

Agency Change Activity SitRep

Drawn from Information Provided by Agencies as at **Thursday, 2 May 2024**

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

Upcoming Agency Communications		
Release date	Agency	
2 May 2024	Statistics New Zealand	
	Overview of announcement	Stats NZ are announcing their plans to seek expressions of interest (EOIs) for voluntary redundancy
	Rationale	To assist Stats NZ to make its 6.5% savings cut.
	Impact on roles proposed/decided	N/A
	Tier 2 and 3 roles within scope?	T2 and T3 eligible to apply.
	Agency FTE increase since 2017	30 June 2017: 921 FTE 31 Dec 2023: 1,491 FTE = 570 FTE increase
	Agency's key messages	EOIs would be considered on a case-by-case basis, and Stats NZ can accept or decline any request based on the needs of the organisation. Stats NZ will consider a broad set of criteria for assessing an individual's application.
	Key dates	30 April 2024: Decision to seek EOIs for voluntary redundancy is communicated to all People Leaders 2 May 2024: Decision to seek EOIs for voluntary redundancy is communicated to all staff 2 May – 16 May 2024: Voluntary application period From 30 May 2024: Outcomes of voluntary applications are announced
2 May 2024	Ministry of Housing and Urban Development	
	Overview of announcement	MHUD will announce and begin 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.
	Rationale	The proposed changes have been shaped by three drivers – continuing to shift the housing system, adapting to government priorities, and budget and fiscal sustainability.
	Impact on roles proposed/decided	Net reduction of 30 FTE , excluding 14 vacant roles that will not be filled
	Tier 2 and 3 roles within scope?	T2 not in scope; T3 is in scope. 2 Tier-3 roles proposed to be disestablished. <i>Note: A tier 2 role has already been disestablished in the first phase of change</i>
	Agency FTE increase since 2017	Established in 2018 31 Dec 2023: 390 FTE
	Agency's key messages	<ul style="list-style-type: none"> Goes a long way towards us being a smaller, more effective and fiscally sustainable organisation for the 2024/25 financial year and beyond. Fewer senior positions, particularly our Tier 3 and 4 management and Principal Advisor positions, where over time there is a disproportionate number of senior level positions. Reduce the number team-level specialist positions in some areas where work volumes have decreased or where different capability is required in the future, for example our digital development area.
	Key dates	30 April – 1 May 2024: Meet with affected people

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		<p>2 May 2024: Announce proposal and commence consultation</p> <p>22 May 2024: Consultation closes</p> <p>11 June – 28 June 2024: Announce decisions and work through selection and outcomes with affected people</p>
3 May 2024	9(2)(f)(iv) confidentiality of advice	
7 May 2024	Accident Compensation Corporation	
	Overview of announcement	ACC will announce their change proposal and begin consultation
	Rationale	This proposal aligns with the Government’s request for ACC spending to be efficient and effective. ACC are using the opportunity to align their workforce to better drive a focus on strategic priorities and enable effective delivery of initiatives.
	Impact on roles proposed/decided	397 roles to be disestablished , of which 73 are vacant. This equates to 21% of non-client facing roles and 9% of the entire workforce.
	Tier 2 and 3 roles within scope?	T2 not in scope; T3 in scope. There will be a net reduction of 57 senior leadership roles (a 17% reduction overall).
	Agency FTE increase since 2017	30 June 2017: 3,397 FTE 31 Dec 2023: 4,080 FTE = 83 FTE increase
	Agency’s key messages	<ul style="list-style-type: none"> Changes are focused on ensuring ACC has the right capability to deliver effective services for New Zealanders and support scheme sustainability Deliberate constraint in some areas is not intended to signal that work is deprioritised, rather it recognises a broader need to improve efficiency and adapt ways of working

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		<ul style="list-style-type: none"> Some savings will be redistributed into ACC.
	Key dates	<p>7 May 2024: change proposal announced to impacted staff</p> <p>9 May 2024: change proposal announced to all remaining staff, consultation begins</p> <p>June: final decisions made and announced</p>

Previous Agency Communications				
Release date	Agency	Announcement	Impacted FTE proposed/decided	Tiers 2 and 3 roles within scope?
1 May 2024	Department of Internal Affairs	<p>Consultation begins for Digital Public Service Branch and the Organisational Capability & Services Branch.</p> <p>Note: DIA has other change proposals currently under consultation – see earlier Previous Agency Communications</p>	<p>Digital Public Service Branch</p> <p>The proposal is to:</p> <ul style="list-style-type: none"> disestablish 22 positions, of which 6 are vacant establish 7 new positions. <p>Organisational Capability and Services Branch</p> <p>The proposal is to:</p> <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	<p><i>Indicatively: Net reduction of 9 roles:</i></p> <ul style="list-style-type: none"> 30 positions disestablished, 10 of which are vacant <p>21 new roles established</p>	T2 and T3 in scope.
	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.	<p>Proposed reduction of net 36 FTE:</p> <p>59 roles to be disestablished</p> <p>33 vacancies to be disestablished</p> <p>56 new roles created</p>	T2 and T3 in scope
	9(2)(f)(iv) confidentiality of advice			
24 April 2024	9(2)(t)(iv) confidentiality of advice			

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				October 2021 and April 2023 respectively.
23 April 2024	Ministry of Social Development	Outcome of voluntary redundancy applications, and announcing that further change to certain business groups will occur	<p>204 voluntary redundancy applications have been accepted, out of 404 total applications.</p> <p>Although front-line roles were out of scope for voluntary redundancy, 13 exceptions were made on a case-by-case basis.</p>	9(2)(g)(i) free and frank
	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.	<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
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

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	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>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	<p>Formal consultation begins on proposed restructure – as outlined in Oranga Tamariki's Aide-Memoire to your office on 12 April 2024</p>	<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 156 positions that Oranga Tamariki terms 'broad manager roles' 	T2 and T3 in scope.
9(2)(f)(iv) confidentiality of advice				
15 April 2024	Cyclone Recovery Unit	<p>Decisions on change proposal are announced and impacted employees are notified individually</p>	<p>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.</p>	T2 and T3 in scope
12 April 2024	Department of Internal Affairs	<p>Commencement of consultation on proposed organisational changes in the Māori, Strategy and Performance branch – one of the Department's corporate branches.</p>	<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	<p>Consultation on proposal to disestablish current Major Projects team and redeploy existing staff within this team to other areas of business</p>	<p>The team consists of 9 positions, with currently 6 staff. The proposal is to redeploy these staff to other areas of the business.</p>	N/A

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	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	Building and Tenancy: 18.69 potential impacted FTE IPONZ: 6.5 potential impacted FTE	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><i>Note that the following roles were disestablished through DOC's Functional Review in 2023:</i></p> <ul style="list-style-type: none"> • 1 Tier-2 role • 3 Tier-3 roles, 2 of which were vacant • 1 Tier-4 role 	T3 in scope – proposed net reduction of 3 Tier-3 roles. <i>Note: T2 and T3 roles already disestablished through DOC's Functional Review in 2023.</i>
	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	<p>Phase 1: 5 roles are disestablished, consisting of 1 Deputy-Secretary role, 3 Group Manager roles, and 1 Executive Support role.</p> <p>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.</p>	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	<p>134 net reduction of positions (271 positions disestablished, 137 new positions)</p> <p>Of the 271 disestablished roles, 60 are filled and the remainder are vacancies.</p>	T2 not in scope; T3 in scope.

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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	The proposal is to disestablish 9 FTE.	TBC, waiting on information from agency.
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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