

Agency Change Activity SitRep

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

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

| Upcoming Agency Communications | | |
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| Release date | Agency | |
| 16 July 2024 | New Zealand Transport Agency Waka Kotahi | |
| | Overview of announcement | NZTA will be undertaking group by group change consultations to meet their efficiency and effectiveness savings targets. Consultation with the Pūmanawa Tāngata - People and Safety business group will begin on 16 July 2024 and will run through until 31 July 2024. |
| | Rationale | NZTA will be undertaking group by group change consultations in order to meet their efficiency and effectiveness savings targets. |
| | Impact on roles | The proposed impacts would see: <ul style="list-style-type: none"> Disestablishing of 34 existing positions Establishing 17 new positions An overall reduction of 17 Full Time Equivalents (FTE). |
| | Tier 2 and 3 roles within scope? | TBC |
| | Agency FTE increase since 2017 | 30 June 2017: 1,352.5 FTE 31 Dec 2023: 2,651 FTE = 1,298.5 FTE increase |
| | Agency's key messages | NZTA will be undertaking group by group change consultations to meet their efficiency and effectiveness savings targets. They will consult with their people and union partners as needed on this proposal. (Note that NZTA have prepared reactive media lines in case of queries). |
| | Key dates | 16 July announcements made internally. Consultation with affected group (Pūmanawa Tāngata - People and Safety business group) runs through until 31 July 2024 |
| 10 July 2024 | Statistics New Zealand – Strategic Engagement and Māori Partnerships (SEMP) | |
| | Overview of announcement | Stats NZ announced its proposal for the Strategic Engagement and Māori Partnerships (SEMP) team on 10 July 2024. The proposal is open for feedback from 10 July to 5pm Wednesday 24 July. |
| | Rationale | The change proposal signals the completion of the transitional change for Strategic Engagement and Māori Partnerships (SEMP) that began in phase one of organisational change, late 2023. This proposal adjusts SEMP to ensure its functions are streamlined and poised to support the organisation to deliver on the government's objectives through embracing system leadership and the increased focus on future census and administrative data. |
| | Impact on roles decided | Impacted staff numbers are low and will be less than 5. |
| | Tier 2 and 3 roles within scope? | Tier 2 not in scope; Tier 3 in scope. |
| | Agency FTE increase since 2017 | 30 June 2017: 921 FTE 31 Dec 2023: 1,491 FTE = 570 FTE Increase |
| | Agency's key messages | This change proposal signals the completion of the transitional change for Strategic Engagement and Māori Partnerships (SEMP) that began in phase one of organisational change, late 2023. At this time, a strategic, integrated engagement function was created under the DCE Māori Partnerships and Engagement – Tia Warbrick – and the need for a new operating model was signalled. This proposal reflects change needed to give effect to the new operating model for SEMP. |

Note: This report is based on current available information that is subject to change

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| | Key dates | Consultation will run from 10 July until 5pm, Wednesday, 24 July. Decision documents presented to ELT 12 August 2024. Final decision document released to all staff 14 August 2024. Implementation begins 2 September 2024. |
| 10 July 2024 | Statistics New Zealand – Transformation, Strategy, People and Resources (TSPR) | |
| | Overview of announcement | Stats NZ announced its proposal for Transformation, Strategy, People and Resources (TSPR) on 10 July 2024. The proposal is open for feedback from 10 July to 5pm Wednesday 24 July. |
| | Rationale | See the “Agency’s key messages” section below |
| | Impact on roles decided | Only leadership will be impacted by the proposal and will be 2-3 FTE. |
| | Tier 2 and 3 roles within scope? | T2 in scope, T3 out of scope |
| | Agency FTE increase since 2017 | 30 June 2017: 921 FTE 31 Dec 2023: 1,491 FTE = 570 FTE Increase |
| | Agency’s key messages | <p>Currently, there is clarity about our top-level strategy – our purpose and priorities – and at the work programme level. The Digital and Future Census work programmes and the development of foundational work such as the Integrated Statistical Delivery System (ISDS), should continue as planned, given that their current trajectories align with our goals and are critical to our success.</p> <p>While we have established a high-level strategy and initiated various work programmes to drive our transformation, we recognise that critical elements are still missing and we are currently not structured to deliver these.</p> <p>This TSPR change proposal addresses this situation. The change proposal puts forward the need to pause our current transformational work programmes, refocusing instead on establishing the required strategic frameworks. This work needs to be owned and driven by myself and ELT, and therefore needs to be structurally close to the Office of the Chief Executive as this work progresses.</p> |
| | Key dates | Consultation will run from 11 July to 5pm 24 July. Feedback reviewed and decisions made on final structure 24 July to 2 August 2024. Impacted staff advised of outcome of consultation 5 August 2024 New structure starts to be implemented 6 September 2024 |

| Previous Agency Communications | | | | |
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| Release date | Agency | Announcement | Impacted FTE proposed/decided | Tiers 2 and 3 roles within scope? |
| 3 July 2024 | Department of Internal Affairs, Enterprise Branch (Te Haumi) – Archives New Zealand | DIA announced final decisions on their change proposal for Archives New Zealand on Wednesday 3 July 2024. Seven vacant roles are impacted. This is DIA's final change decision. | <ul style="list-style-type: none"> Disestablishing six vacant positions across the Holding & Discovery, Government Recordkeeping, and Strategy, Operational Services and Transformation directorates; and Disestablishing the vacant Director Digital Delivery role, along with an extension to an interim reporting line change already in place for existing positions within the Digital Delivery directorate. No people are impacted. | Tier 2 not in scope, Tier 3 in scope. |
| 3 July 2024 | Statistics New Zealand – Insights & Statistics | <p>The start date for the I&S change process – phase 2 was moved to the start of the 24/25 FY due to the Voluntary Redundancy process.</p> <p>Meetings with impacted staff occurred on 1 and 2 July – and the consultation document was released at 1pm on 3 July to all Stats NZ staff. The consultation process will run for three weeks, from 3 July to 5pm, Wednesday 24 July. It is proposed the new I&S structure will be in place by 1 October 2024.</p> | TBC | TBC |
| 4 July 2024 | Statistics New Zealand – Technology, Commercial and Collections (TOCC) | Technology, Operations, Commercial and Collections (TOCC) – outcome of change process to be confirmed this week – announcement on 4 July | Estimated that total the FTE impact could be up to 13 depending on the outcome of processes (which are currently being finalised). 39 new roles will be created, and 8 existing roles reconfirmed. | TBC |
| 27 June 2024 | Ministry of Justice and Department of Corrections | Change proposals shared with High Impact Innovation Programme (Corrections) and Sector Directorate (Ministry of Justice). | <p>Expected redundancies (approximate and hard to predict exactly) would expect it to be less than 10.</p> <p>Number of roles disestablished and number of those that are vacant = 64 approximately disestablished, 15 of those vacant</p> <p>Number of new roles created = 20</p> <p>Net reduction in roles = 44 approx.</p> | Tier 2 and Tier 3 roles in the two teams are within scope. |
| 26 June 2024 | Oranga Tamariki | <p>The proposal document was released in April of this year with staff able to provide feedback up until 15 May 2024.</p> <p>After considering all feedback, the CE of Oranga Tamariki released the final decisions on new organisational structure on Wednesday 26 June.</p> <p>The new structure will enable Oranga Tamariki to:</p> <ul style="list-style-type: none"> Better deliver on its core purpose – to care for and protect children and young people. Become a high performing, highly trusted statutory care and protection and youth justice agency. Enable a change in culture across the Ministry. Deliver against the Government's saving targets set for all public service. <p>Key shifts include:</p> | <ul style="list-style-type: none"> 594 roles will be disestablished 175 new roles will be established A net reduction of 419 roles in total (approximately 8.2% of 5,100 FTEs) Closing 70 existing vacancies <p>1900 of 5100 positions (permanent and fixed term) are in scope of the change, including positions below CE in National Office and in regions, all positions below CE and above Site Manager, Youth Justice Manager and Residence Manager or equivalent operational frontline managers.</p> | T2 and T3 in scope |

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| | | <ul style="list-style-type: none"> • Bringing together leadership and integration of care, protection and caregiver recruitment service lines within eight regions, overseen by eight Regional Commissioner positions reporting to two National Commissioner positions, under the new Tamariki & Whānau Services Group • Establishing a new and renamed Youth Justice Services & Residential Care Group with accountability for national and regional youth justice services, Youth Justice residences, Care & Protection residences, Family and Community homes • Merging the Office of the Chief Social Worker and Quality Practice & Experiences and name the new Group Chief Social Worker & Professional Practice • Strengthen OT ability to invest in the right services with the right partners and providers by: <ul style="list-style-type: none"> ○ Shifting responsibility for regionally based relationship and performance management for contracted services into the new Tamariki & Whānau Services Group regional teams, and ○ Refocusing Māori, Partnerships & Communities on national approaches and frameworks for commissioning service providers, and for monitoring the outcomes of those investments, and to rename the Group Enabling Communities & Investment • Bringing together core functions that enable OT to lead across the children's system within System Leadership, e.g. data, information, legal services, external monitoring and reviews • Narrowing the focus of the People, Culture & Enabling Services Group to focus on lifting culture, performance and accountability of the organisation • Slimming down and simplify the support provided in the Office of the Chief Executive. | | |
| 26 June 2024 | Ministry of Social Development – final decisions | Final decisions were announced on 26 June for four business groups within MSD: Organisational assurance and communications, Strategy and insights, people and capability and the transformation group. | The proposal would have seen a reduction of 97 permanent, and final decision will see a reduction of 86 permanent. | T2 not in scope; T3 in scope |
| 26 June 2024 | Land Information New Zealand | LINZ will be announcing decisions on a change process focused on its Land Information function, following consultation on proposals from Wednesday 29 May to Wednesday 12 June. Due to the nature of the changes, LINZ is not planning a standalone announcement to the whole organisation, and will first brief the PSA and leaders of the affected employees. Then affected staff will then meet with their leader one-on-one. | 4 roles will be disestablished in this round, none of which are vacant. 1 new role will be established immediately, with an additional 2-3 roles planned to be established in the future. Net reduction in roles: 1 | No |
| 24 June 2024 | Department of Internal Affairs – Organisational Capability and Services Branch | DIA announced final decisions on the change proposal for the Organisational Capability and Services branch on 24 th June. The teams impacted are: <ul style="list-style-type: none"> • Commercial services • Security Risk and Resilience • Purchasing and Payments/Accounts Receivable | For the Organisational Capability and Services Branch: <ul style="list-style-type: none"> • 51 positions will be disestablished, of which 21 are vacant • 37 new positions will be established which affected people can be considered for • 35 people will be affected by the change | T2 not in scope; T3 in scope |

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| | | | A net reduction of 14 positions. | |
| 20 June 2024 | Department of Internal Affairs – Digital Public Service Branch | DIA announced final decisions on their change proposal for the Digital Public Service Branch Library on Wednesday 20 th June. | The proposal for the Digital Public Service Branch is to: <ul style="list-style-type: none"> disestablish 22 positions, of which 6 are vacant establish 7 new positions. | T2 not in scope; T3 in scope |
| 20 June 2024 | Ministry of Māori Development – Te Puni Kōkiri | Te Puni Kōkiri is releasing final decisions on changes following consultation. | A net reduction of 38 roles in total (approximately 8% of FTEs), comprising an increase of 11 in the regions and a reduction of 49 in National Office. | T2 and T3 in scope |
| 19 June 2024 | Department of Internal Affairs – Enterprise Branch (Te Haumi) – National Library | DIA announced final decisions on their change proposal for the National Library on Wednesday 19 th June. | <ul style="list-style-type: none"> Two FTE disestablished (both positions currently vacant). Two fulltime FTE replaced with new part-time positions. | No |
| 19 June 2024 | Department of Internal Affairs – Regulation and Policy (Toi Hiranga) Branch | DIA announced final decisions on their change proposal for the Regulation and Policy Branch on Wednesday 19 th June. Staff feedback resulted in minor changes to the proposal, but the branch has still kept to the required cost savings. | <ul style="list-style-type: none"> 75 positions will be disestablished, of which 45 positions are vacant. 30 people will potentially be affected through this change process. 11 new positions will be established, which affected people will be able to be considered for. <p>There are several vacancies in the branch that affected staff can express interest in.</p> | TBC |
| 17 June 2024 | 9(2)(f)(iv) confidentiality of advice | | | |
| 13 June 2024 | Ministry of Health | Decisions on organisational change have been announced. Voluntary redundancies have also been extended to all affected staff (previously communicated 21 May 2024) and applications opened on 14 June 2024. | <p>Decisions are to remove 247 positions and create 124*, equalling a net reduction of 123 positions</p> <p><i>*these figures include 6 fixed term roles that have been created or extended from 1 July 2024 until at least 30 June 2025.</i></p> <p>(Originally proposal was to remove 271 positions and create 137 new positions, equalling a net reduction of 134 positions. The difference is due to retaining two roles that were proposed to be disestablished, and the creation of 9 permanent and fixed term roles).</p> | T2 and T3 not in scope |
| 11 June 2024 | Education Review Office | ERO announced the decisions on their change proposal following consultation with staff. | 9(2)(g)(i) free and frank | T2 and T3 in scope |
| 6 June 2024 | Ministry of Justice | Announcement of the start of phase 2 of MoJ’s proposed organisation realignment, focused on National Office functions. These processes will find savings through reducing staff numbers and help us respond to higher than expected inflationary pressures as well as the savings targets set by Government. Decisions to be announced 12 August 2024. | <p>Expected redundancies (approx./range of in early stages): 54 approx.</p> <p>Number of roles disestablished and number of those that are vacant: 152 disestablished, 24 will have a reduction in the number of positions (e.g. 4 roles being reduced to 3). Of these 176 roles, 68 are vacant.</p> <p>Number of new roles created: 54</p> | T2 not in scope; T3 in scope |

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| | | | <p>Net reduction in roles 122 (176 roles disestablished and 54 created). This is in addition to the 110 vacancies already removed as a result of active vacancy management. Numbers may change following consultation.</p> | |
| | Statistics New Zealand | <p>Statistics NZ will announce the decisions for their voluntary redundancy process that closed on 16 May 2024 and announce stage 2 of their change process impacting the Insights and Statistics team and the Collections Operations branch.</p> <p>Stage 2 of the change process was announced on 3 July, 2024.</p> | <p><i>Voluntary Redundancy</i> Received 124 expressions of interest. 96 of which have been accepted and will go through the stages to being disestablished. Of the 96 roles, 39 are from Collection Operations, 33 from Insights and Statistics, 11 from Methods and Design, 10 from Technology, Operations and Commercial, and 2 from STEMP and 1 TSPR.</p> <p><i>Collections Operations change process</i> Indicative figures indicate that this change process will be focused around re-alignment and will create new roles in different teams for a majority of those who's roles are being disestablished. The net reduction is proposed to be less than 17 FTE.</p> | T2 and T3 not in scope |
| | Waka Kotahi New Zealand Transport Agency | <p>NZTA announced consultation with Te Toki – Transport Services team will begin on 6 June and will run through until 20 June 2024.</p> <p>Decisions expected late June to early July 2024.</p> | <ul style="list-style-type: none"> • There are 452 roles within the scope of this proposed change. • Proposing to establish 46 new positions and disestablish 106 positions. • Of the disestablished, 54 are vacant roles and 5 are fixed term contracts. (Note the rest is made up of 1 casual, 46 permanent) • This is a net reduction of 6 roles, not already vacant | T2 and T3 not in scope |
| 9(2)(f)(iv) confidentiality of advice | | | | |
| | Department of Internal Affairs | Decisions announced decisions on the small change proposal within the Office of the Chief Executive | <ul style="list-style-type: none"> • The proposal has been confirmed within the Office of the Chief Executive to disestablish a 0.4 FTE team administrator position. | T2 and T3 not in scope |
| 5 June 2024 | Department of Internal Affairs | DIA will announced decisions for one stage of DIA's change process relating to their Māori, Strategy and Performance branch (Te Urungi). | <ul style="list-style-type: none"> • 20 positions will be confirmed as disestablished. • 3 new positions will be established. • Of the 20 positions that will be disestablished, 10 positions are currently vacant, or employees have resigned. <p>There are fewer FTE changes than what were identified in the Baseline Reduction plan.</p> | T2 and T3 not in scope |

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| 28 May 2024 | Waka Kotahi New Zealand Transport Agency | NZTA is undertaking the second round of group by group change and will be announcing the start of consultation for the Business Support Services team | Propose to disestablish 17 positions, 2 of which are vacant and establish 10 new positions. In total, this will equate to a net reduction of 5 FTE | Not confirmed |
| 27 May 2024 | Land Information New Zealand | The purpose of this change is to enable recruitment to address capability and skillset gaps in Location Information. Therefore, where a role is proposed to be disestablished, a new role is to be created but with a different focus, skillset, and capability requirements. | Number of roles disestablished and number of those that are vacant: 5 roles will be disestablished in this round, 0 of which are vacant. Number of new roles created: up to 5 new roles would be established. Net reduction in roles: 0 | T2 and T3 not in scope |
| 23 May 2024 | Department of Conservation | Decision on change proposal after consultation periods for DOC's change programme | A net reduction of 124 positions (approx. 4% of the total DOC funded FTE), made up of: <ul style="list-style-type: none"> • 257 roles to be disestablished • 133 roles created as part of the new structure The net reduction of 124 will result in: <ul style="list-style-type: none"> • Around 10 redundancies (if all roles created as part of the new structure are filled by impacted staff) 114 positions currently vacant being disestablished. | T2 and T3 in scope |
| | Ministry of Social Development | Announcement of the start of consultation for four business groups within MSD: Organisational assurance and communications, Strategy and insights, people and capability and the transformation group. | 331 impacted people. Net reduction of 98 FTE , 27 are vacant positions. <i>Note: this change programme follows their voluntary redundancy process, which saw 218 people take voluntary redundancy. MSD has also reduced by 341 due to attrition since December 2023 and expects 56 fixed term contracts to come to an end at the end of June 2024. Including this process, that's a reduction of 713 people since December 2023.</i> | T2 not in scope; T3 in scope |
| 22 May 2024 | Land Information New Zealand | Decision on change proposal for LINZ's People and Customer Engagement functions, following the end of consultation | Number of roles disestablished and number of those that are vacant: 7 roles will be disestablished in this round, three of which are currently vacant. Number of new roles created: 2 new roles will be established. Net reduction in roles: 5 <i>Note: this is 1 more role than we reported to you in [2024-0115]</i> | T2 and T3 not in scope |
| 21 May 2024 | 9(2)(f)(iv) confidentiality of advice | | | |

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| | | | <ul style="list-style-type: none"> Māori Education – proposal of 10 FTE; decision: 10 FTE reduction (including 6 vacancies) | |
| 20 May 2024 | New Zealand Customs Service | <p>Decision on change proposal after consultation period.</p> <p><i>Note: Customs only updated us COP Monday 20 May 2024 on their final decisions. The numbers differ ever so slightly.</i></p> <p>The reconfirmation/reassignment/expression of interest (EOI) process commences 21 May and will be completed by Thursday 27 June with all staff advised of their outcome by that date. The new structure is proposed to be in place from Monday 29 July.</p> | <p>77 positions to be disestablished through this change process, in addition to 33 from the voluntary redundancy and early retirement process through March 2024. Out of the 77, 41 are existing vacancies.</p> <p>Proposing to establish 31 new positions.</p> <p>That is a net reduction of 5 roles.</p> <p>Cumulative impact of 79 fewer positions overall (including voluntary redundancy)</p> | T3 not in scope; T2 is in scope as the position is already vacant |
| 16 May 2024 | Ministry for Primary Industries | Decisions made on change proposal from 21 March 2024. | Reduction of 391 roles , including 193 vacant positions | T2 not in scope; T3 in scope |
| 10 May 2024 | Education Review Office | ERO will be announcing proposed changes to its organisational structure and commence consultation with staff. | 9(2)(a) privacy, 9(2)(ba)(ii) confidential damage public interest, 9(2)(g)(i) free and frank | Not confirmed |
| 8 May 2024 | Department of Internal Affairs | <p>Consultation begins for the National Library and Archives proposals.</p> <p>Note: DIA has other change proposals currently under consultation – see earlier Previous Agency Communications</p> <p>Decisions expected 3 July 2024</p> | <p>Archives – propose to disestablish 10 positions, 7 of which are vacant.</p> <p>National Library – propose to disestablish 2 vacant positions, and to replace 2 full-time positions with 2 part-time positions.</p> | Not confirmed |
| | New Zealand Transport Agency | <p>NZTA announced consultation with Customer and Services business group and the Digital business group.</p> <p>Decisions/impacts received 26 June 2024</p> | <p><i>Customer and Services business group</i></p> <p>Net reduction of 0 FTE:</p> <ul style="list-style-type: none"> Disestablishing 6 positions Establishing 6 new positions <p><i>Digital business group</i></p> <p>Net reduction of 5 FTE (proposal was 12):</p> <ul style="list-style-type: none"> Disestablishing 19 positions (proposal was 30) | Not confirmed |
| 7 May 2024 | Accident Compensation Corporation | <p>Announcement of change proposal and the start of consultation.</p> <p>Decisions expected June 2024</p> | 397 roles to be disestablished , of which 73 are vacant. | T2 not in scope; T3 in scope. |
| | Department of Conservation | The proposed operational restructure of DOC's Chatham Island District team would merge it with the Wairarapa District Team. This is to address long standing structural, parity and consistency issues on the island in comparison to other regions and districts, including the consideration of seasonal roles. Focused on addressing disparities, not savings. | Will impact over 10.5 FTE, but proposals may only lead to the redundancy of 1 FTE | T2 and T3 not in scope |
| Week of 6 May 2024 | Ministry of Transport | Tier 2 position to be disestablished and the group below will be disestablished. All staff below tier 2 will be transferred to another group. | Net reduction of 1 role | T2 only |
| 3 May 2024 | 9(2)(f)(iv) confidentiality of advice | | | |

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| | | Decisions will be released on 6 June 2024 | Proposed 112 FTE reduction , of which 41 are vacancies and 6 are manager FTE. An additional 16 FTE are proposed to transfer from the Ministry to Network For Learning (N4L). <i>Corporate – indicatively:</i> Proposed 48 FTE reduction , of which 37 are vacancies and 13 are manager FTE. | |
| 2 May 2024 | Ministry of Business, Innovation & Employment | Round 2 of MBIE’s second voluntary redundancy round has closed and decisions were announced to staff. These staff will finish work mid-May. | 59 voluntary redundancy applications have been accepted (55.4 FTE) <i>This adds to the first round. In total MBIE has accepted 170 applications, equalling 159.8 FTE.</i> | Not confirmed |
| | Kāinga Ora – Homes and Communities | Kāinga Ora announced to staff that they will be offering voluntary redundancy to people in the People Governance and Capability, Government and Sector Relationships and National Services groups once decisions have been made. These groups are already under consultation due to the need to realign, reposition and reduce the size of teams. <i>Note: depending on the outcome of the independent review into Kāinga Ora and Budget 24 decisions, additional changes may be needed.</i> | Proposing a net reduction of up to 159 roles No frontline roles | Not confirmed |
| | Ministry of Housing and Urban Development | MHUD announced and began consultation for the second and largest phase of change for three of four business groups, covering the policy, strategy, governance, data/insight and some corporate functions teams. | Net reduction of 30 FTE , excluding 10 vacant roles that will not be filled | T2 not in scope; T3 is in scope. Note: a tier 2 role has already been disestablished |
| | Statistics New Zealand | Stats NZ announced their plans to seek expressions of interest (EOIs) for voluntary redundancy. Applications closed for EOIs on 16 May 2024 and decisions will be made and communicated in the week of 27 May 2024. Once VR decisions have been made, Stats NZ is planning to progress a change process for its Insights & Statistics team. A proposal for change is tentatively scheduled for release on Thursday, 6 June, and the consultation period is likely to be 3 weeks. The new structure will formally take effect in the next financial year (tentatively August 2024). | No decisions yet or proposals made | T2 and T3 eligible to apply. |
| 1 May 2024 | Department of Internal Affairs | Consultation begins for Digital Public Service Branch and the Organisational Capability & Services Branch. | Digital Public Service Branch The proposal is to: <ul style="list-style-type: none"> • disestablish 22 positions, of which 6 are vacant • establish 7 new positions. Organisational Capability and Services Branch The proposal is to: <ul style="list-style-type: none"> • disestablish 51 positions, of which 21 are vacant • establish 37 new positions. | T2 not in scope; T3 in scope |
| 30 April 2024 | Ministry for Ethnic Communities | Final decisions on change proposals announced to staff | <i>Indicatively: Net reduction of 9 roles:</i> | T2 and T3 in scope. |

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| | | | <ul style="list-style-type: none"> 30 positions disestablished, 10 of which are vacant 21 new roles established | |
| | Ministry of Māori Development – Te Puni Kōkiri | Change consultation document released. Chief Executive Dave Samuels will speak about the change proposal to an all-staff hui. Consultation open until 21 May 2024. | Proposed reduction of net 36 FTE: 59 roles to be disestablished 33 vacancies to be disestablished 56 new roles created | T2 and T3 in scope |
| | 9(2)(f)(iv) confidentiality of advice | | | |
| 24 April 2024 | | | | |
| 23 April 2024 | Ministry of Social Development | Outcome of voluntary redundancy applications, and announcing that further change to certain business groups will occur | 204 voluntary redundancy applications have been accepted, out of 404 total applications. Although front-line roles were out of scope for voluntary redundancy, 13 exceptions were made on a case-by-case basis. | 9(2)(g)(i) free and frank [Redacted] [Redacted] |
| | 9(2)(f)(iv) confidentiality of advice | | | |
| | Land Information New Zealand | 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. | Net reduction of 4 roles through this round, with 6 proposed to be disestablished (2 of which are already vacant) and 2 new roles established. 52 FTE roles disestablished already in early 2024 following a period of holding vacancies (77% back office). | T2 and T3 not in scope. <i>Note: LINZ changed its structure in 2021 and significantly reduced senior leadership</i> |

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| | | | | <p>roles, including reducing:</p> <ul style="list-style-type: none"> • 7 Tier-2 roles to 4 • 39 Tier-3 leadership roles to 18 |
| 22 April 2024 | Department of Internal Affairs | Consultation commences on the change proposal for the Regulation and Policy (Toi Hiranga) Branch and the Office of the Chief Executive (OCE). | <p>The proposal for the Toi Hiranga Branch is to:</p> <ul style="list-style-type: none"> • disestablish 78 positions, 42 of which are vacant, and • establish 19 new positions. <p>The proposal for OCE is to disestablish a 0.4 FTE team administrator position.</p> <p><i>DIA has other change proposals currently under consultation – see Previous Agency Communications section below.</i></p> | TBC, waiting on information from agency. |
| | Land Information New Zealand | Announcing the commencement of change activity focused on the People (HR and organisational development) and Customer Engagement (communications and stakeholder engagement) functions. Consultation document will be released on 23 April 2024. | <p>Net reduction of 4 roles through this round, with 6 proposed to be disestablished (2 of which are already vacant) and 2 new roles established.</p> <p>52 FTE roles disestablished already in early 2024 following a period of holding vacancies (77% back office).</p> | <p>T2 and T3 not in scope.</p> <p><i>Note: LINZ changed its structure in 2021 and significantly reduced senior leadership roles, including reducing:</i></p> <ul style="list-style-type: none"> • 7 Tier-2 roles to 4 • 39 Tier-3 leadership roles to 18 |
| | New Zealand Customs Service | <p>Customs are about to consult with staff on further changes to their structure and workforce to become more efficient, while ensuring that they continue to deliver the Government’s priorities without impacting their ability to deliver frontline services.</p> <p>On Friday 19 April, Customs will announce to all staff that they will be sharing an Organisational Change Proposal on Monday 22 April, following a Teams event at 1pm, which all staff will be invited to. Leaders will be talking to people who are in roles that are proposed to be disestablished prior to the Teams event.</p> <p>Decision document will be released to staff at 2.30 on 20 May, with letters to impacted staff following.</p> | <p>At this point, Customs is looking to disestablish 111 positions in total. The total is made up of:</p> <ul style="list-style-type: none"> • 33 positions already disestablished through the voluntary redundancy/enhanced early retirement process ran with staff in March • 78 positions proposed to be disestablished in the change proposal • 40 existing vacancies • 1 Tier-2 position, and 3 Tier-4 people-leader positions, proposed to be disestablished – the Tier 2 role is currently vacant <p>32 new positions are also proposed to be established.</p> <p>The cumulative impact of these changes means that Customs would have 79 fewer positions overall.</p> | <p>T2 and T3 in scope.</p> <p>One T2 role (currently vacant) proposed to be disestablished</p> |
| 17 April 2024 | Oranga Tamariki – Ministry for Children | Formal consultation begins on proposed restructure – as outlined in Oranga Tamariki’s Aide-Memoire to your office on 12 April 2024 | <p>Proposed disestablishment of 632 positions (70 of which are vacant) and establishment of 185 new positions. Net reduction of 447 positions.</p> <p>Disestablished roles include:</p> <ul style="list-style-type: none"> • 2 positions in the leadership team | T2 and T3 in scope. |

Note: This report is based on current available information that is subject to change

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|---------------------------------------|---|---|---|---|
| | | | <ul style="list-style-type: none"> 156 positions that Oranga Tamariki terms 'broad manager roles' | |
| 9(2)(f)(iv) confidentiality of advice | | | | |
| 15 April 2024 | Cyclone Recovery Unit | Decisions on change proposal are announced and impacted employees are notified individually | The new structure will have 28 FTE, a decrease of 8 FTE from the initial FTE establishment. 6 of the positions being disestablished are vacant. | T2 and T3 in scope |
| 12 April 2024 | Department of Internal Affairs | Commencement of consultation on proposed organisational changes in the Māori, Strategy and Performance branch – one of the Department's corporate branches. | <p>FTE reductions are in three teams: Legal Services, the Communications Group and the Enterprise Portfolio Management Office (EPMO).</p> <p>Proposed changes to positions are as follows:</p> <ul style="list-style-type: none"> 20 positions disestablished 4 temporary positions will be closed 8 positions will have a change in reporting line <p>2 new positions will be established, one in Legal Services and one in the EPMO</p> | TBC, waiting on information from agency. |
| 11 April 2024 | Ministry of Transport | Consultation on proposal to disestablish current Major Projects team and redeploy existing staff within this team to other areas of business | The team consists of 9 positions, with currently 6 staff. The proposal is to redeploy these staff to other areas of the business. | N/A |
| | Ministry of Business, Innovation and Employment | 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 | <p>Building and Tenancy: 18.69 potential impacted FTE</p> <p>IPONZ: 6.5 potential impacted FTE</p> | T2 not in scope; T3 in scope. |
| 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"> 263 roles to be disestablished 139 roles created as part of the new structure <p>The net reduction of 124 is likely to result in:</p> <ul style="list-style-type: none"> Around 31 redundancies (if all roles created as part of the new structure are filled by impacted staff) 93 positions currently vacant being disestablished Net impact of 3 fewer Tier 3 roles (5 roles potentially disestablished, 1 of which is vacant, and 2 new roles proposed) Net impact of 27 fewer Tier 4 roles (58 roles potentially disestablished, 18 of which are vacant, and 31 new roles proposed) <p>Note that the following roles were disestablished through DOC's Functional Review in 2023:</p> <ul style="list-style-type: none"> 1 Tier-2 role 3 Tier-3 roles, 2 of which were vacant 1 Tier-4 role | <p>T3 in scope – proposed net reduction of 3 Tier-3 roles.</p> <p>Note: T2 and T3 roles already disestablished through DOC's Functional Review in 2023.</p> |

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| | New Zealand Police | DCE Corporate Operations role disestablished following resignation | 1 second-tier role disestablished | T2 – one role disestablished |
| 9 April 2024 | Serious Fraud Office | Commencement of an organisational efficiency and effectiveness review | None at this stage | N/A |
| | Ministry of Justice | Decisions announced on Phase 1 Organisational Realignment involving Strategy, Governance Finance, Corporate Digital Services, Ātea a Rangi and Operations Service Delivery groups. Phase 2 timeframes announced | Phase 1: 5 roles are disestablished , consisting of 1 Deputy-Secretary role, 3 Group Manager roles, and 1 Executive Support role. Phase 2: 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. | T2 and T3 in scope. One Tier-2 role and 2 Tier-3 roles disestablished. |
| 8 April 2024 | Ministry for the Environment | Seeking expressions of interest from staff for voluntary redundancy | N/A | T2 not in scope; T3 in scope. |
| 4 April 2024 | Ministry for Culture and Heritage | Full change proposal presented to staff | Proposed reduction of 11 FTE , excluding vacancies and fixed term positions about to end | T2 not in scope; T3 in scope. |
| | Ministry of Social Development | Opening applications for voluntary redundancy from appropriate non-frontline staff | N/A | 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 | T2 not in scope; T3 in scope. |
| | Ministry of Health | Consultation on proposals for organisational change A short consultation process is about to commence in light of staff feedback from the original consultation period. Decision announcements now scheduled for 13 June 2024 . | 134 net reduction of positions (271 positions disestablished, 137 new positions) Of the 271 disestablished roles, 60 are filled and the remainder are vacancies. | T2 not in scope; T3 in scope. |
| 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) | N/A |
| 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"> 17 roles disestablished – 4 of these are vacant, 3 are unbudgeted and 2 are filled by fixed-term employees 10 new roles have been created, some of which are established for a fixed term to help contribute to overall savings Overall FTE reduction across Crown Law (as at implementation on 1 July 2024) is 8 No core legal roles have been impacted by this change | T2 and T3 in scope. One T2 role and one T3 role disestablished. |
| | 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 Decisions were announced to staff on 13 May 2024. | The proposal is to disestablish 9 FTE . No changes were made to the proposal and 9 FTE will be disestablished, effective 21 June 2024. | T2 and T3 not in scope |
| 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. | T2 and T3 in scope. |

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