



Te Kawa Mataaho

Public Service Commission

9 May 2024

9(2)(a) privacy

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Official Information Request
Our Ref: OIA 2024-0081

I refer to your official information request received on 10 April 2024 where you asked:

“Please provide your answers to my requests in the table provided -

- *How many FTEs did your organization employ on: 1 August 2023 and 1 April 2024?*
- *Since 1 August 2023, how many roles has your organization disestablished?*
- *Since 1 August 2023, how many vacant roles were disestablished?*
- *Since 1 August 2023, how many roles has your organisation established?*
- *Since 1 August 2023, how many fixed-term employment contracts did your organisation terminate early?*
- *Please provide a brief summary of which roles have been disestablished since 1 August 2023.*
- *Please provide a brief summary of any communications with staff on potential job losses since 1 August 2023.*
- *Is your organisation consulting on or planning to consult on disestablishing roles?*
- *When does your organisation expect to start consulting on disestablishing roles?*
- *If consultation has already started, how many roles is your organisation proposing to: disestablish and/or establish?*
- *If consultation has already started, please provide a brief summary of which roles are proposed to be disestablished.*
- *When does your organisation expect to make final decisions on its proposal to disestablish roles? “*

Information being released

Please find listed in the table below our response to your questions related to the Commission’s change process to achieve the savings target given to the Commission.

It is important to note that on 2 May 2024 as a result of a Cabinet decision, the Commission has commenced a specific change process with our Pay Equity team. For ease of reference, we have referenced separately the information specific to this change process in the table below.

Item	Question	Decision		
1	How many FTEs did your organization employ on: 1 August 2023 and 1 April 2024?	Employee Type	August 2023	April 2024*
		Fixed Term	22.63	18.95
		Permanent	180.48	175.85
		Grand Total	203.11	194.80

		*As at 31 March 2024, FTE: 194.80
2	Since 1 August 2023, how many roles has your organization disestablished?	We have not completed any formal change processes that have resulted in positions being disestablished.
3	Since 1 August 2023, how many vacant roles were disestablished?	We have not completed any formal change processes that have resulted in positions being disestablished.
4	Since 1 August 2023, how many roles has your organisation established?	We have not completed any formal change processes that have resulted in positions being established.
5	Since 1 August 2023, how many fixed-term employment contracts did your organisation terminate early?	We have not completed any formal change processes that have resulted in any fixed-term employment contracts being terminated early.
6	Please provide a brief summary of which roles have been disestablished since 1 August 2023.	We have not completed any formal change processes that have resulted in any positions being disestablished.
7	Please provide a brief summary of any communications with staff on potential job losses since 1 August 2023.	We have not yet commenced a formal change process with our wider organisation. However, on 2 May 2024 as a result of a Cabinet decision we commenced a change process with our Pay Equity team. We are currently in the consultation phase of this process.
8	Is your organisation consulting on or planning to consult on disestablishing roles?	The Commission is planning to consult on a change proposal for the wider organisation. The Commission is currently consulting with the Pay Equity team as a result of a Cabinet decision on 2 May 2024.
9	When does your organisation expect to start consulting on disestablishing roles?	The consultation process for the wider organisation is expected to commence before the end of May 2024
10	If consultation has already started, how many roles is your organisation proposing to: disestablish and/or establish?	Consultation has not commenced for the wider organisation yet. However, on 2 May 2024 we commenced a change process with our Pay Equity team which currently proposes to disestablish 6 positions and create 1 new position.
11	If consultation has already started, please provide a brief summary of which roles are proposed to be disestablished	Consultation has not commenced for the wider organisation. With regards to the Pay Equity team, we have proposed to disestablish the following positions: <ul style="list-style-type: none"> • Manager Pay Equity Taskforce • 2 x Principal Advisors • 3 x Senior Advisors It also involves the proposed creation of a new position of Principal Advisor/ Senior Advisor Pay Equity and Employment Relations.

12	When does your organisation expect to make final decisions on its proposal to disestablish roles?	The timing of the final decisions in relation to the change programme to the wider organisation will depend on when it commences and the outcome of the consultation process. With regards to the Pay Equity change process, the confirmed structure is proposed to be announced on 30 May 2024, however this is an indicative date at this stage.
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If you wish to discuss this decision with us, please feel free to contact Ministerial.Services@publicservice.govt.nz.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that we intend to publish this letter (with your personal details removed) on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely



Nicky Dirks
Manager – Ministerial and Executive Services
Te Kawa Mataaho Public Service Commission