office	1 M
Senior Analyst	Front Office	1 M	Senior Research Analyst	Front Office	1 F
Manager, Investments	Front Office	1 F	Investment Strategist	Front Office	1 M
Manager, Active Return Strategies	Front Office	1 M	Senior Research Analyst	Front Office	1 M
PA to GM Investments & GM Asset Allocation	Front Office	1 F	Senior Research Analyst	Front Office	1 M
Senior Analyst	Front Office	1 M	Senior Investment Strategist	Front Office	1 M
Manager, Private Equity	Front Office	1 M	Treasury Manager	Front Office	1 M
Head of Investment Analysis	Front Office	1 M	Treasury Manager	Front Office	1 M
Manager, Property	Front Office	1 M	Head of Portfolio Completion	Front Office	1 M
Analyst	Front Office	1 M	Manager, Private Equity	Front Office	1 M
Senior Analyst	Front Office	1 F	Senior Analyst	Front Office	1 M
Head of Direct	Front Office	1 M	Senior Quantitative Analyst	Front Office	1 M
Manager Timber & Rural	Front Office	1 M	Manager, Property	Front Office	1 M

Senior Analyst	Front Office	1 F	Senior Analyst NZ Direct	Front Office	1 F
Portfolio Manager	Front Office	1 M	Head of NZ Direct	Front Office	1 M
Macroeconomic Strategist	Front Office	1 M	Manager, Timber	Front Office	1 M
Head of Portfolio Design	Front Office	1 M	Portfolio Monitoring Manager	Front Office	1 F
Portfolio Manager	Front Office	1 M	GM Investments	Front Office	1 M
Portfolio Manager	Front Office	1 M	GM Asset Allocation	Front Office	1 M
Head of Portfolio Completion	Front Office	1 M	Head of Responsible Investment	Front Office	1 F
Head of Asset Allocation	Front Office	1 M	Responsible Investment Analyst	Front Office	1 F
Chief Executive Officer	Front Office	0.3 M	Chief Executive Officer	Front Office	# M
GM Investments	Front Office	1 M	GM Finance	Middle Office	1 M
GM Asset Allocation	Front Office	1 M	Chief Executive Officer	Middle Office	# M
Head of Responsible Investment	Front Office	1 F	Credit/Risk Analyst	Middle Office	1 M
Responsible Investment Analyst	Front Office	1 F	Head of Finance	Middle Office	1 F
GM Finance	Middle Office	1 M	Assistant Accountant	Middle Office	1 F
Chief Executive Officer	Middle Office	0.3 M	Performance Analyst	Middle Office	1 M
Head of Finance	Middle Office	1 F	Performance Analyst	Middle Office	1 M
Accountant	Middle Office	1 F	Financial Accountant	Middle Office	1 M
Senior Accountant	Middle Office	1 F	Internal Auditor	Middle Office	1 M
Senior Financial Accountant	Middle Office	1 M	Operational Due Diligence Analyst	Middle Office	1 M
Head of Tax	Middle Office	1 M	Head of Portfolio Risk and Compliance	Middle Office	1 M
Head of Internal Audit	Middle Office	1 M	Fund & Tax Accountant	Middle Office	1 M
Senior Tax Accountant	Middle Office	1 F	Head of Tax	Middle Office	1 M
Credit/Risk Analyst	Middle Office	1 M	Senior Performance Analyst	Middle Office	1 M
Performance Analyst	Middle Office	1 M			<u>64</u>
Operational Due Diligence Analyst	Middle Office	1 M			
Operational Due Diligence Analyst	Middle Office	1 M	Wellington Based (1 Female, 2 Male)		3
Head of Portfolio Risk and Compliance	Middle Office	1 M	Auckland Based (19 Female, 42 Male)		<u>61</u>
Portfolio Monitoring Manager	Middle Office	1 F			<u>64</u>
		<u>69</u>			
			Part time (2 Female, 0 Male)		2
Wellington Based (1 Female, 2 Male)		3	Fulltime (18 Female, 44 Male)		<u>62</u>
Auckland Based (23 Female, 43 Male)		<u>66</u>			<u>64</u>
		<u>69</u>			
			Front Office (7 Female, 19.3 Male)		##
Part time (7 Female, 1 Male)		8	Middle Office (2 Female, 11.3 Male)		##
Fulltime (17 Female, 44 Male)		<u>61</u>	Back Office (11 Female, 13.3 Male)		##
		<u>69</u>			<u>64</u>
Front Office (7 Female, 19.3 Male)		26.3	Male		44
Middle Office (5 Female, 9.3 Male)		14.3	Female		<u>20</u>
Back Office (12 Female, 16.3 Male)		<u>28.3</u>			<u>64</u>
		<u>69</u>			
Male		45			
Female		<u>24</u>			
		<u>69</u>			

