

## Agency Change Activity SitRep

Drawn from Information Provided by Agencies as at **Thursday, 15 August 2024**

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

Upcoming Agency Communications		
Release date	Agency	
<b>15 August 2024</b>	<b>Te Puna Aonui</b>	
	Overview of announcement	On Thursday 6 August 2024, Te Puna Aonui employees were informed that consultation on a change proposal to refine the organisational structure would begin on Thursday 15 August.
	Rationale	<p>The proposed changes are designed to strengthen our core roles of system stewardship and working in partnership with communities. We are an organisation that is continuing to develop and it's important we refine our structure to meet our mandate and respond to our context and operating environment.</p> <p>This includes changes:</p> <ul style="list-style-type: none"> <li>In the outcomes and impact areas, programme management, IEB performance and knowledge mobilisation</li> <li>To the reporting lines for the Ministerial team</li> <li>To create a strengthened Māori and Community Partnerships team</li> <li>To bolster the workforce capability team with a focus on both strategy and implementation</li> <li>To reinforce delivery management in Organisational Effectiveness</li> </ul>
	Proposed impact on roles	<p><b>Proposed changes to positions:</b></p> <ul style="list-style-type: none"> <li>All but 6 positions impacted in some form, 39 of which to a minor degree</li> <li>9 will experience significant change, including reassignment</li> <li>Disestablish 9 vacant positions and reduce 3 other positions</li> <li>9 new positions will be created through this process.</li> </ul> <p><i>No redundancies are planned or expected from implementation of the proposed structure, any reduction will be in vacancies.</i></p>
	Tier 2 and 3 roles within scope?	T3 in scope
	Agency FTE increase since 2017	PSC does not hold this information as all TPA staff are MoJ employees.
	Agency's key messages	<ul style="list-style-type: none"> <li>Consultation on a proposal to realign the structure of the Business Unit will shortly be open. The proposal is designed to sharpen our focus on areas where we can have the greatest impact across the system, so we enable the system to perform better.</li> <li>We have engaged with the PSA and MOK in preparation for the consultation. We have informed Ministers and our partner agencies about the process and we are also informing key stakeholders that this change process is underway. This includes the specialist peak bodies who work closely with us.</li> <li>The design principles underpinning the changes include: align to strategy, priorities, performance and outcomes centrally (across government agencies) and regionally (out in communities).</li> </ul>
	Key dates	<p>6 August 2024 – announcement on consultation</p> <p><b>15 August 2024 – consultation commences</b></p>
<b>20 August 2024</b>	<b>Police – Financial Sustainability Programme (FSP) – ‘Realigning our corporate workforce’</b>	
	Overview of announcement	<p>A consultation proposal is being released to the organisation at 1.00pm Tuesday 20 August, that proposes realignment and changes to Police's corporate workforce. Employees proposed to be affected (significant change to substantive position which is proposed to be disestablished) will be notified on Monday afternoon or Tuesday morning.</p> <p>Employees proposed to be impacted through a minor change to substantive position can expect to be notified on Tuesday afternoon.</p>
	Rationale	The requirement to make savings by reducing employee roles, as outlined in the Government's Budget 24 package.
	Impact on roles	<p><b>Net reduction of 170 positions</b> (likely 42 redundancies)</p> <p>248 roles proposed to be disestablished (including 128 vacancies)</p>

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		78 new positions to be created.
	Tier 2 and 3 roles within scope?	T2 and T3 in scope <i>Note: tier 2 roles impacted are ones that are already vacant or time-limited.</i>
	Agency FTE increase since 2017	30 June 2017: 8,955 FTE 31 Dec 2023: 15,425 FTE = 6,470 FTE increase
	Agency's key messages	<ul style="list-style-type: none"> <li>• The changes we are proposing primarily focus on roles that sit within corporate functions. This aligns with our requirement to return savings by reducing employee roles, as outlined in the Government's Budget 2024 package.</li> <li>• We have a clear commitment to building our frontline and will not be reducing frontline roles.</li> <li>• We remain committed to delivering our core services as an organisation and focussing on becoming more visible, reassuring and responsive.</li> <li>• We don't yet know the full picture of the total savings that will be achieved through this work. Once final decisions have been made, and our separate voluntary redundancy process concludes, we will have a more accurate picture of what savings will be made.</li> <li>• However, based on the consultation proposal we are on track to deliver the savings required of us and will continue to work toward being financially sustainable as an organisation.</li> </ul>
	Key dates	<b>20 August 2024 – consultation period begins</b> 10 September 2024 – consultation period ends 9 October 2024 – final decisions announced

Previous Agency Communications				
Release date	Agency	Announcement	Impacted FTE proposed/decided	Tiers 2 and 3 roles within scope?
25 July 2024	Ministry for the Environment	the Ministry for the Environment (MFE) announced the final decisions on the proposed Ministry reset following consultation with staff.	<ul style="list-style-type: none"> <li>For the 2024/25 financial year, the final decision provides for <b>836 FTE</b> (of which 128.5 will be time limited transitional roles). This is an increase of 24 roles from that in the initial proposal but still an overall reduction of 157 FTE from 993 FTEs.</li> <li>For the 2025/26 year the Ministry will start with <b>714 FTEs</b> reducing to <b>707.5 FTE</b> by January 2026, when the remaining time limited transitional roles end. This amounts to an increase of 17.5 permanent roles on that initially proposed.</li> </ul> <p>Overall, the final figures represent an approximate 30 percent reduction in FTE staff by July 2026 from the 997 MFE had in late May 2024.</p>	TBC
23 July 2024	Oranga Tamariki	The PSA has filed proceedings in the Employment Relations Authority alleging that Oranga Tamariki is not complying with the collective agreement in relation to its change processes.	Oranga Tamariki's priority is to meet with the PSA and to try and come to a resolution as quickly as possible. At this point, Oranga Tamariki is continuing with its timeline of change.	N/A
18 July 2024	9(2)(f)(iv) confidentiality of advice			
	New Zealand Defence Force	The New Zealand Defence Force (NZDF) has announced to staff a voluntary redundancy process will open for its civilian workforce, that will help address a budget shortfall.	TBC	TBC
17 July 2024	Land Information New Zealand	Final decisions on a change proposal relating to teams involved in LINZ's role in Māori Crown relations are being released on Wednesday 17 July.	There are no FTE changes, but there changes in team locations, team names and job titles.	Tier two and tier three are in scope.
16 July 2024	New Zealand Transport Agency Waka Kotahi	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.	<p>The <b>proposed</b> impacts would see:</p> <ul style="list-style-type: none"> <li>Disestablishing of 34 existing positions</li> <li>Establishing 17 new positions</li> <li>An overall reduction of 17 Full Time Equivalents (FTE).</li> </ul>	TBC
12 July 2024	Ministry of Health	As a progress update, the completion of voluntary redundancy processes saw 41 Voluntary Redundancies accepted, which has reduced the number of Team reduction exercises, and all affected staff have been advised of panel decisions.	<ul style="list-style-type: none"> <li>41 Voluntary Redundancies accepted</li> </ul>	TBC
10 July 2024	Statistics New Zealand – Strategic Engagement and Māori Partnerships (SEMP)	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.	<ul style="list-style-type: none"> <li>Impacted staff numbers are low and will be less than 5.</li> </ul>	Tier 2 not in scope; Tier 3 in scope.

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10 July 2024	Statistics New Zealand – Transformation, Strategy, People and Resources (TSPR)	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.	<ul style="list-style-type: none"> <li>Only leadership will be impacted by the proposal and will be 2-3 FTE.</li> </ul>	T2 in scope, T3 out of 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"> <li>Disestablishing six vacant positions across the Holding &amp; Discovery, Government Recordkeeping, and Strategy, Operational Services and Transformation directorates; and</li> <li>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.</li> </ul> <p>No people are impacted.</p>	Tier 2 not in scope, Tier 3 in scope.
3 July 2024	Statistics New Zealand – Insights & Statistics	<p>The start date for the I&amp;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&amp;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"> <li>Better deliver on its core purpose – to care for and protect children and young people.</li> <li>Become a high performing, highly trusted statutory care and protection and youth justice agency.</li> <li>Enable a change in culture across the Ministry.</li> <li>Deliver against the Government's saving targets set for all public service.</li> </ul> <p>Key shifts include:</p>	<ul style="list-style-type: none"> <li>594 roles will be disestablished</li> <li>175 new roles will be established</li> <li>A net reduction of 419 roles in total (approximately 8.2% of 5,100 FTEs)</li> <li>Closing 70 existing vacancies</li> </ul> <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"> <li>• 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 &amp; Whānau Services Group</li> <li>• Establishing a new and renamed Youth Justice Services &amp; Residential Care Group with accountability for national and regional youth justice services, Youth Justice residences, Care &amp; Protection residences, Family and Community homes</li> <li>• Merging the Office of the Chief Social Worker and Quality Practice &amp; Experiences and name the new Group Chief Social Worker &amp; Professional Practice</li> <li>• Strengthen OT ability to invest in the right services with the right partners and providers by: <ul style="list-style-type: none"> <li>○ Shifting responsibility for regionally based relationship and performance management for contracted services into the new Tamariki &amp; Whānau Services Group regional teams, and</li> <li>○ Refocusing Māori, Partnerships &amp; 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 &amp; Investment</li> </ul> </li> <li>• 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</li> <li>• Narrowing the focus of the People, Culture &amp; Enabling Services Group to focus on lifting culture, performance and accountability of the organisation</li> <li>• Slimming down and simplify the support provided in the Office of the Chief Executive.</li> </ul>		
26 June 2024	<b>Ministry of Social Development – final decisions</b>	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	<b>Land Information New Zealand</b>	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	<b>Department of Internal Affairs – Organisational Capability and Services Branch</b>	DIA announced final decisions on the change proposal for the Organisational Capability and Services branch on 24 <sup>th</sup> June. The teams impacted are: <ul style="list-style-type: none"> <li>• Commercial services</li> <li>• Security Risk and Resilience</li> <li>• Purchasing and Payments/Accounts Receivable</li> </ul>	For the Organisational Capability and Services Branch: <ul style="list-style-type: none"> <li>• 51 positions will be disestablished, of which 21 are vacant</li> <li>• 37 new positions will be established which affected people can be considered for</li> <li>• 35 people will be affected by the change</li> </ul>	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 <sup>th</sup> June.	The proposal for the Digital Public Service Branch is to: <ul style="list-style-type: none"> <li>disestablish 22 positions, of which 6 are vacant</li> <li>establish 7 new positions.</li> </ul>	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. 11 employees were interested in and have been accepted for voluntary redundancy.	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 <sup>th</sup> June.	<ul style="list-style-type: none"> <li>Two FTE disestablished (both positions currently vacant).</li> <li>Two fulltime FTE replaced with new part-time positions.</li> </ul>	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 <sup>th</sup> 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"> <li>75 positions will be disestablished, of which 45 positions are vacant.</li> <li>30 people will potentially be affected through this change process.</li> <li>11 new positions will be established, which affected people will be able to be considered for.</li> </ul> <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><b>Decisions are to remove 247 positions and create 124*, equalling a net reduction of 123 positions</b></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 8 August 2024.	<p>Expected redundancies (approx./range of in early stages): <b>54 approx.</b></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><b>Net reduction in roles 122 (176 roles disestablished and 54 created).</b> This is in addition to the 110 vacancies already removed as a result of active vacancy management. Numbers may change following consultation.</p>	
	<b>Statistics New Zealand</b>	<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. Stage 2 of the change process was announced on 3 July, 2024.</p>	<p><i>Voluntary Redundancy</i> Received 124 expressions of interest. <b>96 of which have been accepted</b> 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
	<b>Waka Kotahi New Zealand Transport Agency</b>	<p>NZTA announced consultation with Te Toki – Transport Services team will begin on 6 June and will run through until 20 June 2024.  Decisions expected late June to early July 2024.</p>	<ul style="list-style-type: none"> <li>• There are 452 roles within the scope of this proposed change.</li> <li>• Proposing to establish 46 new positions and disestablish 106 positions.</li> <li>• Of the disestablished, 54 are vacant roles and 5 are fixed term contracts. (Note the rest is made up of 1 casual, 46 permanent)</li> <li>• This is a <b>net reduction of 6 roles</b>, not already vacant</li> </ul>	T2 and T3 not in scope
9(2)(f)(iv) confidentiality of advice				
	<b>Department of Internal Affairs</b>	Decisions announced decisions on the small change proposal within the Office of the Chief Executive	<ul style="list-style-type: none"> <li>• The proposal has been confirmed within the Office of the Chief Executive to disestablish a 0.4 FTE team administrator position.</li> </ul>	T2 and T3 not in scope
<b>5 June 2024</b>	<b>Department of Internal Affairs</b>	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"> <li>• 20 positions will be confirmed as disestablished.</li> <li>• 3 new positions will be established.</li> <li>• Of the 20 positions that will be disestablished, 10 positions are currently vacant, or employees have resigned.</li> </ul> <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	<b>Waka Kotahi New Zealand Transport Agency</b>	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 <b>net reduction of 5 FTE</b>	Not confirmed
27 May 2024	<b>Land Information New Zealand</b>	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: <b>5 roles will be disestablished</b> in this round, 0 of which are vacant. Number of new roles created: up to 5 new roles would be established. <b>Net reduction in roles: 0</b>	T2 and T3 not in scope
23 May 2024	<b>Department of Conservation</b>	Decision on change proposal after consultation periods for DOC's change programme	<b>A net reduction of 124 positions</b> (approx. 4% of the total DOC funded FTE), made up of: <ul style="list-style-type: none"> <li>• 257 roles to be disestablished</li> <li>• 133 roles created as part of the new structure</li> </ul> The net reduction of 124 will result in: <ul style="list-style-type: none"> <li>• Around 10 redundancies (if all roles created as part of the new structure are filled by impacted staff)</li> </ul> 114 positions currently vacant being disestablished.	T2 and T3 in scope
	<b>Ministry of Social Development</b>	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. <b>Net reduction of 98 FTE</b> , 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	<b>Land Information New Zealand</b>	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. <b>Net reduction in roles: 5</b> <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"> <li>Māori Education – proposal of 10 FTE; <b>decision: 10 FTE reduction</b> (including 6 vacancies)</li> </ul>	
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><b>That is a net reduction of 5 roles.</b></p> <p><b>Cumulative impact of 79 fewer positions overall</b> (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 <b>391 roles</b> , 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 <b>disestablish 10 positions</b>, 7 of which are vacant.</p> <p>National Library – propose to <b>disestablish 2 vacant positions</b>, and to <b>replace 2 full-time positions with 2 part-time positions.</b></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 <b>0 FTE</b>:</p> <ul style="list-style-type: none"> <li>Disestablishing 6 positions</li> <li>Establishing 6 new positions</li> </ul> <p><i>Digital business group</i></p> <p>Net reduction of <b>5 FTE (proposal was 12)</b>:</p> <ul style="list-style-type: none"> <li>Disestablishing 19 positions (proposal was 30)</li> </ul>	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>	<b>397 roles to be disestablished</b> , 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 <b>1 FTE</b>	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 <b>1 role</b>	T2 only
3 May 2024	9(2)(f)(iv) confidentiality of advice			

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		Decisions will be released on 6 June 2024	<b>Proposed 112 FTE reduction</b> , 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> <b>Proposed 48 FTE reduction</b> , of which 37 are vacancies and 13 are manager FTE.	
2 May 2024	<b>Ministry of Business, Innovation &amp; Employment</b>	Round 2 of MBIE’s second voluntary redundancy round has closed and decisions were announced to staff. These staff will finish work mid-May.	<b>59 voluntary redundancy applications have been accepted (55.4 FTE)</b> <i>This adds to the first round. In total MBIE has accepted 170 applications, equalling 159.8 FTE.</i>	Not confirmed
	<b>Kāinga Ora – Homes and Communities</b>	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>	<b>Proposing a net reduction of up to 159 roles</b> No frontline roles	Not confirmed
	<b>Ministry of Housing and Urban Development</b>	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.	<b>Net reduction of 30 FTE</b> , 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
	<b>Statistics New Zealand</b>	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).	<b>No decisions yet or proposals made</b>	T2 and T3 eligible to apply.
1 May 2024	<b>Department of Internal Affairs</b>	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"> <li>• <b>disestablish 22 positions</b>, of which 6 are vacant</li> <li>• establish 7 new positions.</li> </ul> Organisational Capability and Services Branch The proposal is to: <ul style="list-style-type: none"> <li>• <b>disestablish 51 positions</b>, of which 21 are vacant</li> <li>• establish 37 new positions.</li> </ul>	T2 not in scope; T3 in scope
30 April 2024	<b>Ministry for Ethnic Communities</b>	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"> <li>30 positions disestablished, 10 of which are vacant</li> </ul> 21 new roles established	
	<b>Ministry of Māori Development – Te Puni Kōkiri</b>	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.	<b>Proposed reduction of net 36 FTE:</b> 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	<b>Ministry of Social Development</b>	Outcome of voluntary redundancy applications, and announcing that further change to certain business groups will occur	<b>204 voluntary redundancy applications have been accepted,</b> 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]
	9(2)(f)(iv) confidentiality of advice			
	<b>Land Information New Zealand</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.	<b>Net reduction of 4 roles</b> 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"> <li>• 7 Tier-2 roles to 4</li> <li>• 39 Tier-3 leadership roles to 18</li> </ul>
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"> <li>• disestablish 78 positions, 42 of which are vacant, and</li> <li>• establish 19 new positions.</li> </ul> <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><b>Net reduction of 4 roles</b> 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"> <li>• 7 Tier-2 roles to 4</li> <li>• 39 Tier-3 leadership roles to 18</li> </ul>
	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 <b>disestablish 111 positions in total</b>. The total is made up of:</p> <ul style="list-style-type: none"> <li>• 33 positions already disestablished through the voluntary redundancy/enhanced early retirement process ran with staff in March</li> <li>• 78 positions proposed to be disestablished in the change proposal</li> <li>• 40 existing vacancies</li> <li>• 1 Tier-2 position, and 3 Tier-4 people-leader positions, proposed to be disestablished – the Tier 2 role is currently vacant</li> </ul> <p>32 new positions are also proposed to be established.</p> <p>The cumulative impact of these changes means that Customs would have <b>79 fewer positions overall</b>.</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. <b>Net reduction of 447 positions.</b></p> <p>Disestablished roles include:</p> <ul style="list-style-type: none"> <li>• 2 positions in the leadership team</li> </ul>	T2 and T3 in scope.

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			<ul style="list-style-type: none"> <li>156 positions that Oranga Tamariki terms 'broad manager roles'</li> </ul>	
	9(2)(f)(iv) confidentiality of advice			
15 April 2024	<b>Cyclone Recovery Unit</b>	Decisions on change proposal are announced and impacted employees are notified individually	The new structure will have 28 FTE, a <b>decrease of 8 FTE</b> from the initial FTE establishment. 6 of the positions being disestablished are vacant.	T2 and T3 in scope
12 April 2024	<b>Department of Internal Affairs</b>	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"> <li><b>20 positions disestablished</b></li> <li>4 temporary positions will be closed</li> <li>8 positions will have a change in reporting line</li> </ul> <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	<b>Ministry of Transport</b>	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
	<b>Ministry of Business, Innovation and Employment</b>	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: <b>18.69 potential impacted FTE</b></p> <p>IPONZ: <b>6.5 potential impacted FTE</b></p>	T2 not in scope; T3 in scope.
10 April 2024	<b>Department of Conservation</b>	Consultation on change process commences	<p>A <b>net reduction of 124 positions</b> 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> <li>Net impact of <b>3 fewer Tier 3 roles</b> (5 roles potentially disestablished, 1 of which is vacant, and 2 new roles proposed)</li> <li>Net impact of <b>27 fewer Tier 4 roles</b> (58 roles potentially disestablished, 18 of which are vacant, and 31 new roles proposed)</li> </ul> <p><i>Note that the following roles were disestablished through DOC's Functional Review in 2023:</i></p> <ul style="list-style-type: none"> <li>1 Tier-2 role</li> <li>3 Tier-3 roles, 2 of which were vacant</li> <li>1 Tier-4 role</li> </ul>	<p>T3 in scope – proposed net reduction of 3 Tier-3 roles.</p> <p><i>Note: T2 and T3 roles already disestablished through DOC's Functional Review in 2023.</i></p>

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	<b>New Zealand Police</b>	DCE Corporate Operations role disestablished following resignation	1 second-tier role disestablished	T2 – one role disestablished
<b>9 April 2024</b>	<b>Serious Fraud Office</b>	Commencement of an organisational efficiency and effectiveness review	None at this stage	N/A
	<b>Ministry of Justice</b>	Decisions announced on <b>Phase 1</b> Organisational Realignment involving Strategy, Governance Finance, Corporate Digital Services, Ātea a Rangi and Operations Service Delivery groups. <b>Phase 2</b> timeframes announced	<b>Phase 1: 5 roles are disestablished</b> , consisting of 1 Deputy-Secretary role, 3 Group Manager roles, and 1 Executive Support role. <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.	T2 and T3 in scope.  One Tier-2 role and 2 Tier-3 roles disestablished.
<b>8 April 2024</b>	<b>Ministry for the Environment</b>	Seeking expressions of interest from staff for voluntary redundancy	N/A	T2 not in scope; T3 in scope.
<b>4 April 2024</b>	<b>Ministry for Culture and Heritage</b>	Full change proposal presented to staff	Proposed <b>reduction of 11 FTE</b> , excluding vacancies and fixed term positions about to end	T2 not in scope; T3 in scope.
	<b>Ministry of Social Development</b>	Opening applications for voluntary redundancy from appropriate non-frontline staff	N/A	N/A
	<b>Ministry of Business, Innovation and Employment</b>	Proposal for the realignment of the Engagement and Experience branch (Service Delivery)	<b>22.5 impacted FTE</b> , excluding existing vacancies	T2 not in scope; T3 in scope.
	<b>Ministry of Health</b>	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 <b>13 June 2024</b> .	<b>134 net reduction</b> 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.
<b>3 April 2024</b>	<b>Department of the Prime Minister and Cabinet</b>	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
<b>27 March 2024</b>	<b>Crown Law Office</b>	Decisions on changes to Strategy, Corporate and System Leadership functions	<b>Overall reduction of 8 FTE</b> <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>	T2 and T3 in scope.  One T2 role and one T3 role disestablished.
	<b>Department of Internal Affairs</b>	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 <b>9 FTE</b> .  No changes were made to the proposal and 9 FTE will be disestablished, effective 21 June 2024.	T2 and T3 not in scope
<b>19 March 2024</b>	<b>Cyclone Recovery Unit</b>	Consultation document on proposed changes released to staff	The proposed new structure will initially have 28 FTE, a <b>decrease of 8 FTE</b> from the initial FTE establishment.	T2 and T3 in scope.

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