

Agency Change Activity SitRep

Drawn from Information Provided by Agencies as at **Tuesday, 23 April 2024**

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

Upcoming Agency Communications		
Release date	Agency	
23 April 2024	Ministry of Social Development	
	Overview of announcement	Outcome of voluntary redundancy applications, and announcing that further change to certain business groups will occur
	Rationale	Responds to the government's savings requirements and intention to minimise its effect on front-line staff.
	Impact on roles proposed/decided	204 voluntary redundancy applications have been accepted , out of 404 total applications. Although front-line roles were out of scope for voluntary redundancy, 13 exceptions were made on a case-by-case basis.
	Tier 2 and 3 roles within scope?	TBC, waiting on information from agency.
	Agency FTE increase since 2017	30 June 2017: 6,799 FTE 31 Dec 2023: 9,482 FTE = 2,683 FTE increase
	Agency's key messages	<ul style="list-style-type: none"> As part of MSD's ongoing efforts to reduce costs, we offered the opportunity for some people to apply for voluntary redundancy earlier this month. Staff members who applied for voluntary redundancy were notified today of the outcome of their applications. MSD previously indicated further change would be required in some areas. The leadership team is working through that now, taking into consideration voluntary redundancies, priority work, attrition rates and other factors. The areas where further targeted change will occur are Property and Procurement, People Team, Finance, Information Group, Legal, Strategy and Insights, and Transformation Group (including Information Technology). The exact detail of the proposed changes will now be worked through, and staff will be informed of the change proposals during the week of 20 May.
	Key dates	23 April 2024: Staff members who applied for voluntary redundancy are notified of the outcome and areas of further targeted change are announced Week of 20 May 2024: Staff informed of change proposals
23 April 2024	9(2)(f)(iv) confidentiality of advice	

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

	9(2)(f)(iv) confidentiality of advice	
23 April 2024	Land Information New Zealand	
	Overview of announcement	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.
	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).
	Tier 2 and 3 roles within scope?	T2 and T3 not in scope. Note: LINZ changed its structure in 2021 and significantly reduced senior leadership roles, including reducing: <ul style="list-style-type: none"> • 7 Tier-2 roles to 4 • 39 Tier-3 leadership roles to 18
	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	19 April 2024: PSA briefed 22 April 2024: Meet with affected team leaders, brief on proposals and discuss leaders' role 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 8 May 2024: Consultation ends

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24 April 2024	9(2)(f)(iv) confidentiality of advice	
30 April 2024	Ministry for Ethnic Communities	
	Overview of announcement	Final decisions on change proposals <i>Note that the Minister for Ethnic Communities has not yet been briefed on this</i>
	Rationale	We are required to be fiscally sustainable and deliver cost savings of 6.5% per annum. This means we need to approach our work differently and need new capability to do so.
	Impact on roles proposed/decided	Net reduction of 9 roles: <ul style="list-style-type: none"> • 30 positions disestablished, 10 of which are vacant • 21 new roles established
	Tier 2 and 3 roles within scope?	T2 and T3 in scope.
	Agency FTE increase since 2017	Established in 2022 with 75 FTE 31 Dec 2023: 77 FTE
	Agency's key messages	<ul style="list-style-type: none"> • Changes have been made to the final structure on the basis of feedback received through the consultation process. These changes are explained in more detail in the summary of final decisions for each business unit within the document. • While there is sense of disappointment and loss in the need to disestablish roles within the organisation, there is also real support for the ongoing work of the Ministry and the direction in which we need to focus our efforts. • All staff are encouraged to use the available support.
	Key dates	29 April 2024: MEC briefs their Minister on decisions 30 April 2024: Final decisions announced 1 July 2024 (TBC): Transitioning to new structure

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

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

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	New Zealand Police	DCE Corporate Operations role disestablished following resignation	1 second-tier role disestablished	T2 – one role disestablished
9 April 2024	Serious Fraud Office	Commencement of an organisational efficiency and effectiveness review	None at this stage	N/A
	Ministry of Justice	Decisions announced on Phase 1 Organisational Realignment involving Strategy, Governance Finance, Corporate Digital Services, Ātea a Rangī and Operations Service Delivery groups. Phase 2 timeframes announced	Phase 1: 5 roles are disestablished , consisting of 1 Deputy-Secretary role, 3 Group Manager roles, and 1 Executive Support role. Phase 2: The scale of FTE changes is not yet known, as it will come from the detailed work of Phase 2. The proposed FTE changes will be included in the Phase 2 consultation document planned for release in June 2024.	T2 and T3 in scope. One Tier-2 role and 2 Tier-3 roles disestablished.
8 April 2024	Ministry for the Environment	Seeking expressions of interest from staff for voluntary redundancy	N/A	T2 not in scope; T3 in scope.
4 April 2024	Ministry for Culture and Heritage	Full change proposal presented to staff	Proposed reduction of 11 FTE , excluding vacancies and fixed term positions about to end	T2 not in scope; T3 in scope.
	Ministry of Social Development	Opening applications for voluntary redundancy from appropriate non-frontline staff	N/A	N/A
	Ministry of Business, Innovation and Employment	Proposal for the realignment of the Engagement and Experience branch (Service Delivery)	22.5 impacted FTE , excluding existing vacancies	T2 not in scope; T3 in scope.
	Ministry of Health	Consultation on proposals for organisational change	134 net reduction of positions (271 positions disestablished, 137 new positions) Of the 271 disestablished roles, 60 are filled and the remainder are vacancies.	T2 not in scope; T3 in scope.
3 April 2024	Department of the Prime Minister and Cabinet	Consultation with staff of the Child Wellbeing and Poverty Reduction Group in relation to agreed transfer of function to MSD. Consultation is about the process and terms and conditions. Transfer of functions already agreed.	Staff transfer from DPMC to MSD (s.86 Public Service Act)	N/A
27 March 2024	Crown Law Office	Decisions on changes to Strategy, Corporate and System Leadership functions	Overall reduction of 8 FTE <ul style="list-style-type: none"> 17 roles disestablished – 4 of these are vacant, 3 are unbudgeted and 2 are filled by fixed-term employees 10 new roles have been created, some of which are established for a fixed term to help contribute to overall savings Overall FTE reduction across Crown Law (as at implementation on 1 July 2024) is 8 No core legal roles have been impacted by this change 	T2 and T3 in scope. One T2 role and one T3 role disestablished.
	Department of Internal Affairs	Consultation commences for a proposed change to close down the Indexing team in the Content Services Directorate of the National Library	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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