

Agency Change Activity SitRep

Drawn from Information Provided by Agencies as at **Tuesday, 16 April 2024**

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

Upcoming Agency Communications		
Release date	Agency	
17 April 2024	Oranga Tamariki – Ministry for Children	
	Overview of announcement	Formal consultation begins on proposed restructure – as outlined in Oranga Tamariki’s Aide-Memoire to your office on 12 April 2024
	Rationale	The proposal for change reflects the intent of Oranga Tamariki’s strategy, operating model, core purpose and delivers against the fiscal sustainability target set by the Government. It continues the transformation process the agency has been on for the past few years.
	Impact on roles proposed/decided	Proposed disestablishment of 632 positions (70 of which are vacant) and establishment of 185 new positions. Net reduction of 447 positions. Disestablished roles include: <ul style="list-style-type: none"> • two positions in the leadership team • 156 positions that Oranga Tamariki terms ‘broad manager roles’
	Agency FTE increase since 2017	30 June 2017: 3,310 FTE 31 Dec 2023: 4,904 FTE = 1,594 FTE increase
	Agency’s key messages	We are making these changes as part of our ongoing transformation to become a more effective, efficient, and financially sustainable organisation that can deliver for those that need us to change.
	Key dates	1 March 2024: Announcement to all staff that a restructure process would be occurring 15 April 2024: Email to all staff announcing start of ‘heads-up’ conversations with impacted staff, Unions briefed on proposal 17 April 2024: Overview of change proposals given at an all of staff webinar 15 May 2024: Consultation period ends June 2024 (TBC): Final decisions made
17 April 2024	9(2)(f)(iv) confidentiality of advice	

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	9(2)(f)(iv) confidentiality of advice	
22 April 2024	Land Information New Zealand	
	Overview of announcement	<p><i>Two upcoming announcements of the first round of proposed changes, with further rounds anticipated once Budget decisions are known:</i></p> <p>22 April 2024: Announcing the commencement of change activity focused on the People (HR and organisational development) and Customer Engagement (communications and stakeholder engagement) functions.</p> <p>23 April 2024: 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.</p>
	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	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).
	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"> • Need to reduce spending to meet Government priorities • Have done everything before now to lessen the change required, e.g. pausing recruitment, reducing contractor and consultant spend, reducing discretionary budgets • Need to prioritise certain areas of work. Ensure people and resources are in the right places to focus on highest priorities • Working to minimise impact on people • Will need to reduce a small number of roles in some defined areas
	Key dates	<p>19 April 2024: PSA briefed</p> <p>22 April 2024: Meet with affected team leaders, brief on proposals and discuss leaders' role</p> <p>23 April 2024: Consultation on proposals begins – one-on-one meetings with affected individuals, followed by meetings with impacted teams. Consultation document sent to affected teams, and summary of proposals posted on intranet</p> <p>8 May 2024: Consultation ends</p>
22 April 2024	Department of Internal Affairs	
	Overview of announcement	Consultation commences on the change proposal for the Regulation and Policy (Toi Hiranga) Branch
	Rationale	As a part of the Department's baseline reduction, the Regulation and Policy (Toi Hiranga) Branch must contribute to reducing Crown funded costs by 6.5% in 2024/25 and outyears. The branch has already taken steps to reduce costs in ways that do not affect the employment of staff, such as reducing air travel and the use of contractors and consultants. However, these measures are insufficient to achieve the baseline savings as most of the branch's costs are staff costs. Organisational change is therefore proposed that would result in fewer people and reduced salary costs.

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Impact on roles proposed/decided	<p>This proposal is to:</p> <ul style="list-style-type: none"> • disestablish 127 FTE positions, 42 of which are vacant, and • establish 19 new FTE positions. <p><i>DIA has other change proposals currently under consultation, which propose to disestablish another 29 roles. See Previous Agency Communications section below.</i></p>
Agency FTE increase since 2017	<p>30 June 2017: 2,066 FTE 31 Dec 2023: 2,824 FTE = 758 FTE increase</p> <p><i>The total FTE numbers include Ministry for Ethnic Communities and FTE related to Time Limited Funding activities.</i></p>
Agency's key messages	<ul style="list-style-type: none"> • The Toi Hiranga branch has already taken steps to reduce costs in ways that do not affect the employment of staff • To meet cost reduction requirements, the branch must make organisational change that results in fewer people and reduced salary costs • The proposed changes are: <ul style="list-style-type: none"> ○ a new organisational structure for Regulatory Services (Gambling and Anti-Money Laundering) ○ staffing changes in Policy, Ministerial Advice, Regulatory Stewardship, and Strategy and Branch Services
Key dates	<p>22 April 2024: Consultation commences 15 May 2024: Consultation closes 19 June 2024: Final decisions announced</p>

Previous Agency Communications			
Release date	Agency	Announcement	Impacted FTE proposed/decided
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.
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 • 2 new positions will be established
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.
	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 IPONZ: 6.5 potential impacted FTE</p>
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)

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			<ul style="list-style-type: none"> 93 positions currently vacant being disestablished.
	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	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 one Deputy-Secretary role, three Group Manager roles, and one 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.
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 11 FTE, excluding vacancies and fixed term positions about to end
	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	134 net reduction of positions (271 positions disestablished, 137 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"> 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
	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	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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