

## Agency Change Activity SitRep

Drawn from Information Provided by Agencies as at **Thursday, 11 April 2024**

Updated information is in **RED**. New entries are highlighted in **BLUE**.

Upcoming Agency Communications		
Release date	Agency	
<b>11 April 2024</b>	<b>Ministry of Transport</b>	
	Overview of announcement	Consultation on proposal to disestablish current Major Projects team and redeploy existing staff within this team to other areas of business
	Rationale	To align with government priorities – less time and focus needed to be dedicated to a function for major projects
	Impact on roles proposed/decided	The team consists of 9 positions, with currently 6 staff. The proposal is to redeploy these staff to other areas of the business.
	Agency FTE increase since 2017	30 June 2017: 120 FTE 31 Dec 2023: 232 FTE = 112 FTE increase
	Agency's key messages	The Major Projects team was set up to lead advice on existing and future major projects, however with the focus of the new government and the Minister priorities which have been communicated to us, we see less time and focus needing to be dedicated to a function for major projects. The existing work programme of this team is significantly reducing, and we are finding that the Government's priorities are focused elsewhere rather than Major Projects. It is due to these factors, and after considering the functions and priorities of this group, I am proposing to disestablish the Major Projects team.
	Key dates	11 April 2024: Consultation begins 24 April 2024: Consultation period closes 1 May 2024: Final decisions are sent to the Union 2 May 2024: Final decisions are presented to the Major Projects team 6 May 2024: New structure effective, team disestablished and staff shifts to other teams
<b>11 April 2024</b>	<b>Ministry of Business, Innovation and Employment</b>	
	Overview of announcement	Consultation on proposal for the realignment of the Building and Tenancy branch and the Intellectual Property Office of New Zealand (IPONZ) – both part of the Service Delivery group
	Rationale	Building and Tenancy: Realignment to consolidate resourcing and fiscal footprint IPONZ: Consolidate like-functions to improve performance and turnaround for customers
	Impact on roles proposed/decided	Building and Tenancy: 18.69 potential impacted FTE IPONZ: 6.5 potential impacted FTE
	Agency FTE increase since 2017	30 June 2017: 3,366 FTE 31 Dec 2023: 6,650 FTE = 3,284 FTE increase
	Agency's key messages	<i>Building and Tenancy:</i> <ul style="list-style-type: none"> <li>• Enable successful delivery of statutory and regulatory stewardship responsibilities as effectively and efficiently as possible within the current environment of fiscal constraint</li> <li>• Better enable B&amp;T to engage effectively with its sectors, partners, and stakeholders with a particular focus on putting customers at the centre</li> <li>• Strengthen ability to take a cohesive and integrated approach across regulatory systems and better enable identification of gaps and make the most of opportunities</li> </ul>

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		<ul style="list-style-type: none"> <li>• Ensure appropriate spans of leadership and team size</li> <li>• Strengthen approach and response to the challenges across regulatory systems</li> <li>• Future proof B&amp;T to ensure can deliver services now and in the future to meet changes in customer demand and expectations</li> <li>• Ensure appropriate business continuity and ensure duplication is not occurring across teams</li> <li>• Reduce operational costs where possible</li> </ul> <p><i>IPONZ:</i> The proposal considers how IPONZ can best be structured to deliver its services, with a view to:</p> <ul style="list-style-type: none"> <li>• Improve timeliness of decisions</li> <li>• Balance team sizes and spans of control</li> <li>• Support staff growth and development</li> <li>• Reduce costs in some areas</li> </ul>
	Key dates	11 April 2024: Consultation release
<b>12 April 2024</b>	<b>Department of Internal Affairs – Stage 2</b>	
	Overview of announcement	Commencement of consultation on proposed organisational changes in the Māori, Strategy and Performance branch – one of the Department’s corporate branches. This is stage 2 of DIA’s 4-step change programme.
	Rationale	The proposed changes are part of the Department’s baseline reduction programme to meet the 6.5% reduction for 1 July 2024.
	Impact on roles proposed/decided	FTE reductions are in three teams: Legal Services, the Communications Group and the Enterprise Portfolio Management Office (EPMO). Proposed changes to positions are as follows: <ul style="list-style-type: none"> <li>• 20 positions disestablished</li> <li>• 4 temporary positions will be closed</li> <li>• 8 positions will have a change in reporting line</li> <li>• 2 new positions will be established, one in Legal Services and one in the EPMO</li> </ul>
	Agency FTE increase since 2017	30 June 2017: 2,066 FTE 31 Dec 2023: 2,824 FTE = 758 FTE increase <i>The total FTE numbers include Ministry for Ethnic Communities and FTE related to time-limited funding activities.</i>
	Agency’s key messages	<ul style="list-style-type: none"> <li>• The branch’s SLT has already taken steps to reduce costs in ways that do not affect the employment of kaimahi</li> <li>• To meet cost reduction requirements, we must make structural change that results in fewer people and reduced salary costs</li> <li>• As a result, the proposals, if confirmed, will affect positions in three branch functions and teams: Legal Services, the Communications Group and the Enterprise Portfolio Management Office</li> </ul>

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	Key dates	<p><b>Key dates for Māori, Strategy and Performance Branch change process:</b></p> <p>12 April 2024: Consultation commences  3 May 2024: Feedback period closes  5 June 2024: Final decisions announced</p> <p><b>NB: DIA has 4 stages of change, commencing:</b></p> <p>27 March 2024: Stage 1 – National Library Indexing Team  12 April 2024: Stage 2 – Māori, Strategy and Performance Branch  April 2024 (TBC): Stage 2.5 – Digital Public Service Branch  24 April 2024: Stage 3 – Regulation and Policy Branch, and Organisational Capability and Services Branch  8 May 2024: Stage 4 – Enterprise Partnerships (National Library and Archives only)</p>
<b>15 April 2024</b>	<b>Cyclone Recovery Unit</b>	
	Overview of announcement	Decisions on change proposal are announced and impacted employees are notified individually
	Rationale	<ul style="list-style-type: none"> <li>Rebalance of skills and experience needed in the Unit as a result of additional responsibilities. In September last year the Extreme Weather Cabinet Committee added responsibility for Implementation of the Future of Severely Impacted Properties (FOSAL) suite of policies including the \$1.6bn appropriation, and Implementation of the Whenua Māori and Marae Pathway.</li> <li>The Prime Minister and Minister of Emergency Management and Recovery made a decision to disestablish the Cyclone Recovery Taskforce, with \$2m savings for 2024/25. To give effect to the decision and release the \$2m savings, the Cyclone Recovery Taskforce Secretariat with 6 FTE has to be disestablished.</li> </ul>
	Impact on roles proposed/decided	The new structure will initially have 28 FTE, <b>a decrease of 8 FTE</b> from the initial FTE establishment. As staff are on fixed term agreements those affected by the proposed change would not qualify for redundancy – but if when the process is complete any are not reassigned, they would finish by 30 June, with the new structure proposed to be operational on 1 July.
	Agency FTE increase since 2017	Agency established in 2023 with 36 FTE
	Agency's key messages	The purpose of this change is to recognise the changes in the role of the Cyclone Recovery Unit since it was established in March 2023 and to identify the impact of the changed role on the roles, responsibilities, skills, and experience needed in the Unit.
	Key dates	19 March 2024: Consultation commenced 15 April 2024: Decision announced and impacted employees notified individually 16 April – 28 June 2024: Transitioning activities, including recruitment for new roles 30 May 2024: Notice given to staff in role ending, that their fixed term will end 1 July 2024: New structure to take effect
<b>18 April 2024</b>	<b>Land Information New Zealand</b>	
	Overview of announcement	<i>Two upcoming announcements:</i> <b>18 April 2024:</b> Announcing the commencement of change activity focused on the People (HR) and Customer Engagement functions. The context and scope for the change will be provided in an intranet article, with affected groups being told earlier in the day. <b>23 April 2024:</b> Consultation document released and support information sent to People and Customer Engagement teams with detail of briefings with affected people. Whole organisation will receive high level summary of the proposals. Consultation timeframes announced.
	Rationale	Following a review of non-essential services or work, a pause in recruitment, and the subsequent disestablishment of vacant roles, this process will move LINZ beyond the resulting interim arrangements and align workforce to the most important functions. It will also contribute to achieving the required savings.
	Impact on roles proposed/decided	<b>Net reduction of 5 roles</b> through this round, with 7 disestablished (2 of which are already vacant) and 2 roles established.

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		52 FTE roles disestablished already in early 2024 following a period of holding vacancies (77% back office).
Agency FTE increase since 2017		30 June 2017: 576 FTE 31 Dec 2023: 832 FTE = 256 FTE increase
Agency's key messages		<ul style="list-style-type: none"> <li>• Need to reduce spending to meet Government priorities</li> <li>• Have done everything before now to lessen the change required, e.g. pausing recruitment, reducing contractor and consultant spend, reducing discretionary budgets.</li> <li>• Need to prioritise certain areas of work. Ensure people and resources are in the right places to focus on highest priorities</li> <li>• Working to minimise impact on people.</li> <li>• Will need to reduce a small number of roles in some defined areas.</li> </ul>
Key dates		<p>18 April 2024: Cost savings programme update intranet story posted, advising that change in two functions will be proposed. People in affected functions and PSA reps advised in advance over the previous two days.</p> <p>19 April 2024: Change programme item in leaders' hui</p> <p>22 April 2024: Meet with affected team leaders, brief on proposals and discuss leaders' role. One-on-one meetings with affected people start</p> <p><b>23 April 2024: Consultation on proposals begins</b> - meetings with affected teams, consultation document sent to affected teams, summary of proposals posted on intranet</p> <p>8 May 2024: Consultation ends</p>

Previous Agency Communications			
Release date	Agency	Announcement	Impacted FTE proposed/decided
10 April 2024	Department of Conservation	Consultation on change process commences	<p>A net reduction of 124 positions is proposed, made up of:</p> <ul style="list-style-type: none"> <li>• 263 roles to be disestablished</li> <li>• 139 roles created as part of the new structure</li> </ul> <p>The net reduction of 124 is likely to result in:</p> <ul style="list-style-type: none"> <li>• <b>Around 31 redundancies</b> (if all roles created as part of the new structure are filled by impacted staff)</li> <li>• 93 positions currently vacant being disestablished.</li> </ul>
	New Zealand Police	DCE Corporate Operations role disestablished following resignation	1 second-tier role disestablished
9 April 2024	Serious Fraud Office	Commencement of an organisational efficiency and effectiveness review	None at this stage
	Ministry of Justice	<p>Decisions announced on <b>Phase 1</b> Organisational Realignment involving Strategy, Governance Finance, Corporate Digital Services, Ātea a Rangi and Operations Service Delivery groups.</p> <p><b>Phase 2</b> timeframes announced</p>	<p><b>Phase 1:</b> 5 roles are disestablished, consisting of one Deputy-Secretary role, three Group Manager roles, and one Executive Support role.</p> <p><b>Phase 2:</b> The scale of FTE changes is not yet known, as it will come from the detailed work of Phase 2. The proposed FTE changes will be included in the Phase 2 consultation document planned for release in June 2024.</p>
9(2)(f)(iv) confidentiality of advice			

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8 April 2024	Ministry for the Environment	Seeking expressions of interest from staff for voluntary redundancy	N/A
4 April 2024	Ministry for Culture and Heritage	Full change proposal presented to staff	Proposed reduction of 33 FTE – 14 are vacancies, 7 are fixed term
	Ministry of Social Development	Opening applications for voluntary redundancy from appropriate non-frontline staff	N/A
	Ministry of Business, Innovation and Employment	Proposal for the realignment of the Engagement and Experience branch (Service Delivery)	22.5 impacted FTE, excluding existing vacancies
	Ministry of Health	Consultation on proposals for organisational change	131 net reduction of positions (271 positions disestablished, 140 new positions) Of the 271 disestablished roles, 60 are filled and the remainder are vacancies.
3 April 2024	Department of the Prime Minister and Cabinet	Consultation with staff of the Child Wellbeing and Poverty Reduction Group in relation to agreed transfer of function to MSD. Consultation is about the process and terms and conditions. Transfer of functions already agreed.	Staff transfer from DPMC to MSD (s.86 Public Service Act)
27 March 2024	Crown Law Office	Decisions on changes to Strategy, Corporate and System Leadership functions	Overall reduction of 8 FTE <ul style="list-style-type: none"> <li>• 17 roles disestablished – 4 of these are vacant, 3 are unbudgeted and 2 are filled by fixed-term employees</li> <li>• 10 new roles have been created, some of which are established for a fixed term to help contribute to overall savings</li> <li>• Overall FTE reduction across Crown Law (as at implementation on 1 July 2024) is 8</li> <li>• No core legal roles have been impacted by this change</li> </ul>
	Department of Internal Affairs	Consultation commences for a proposed change to close down the Indexing team in the Content Services Directorate of the National Library. This is <b>stage 1</b> of DIA's 4-step change programme.	The proposal is to disestablish 9 FTE
19 March 2024	Cyclone Recovery Unit	Consultation document on proposed changes released to staff	The proposed new structure will initially have 28 FTE, a decrease of 8 FTE from the initial FTE establishment.

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