

## Agency Change Activity SitRep

Drawn from Information Provided by Agencies as at **Thursday, 20 June 2024**

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

Upcoming Agency Communications		
Release date	Agency	
<b>20 June 2024</b>	<b>Ministry of Māori Development – Te Puni Kōkiri</b>	
	Overview of announcement	Te Puni Kōkiri is releasing final decisions on changes following consultation on Te Puni Kōkiri's Fiscal Sustainability and Efficiency – Proposal for Change.
	Rationale	Along with other public service organisations, we are making changes now to ensure we are well placed to support the Government's priorities, including its expenditure priorities. We recognise there are useful realignments that can be made, alongside spending reductions, to allow us to operate as effectively as we can – to maintain our capability to support whānau to thrive.
	Impact on roles decided	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.
	Tier 2 and 3 roles within scope?	T2 and T3 in scope.
	Agency FTE increase since 2017	30 June 2017: 301 FTE 31 December 2023: 464 FTE = 163 FTE increase
	Agency's key messages	<ul style="list-style-type: none"> <li>• Te Puni Kōkiri (TPK) is already a lean and adaptive organisation.</li> <li>• TPK is bringing similar functions together and aligning workstreams to support increased efficiency.</li> <li>• TPK is maintaining capability and maintaining its strength in the regions. The proposed changes, if implemented, would result in 11 additional positions in the regions and 49 fewer positions in National Office.</li> <li>• TPK will continue to support whānau to thrive and to work in support of the wellbeing of Māori and all New Zealand.</li> <li>• The cost savings measures seek to minimise the impact on kaimahi, particularly those in the lower pay grades. We have made a conscious decision to exclude those in our lowest pay grades (12, 13 and 14) from the changes. These staff on average earn less than \$70,000.</li> <li>• We have looked hard at our higher paid roles, those in grade 19 and above. We're proposing to remove 12% of these roles from the structure. This includes removing three Director roles and a number of managers.</li> </ul>
	Key dates	On 20 June 2024 Te Puni Kōkiri will release final decisions on changes following consultation on Te Puni Kōkiri's Fiscal Sustainability and Efficiency – Proposal for Change. The new structure will be in place by 8 July.
<b>19 June 2024</b>	<b>Department of Internal Affairs – Enterprise Branch (Te Haumi) – National Library.</b>	
	Overview of announcement	DIA announced final decisions on their change proposal for the National Library on Wednesday 19 <sup>th</sup> June.
	Rationale	As part of the Departments' baseline reduction requirement the National Library is proposing to close two vacant Library Assistant positions in Content Services and to reduce two position FTEs where staff have moved to work permanently part-time.
	Impact on roles decided	<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>
	Tier 2 and 3 roles within scope?	No
	Agency FTE increase since 2017	30 June 2017: 2066 FTE 31 December 2023: 2824 FTE

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

		= 758 FTE increase The total FTE numbers include Ministry for Ethnic Communities and FTE related to Time Limited Funding activities.
	Agency's key messages	The National Library within Enterprise Partnerships has identified the following areas that will generate permanent savings: <ul style="list-style-type: none"> <li>• Closing two vacant Library Assistant positions in Content Services due to the business direction to change the way we process most Schools Collection acquisitions.</li> <li>• Reducing two position FTEs where kaimahi have moved to work part-time.</li> </ul>
	Key dates	Final decisions announcement: <b>19 June</b> New structure effective: <b>19 June</b>
<b>19 June 2024</b>	<b>Department of Internal Affairs – Regulation and Policy (Toi Hiranga) Branch</b>	
	Overview of announcement	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.
	Rationale	The proposed changes are part of the Department's baseline reduction programme to meet the 6.5% reduction for 1 July 2024.
	Impact on roles decided	<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> <li>• There are several vacancies in the branch that affected staff can express interest in.</li> </ul>
	Tier 2 and 3 roles within scope?	TBC
	Agency FTE increase since 2017	30 June 2017: 2066 FTE 31 December 2023: 2824 FTE = 758 FTE increase The total FTE numbers include Ministry for Ethnic Communities and FTE related to Time Limited Funding activities.
	Agency's key messages	<ul style="list-style-type: none"> <li>• The Toi Hiranga branch has already taken steps to reduce costs in ways that do not affect the employment of kaimahi.</li> <li>• To meet cost reduction requirements, the branch must make organisational change that results in fewer people and reduced salary costs.</li> <li>• Feedback on the proposed changes was carefully considered and has resulted in some changes in the final decisions.</li> <li>• The proposed changes are: <ul style="list-style-type: none"> <li>○ a new organisational structure for Regulatory Services (Gambling and Anti-Money Laundering).</li> <li>○ Staffing changes in Policy, Ministerial Advice, Digital Safety, Regulatory Stewardship, and Strategy and Branch Services.</li> </ul> </li> </ul>
	Key dates	Approval of final decisions: <b>11 June</b> Final decisions announcement: <b>19 June</b> Expressions of interest commence: <b>19 June</b> Implementation commences: <b>10 July</b> New structure effective: <b>12 August</b>
<b>17 June 2024</b>	9(2)(f)(iv) confidentiality of advice	

		discussions with the PSA would follow, with the aim of reaching agreements on specific changes. This may lead to new or amended proposals that may require further consultation before decisions are made and actioned.
	Impact on roles decided	All change proposals released so far have proposed an overall reduction of 755 FTE (indicative only). Of those roles proposed to be disestablished, 316 are vacant.
	Tier 2 and 3 roles within scope?	T2 not in scope; T3 in scope
	Agency FTE increase since 2017	30 June 2017: 2632 FTE 31 December 2023: 4509 FTE = 1,877 FTE increase
	Agency's key messages	<ul style="list-style-type: none"> <li>• Change leads will be working to get further information out to staff by 19 June 2024, so you have more information on what this means for you.</li> <li>• Voluntary redundancies will continue as planned and remain open.</li> <li>• Irrespective of how this unfolds, the Ministry is required to deliver cost savings. We have made every effort to find that money outside of a reduction to headcount, however the savings required to meet Budget 24 commitments are greater than we can meet without reducing staff numbers.</li> </ul>
	Key dates	The Employment Relations Authority hearing is currently set down for 21 June and 27 June.

Release date	Agency	Announcement	Impacted FTE proposed/decided	Tiers 2 and 3 roles within scope?
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.	<b>Decisions are to remove 247 positions and create 124*, equalling a net reduction of 123 positions</b> <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> (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).	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 [REDACTED] [REDACTED] [REDACTED]	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.	Expected redundancies (approx./range of in early stages): <b>54 approx.</b> 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. Number of new roles created: 54 <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.	T2 not in scope; T3 in scope
	Statistics New Zealand	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.	<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.  <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.	T2 and T3 not in scope
	Waka Kotahi New Zealand Transport Agency	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.	<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> </ul>	T2 and T3 not in scope

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			<ul style="list-style-type: none"> <li>Of the disestablished, 54 are vacant roles and 5 are fixed term contracts. (note 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>	
	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
<b>28 May 2024</b>	<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	<p>Propose to disestablish 17 positions, 2 of which are vacant and establish 10 new positions.</p> <p>In total, this will equate to a <b>net reduction of 5 FTE</b></p>	Not confirmed
<b>27 May 2024</b>	<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.	<p>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.</p> <p>Number of new roles created: up to 5 new roles would be established.</p> <p><b>Net reduction in roles: 0</b></p>	T2 and T3 not in scope
<b>23 May 2024</b>	<b>Department of Conservation</b>	Decision on change proposal after consultation periods for DOC's change programme	<p><b>A net reduction of 124 positions</b> (approx. 4% of the total DOC funded FTE), made up of:</p> <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> <p>The net reduction of 124 will result in:</p> <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> <p>114 positions currently vacant being disestablished.</p>	T2 and T3 in scope

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	<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			
20 May 2024	<b>New Zealand Customs Service</b>	Decision on change proposal after consultation period.  <i>Note: Customs only updated us COP Monday 20 May 2024 on their final decisions. The numbers differ ever so slightly.</i>  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.	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. Proposing to establish 31 new positions. <b>That is a net reduction of 5 roles.</b> <b>Cumulative impact of 79 fewer positions overall</b> (including voluntary redundancy)	T3 not in scope; T2 is in scope as the position is already vacant
16 May 2024	<b>Ministry for Primary Industries</b>	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	<b>Education Review Office</b>	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	<b>Department of Internal Affairs</b>	Consultation begins for the National Library and Archives proposals.	Archives – propose to <b>disestablish 10 positions</b> , 7 of which are vacant.	Not confirmed

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		Note: DIA has other change proposals currently under consultation – see earlier Previous Agency Communications <b>Decisions expected 3 July 2024</b>	National Library – propose to <b>disestablish 2 vacant positions, and to replace 2 full-time positions with 2 part-time positions.</b>	
	<b>New Zealand Transport Agency</b>	NZTA announced consultation with Customer and Services business group and the Digital business group.  <b>Decisions expected June 2024</b>	<i>Customer and Services business group</i> Net reduction of <b>0 FTE</b> : <ul style="list-style-type: none"> <li>Disestablishing 6 positions</li> <li>Establishing 6 new positions</li> </ul> <i>Digital business group</i> Net reduction of <b>12 FTE</b> : <ul style="list-style-type: none"> <li>Disestablishing 30 positions</li> </ul> Establishing 18 new positions	Not confirmed
<b>7 May 2024</b>	<b>Accident Compensation Corporation</b>	Announcement of change proposal and the start of consultation.  <b>Decisions expected June 2024</b>	<b>397 roles to be disestablished</b> , of which 73 are vacant.	T2 not in scope; T3 in scope.
	<b>Department of Conservation</b>	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
<b>Week of 6 May 2024</b>	<b>Ministry of Transport</b>	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
<b>3 May 2024</b>	9(2)(f)(iv) confidentiality of advice			
<b>2 May 2024</b>	<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

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	<p><b>Ministry of Housing and Urban Development</b></p>	<p>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.</p>	<p><b>Net reduction of 30 FTE</b>, excluding 10 vacant roles that will not be filled</p>	<p>T2 not in scope; T3 is in scope.  Note: a tier 2 role has already been disestablished</p>
	<p><b>Statistics New Zealand</b></p>	<p>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 &amp; 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).</p>	<p><b>No decisions yet or proposals made</b></p>	<p>T2 and T3 eligible to apply.</p>
<p><b>1 May 2024</b></p>	<p><b>Department of Internal Affairs</b></p>	<p>Consultation begins for Digital Public Service Branch and the Organisational Capability &amp; Services Branch.</p>	<p>Digital Public Service Branch The proposal is to:</p> <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> <p>Organisational Capability and Services Branch The proposal is to:</p> <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>	<p>T2 not in scope; T3 in scope</p>
<p><b>30 April 2024</b></p>	<p><b>Ministry for Ethnic Communities</b></p>	<p>Final decisions on change proposals announced to staff</p>	<p><i>Indicatively: Net reduction of 9 roles:</i></p> <ul style="list-style-type: none"> <li>• 30 positions disestablished, 10 of which are vacant</li> </ul> <p>21 new roles established</p>	<p>T2 and T3 in scope.</p>
	<p><b>Ministry of Māori Development – Te Puni Kōkiri</b></p>	<p>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>	<p><b>Proposed reduction of net 36 FTE:</b> 59 roles to be disestablished 33 vacancies to be disestablished 56 new roles created</p>	<p>T2 and T3 in scope</p>
	<p>9(2)(f)(iv) confidentiality of advice</p>			
<p><b>24 April 2024</b></p>				



			Note that all change proposals released by this date will have proposed an overall reduction of 595 FTE. Of those roles proposed to be disestablished, 237 are vacant, 125 are manager roles, and 2 are Tier-3 roles.	<i>Note: The Ministry's Tier 2 and Tier 3 roles were reviewed through restructures implemented in October 2021 and April 2023 respectively.</i>
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] [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 roles, including reducing:</i> <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	<b>Department of Internal Affairs</b>	Consultation commences on the change proposal for the Regulation and Policy (Toi Hiranga) Branch and the Office of the Chief Executive (OCE).	The proposal for the Toi Hiranga Branch is to: <ul style="list-style-type: none"> <li>• disestablish 78 positions, 42 of which are vacant, and</li> <li>• establish 19 new positions.</li> </ul> The proposal for OCE is to disestablish a 0.4 FTE team administrator position.  <i>DIA has other change proposals currently under consultation – see Previous Agency Communications section below.</i>	TBC, waiting on information from agency.
	<b>Land Information New Zealand</b>	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.	<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>
	<b>New Zealand Customs Service</b>	<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>
<b>17 April 2024</b>	<b>Oranga Tamariki – Ministry for Children</b>	<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. <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> <li>• 156 positions that Oranga Tamariki terms ‘broad manager roles’</li> </ul>	T2 and T3 in scope.
9(2)(f)(iv) confidentiality of advice				
<b>15 April 2024</b>	<b>Cyclone Recovery Unit</b>	<p>Decisions on change proposal are announced and impacted employees are notified individually</p>	<p>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.</p>	T2 and T3 in scope
<b>12 April 2024</b>	<b>Department of Internal Affairs</b>	<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"> <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>	TBC, waiting on information from agency.

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			2 new positions will be established, one in Legal Services and one in the EPMO	
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	Building and Tenancy: <b>18.69 potential impacted FTE</b> IPONZ: <b>6.5 potential impacted FTE</b>	T2 not in scope; T3 in scope.
10 April 2024	Department of Conservation	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>
	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 <b>Phase 1</b> Organisational Realignment involving Strategy, Governance Finance, Corporate Digital Services, Ātea a Rangī and Operations Service Delivery groups. <b>Phase 2</b> timeframes announced	<p><b>Phase 1: 5 roles are disestablished</b>, consisting of 1 Deputy-Secretary role, 3 Group Manager roles, and 1 Executive Support role.</p> <p><b>Phase 2:</b> The scale of FTE changes is not yet known, as it will come from the detailed work of Phase 2. The proposed FTE changes will be included in the Phase 2 consultation document planned for release in June 2024.</p>	<p>T2 and T3 in scope.</p> <p>One Tier-2 role and 2 Tier-3 roles disestablished.</p>
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 <b>reduction of 11 FTE</b> , 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)	<b>22.5 impacted FTE</b> , excluding existing vacancies	T2 not in scope; T3 in scope.

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

	<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.