

Agency Change Activity SitRep

Drawn from Information Provided by Agencies as at **Thursday, 23 May 2024**

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

Upcoming Agency Communications		
Release date	Agency	
23 May 2024	Department of Conservation – confirmed numbers	
	Overview of announcement	Decision on change proposal after consultation periods for DOC's change programme
	Rationale	Savings and efficiencies to meet Government savings targets and address known cost pressures. People and teams will be realigned to a more efficient operating model.
	Impact on roles decided	<p>A net reduction of 124 positions (approx. 4% of the total DOC funded FTE), made up of:</p> <ul style="list-style-type: none"> • 257 roles to be disestablished • 133 roles created as part of the new structure <p>The net reduction of 124 will result in:</p> <ul style="list-style-type: none"> • Around 10 redundancies (if all roles created as part of the new structure are filled by impacted staff) • 114 positions currently vacant being disestablished.
	Tier 2 and 3 roles within scope?	T2 and T3 in scope
	Agency FTE increase since 2017	30 June 2017: 1,993 FTE 31 Dec 2023: 2,797 FTE = 804 FTE increase
	Agency's key messages	<ul style="list-style-type: none"> • We have good information now about what drives our costs, thanks to our financial sustainability review. This will inform advice and options for Ministers on the future role and funding of DOC. There will be further review of FTE at that stage. • We've made more progress recently saving money; recruitment freeze since November. • We have focussed on finding savings that have the least impact on our people and on conservation. • Changes have been made since consultation began and feedback was taken on board
	Key dates	April 2024 – consultation began 23 May 2024 – announce final decisions following consultation with the impacted teams
23 May 2024	Ministry of Social Development	
	Overview of announcement	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.
	Rationale	MSD is reducing the size of its workforce to meet its fiscal sustainability commitments.
	Impact on roles proposed	<p>331 impacted people.</p> <p>Net reduction of 98 FTE, 27 are vacant positions.</p> <p><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></p>

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	Tier 2 and 3 roles within scope?	T2 not in scope; T3 is in scope
	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"> To meet fiscal sustainability commitments MSD is doing this through a combination of voluntary redundancies, attrition, fixed term roles coming to an end, and the current change proposals
	Key dates	23 May 2024 – change process announced and consultation begins 26 June 2024 – announce final decisions following consultation with the impacted teams
27 May 2024	Land Information New Zealand	
	Overview of announcement	LINZ will be announcing decisions on a change process focused on its Land Information function.
	Rationale	As an organisation we took early steps to implement fiscal restraint. This included reducing the number of contractors and consultants engaged, reducing discretionary budgets such as travel and training, and pausing recruitment for all but the highest priority roles. Vacant roles have now been disestablished including within the Location Information function. As a result of this there are capability and capacity gaps across the function that need to be addressed. This has resulted in the need to undertake some organisational change to stop some non-core work and reduce some other work so that we can deliver on our organisational priorities, build our skills capability in some key areas, and operate within a reduced budget.
	Impact on roles proposed	Number of roles disestablished and number of those that are vacant: 5 roles will be disestablished in this round, 0 of which are vacant. Number of new roles created: up to 5 new roles would be established. Net reduction in roles: 0
	Tier 2 and 3 roles within scope?	T2 and T3 not in scope
	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"> 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.
	Key dates	27 May 2024 – announce proposal 29 May - 12 June 2024 – consultation period
28 May 2024	Waka Kotahi New Zealand Transport Agency	
	Overview of announcement	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
	Rationale	To meet efficiency and effectiveness savings targets
	Impact on roles decided	Propose to disestablish 17 positions, 2 of which are vacant and establish 10 new positions. In total, this will equate to a net reduction of 5 FTE
	Tier 2 and 3 roles within scope?	Not confirmed
	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 previously signalled, NZTA needs to undertake group by group change consultations to meet our efficiency and effectiveness savings targets

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		<ul style="list-style-type: none">We will consult with our people and our union partners as needed on this proposal and expect to announce our final decision in June. We will have reactive media lines prepared in case of queries.
	Key dates	28 May 2024 – announcement of change proposal and start of consultation 11 June 2024 – end of consultation Mid to late June 2024 – final decisions

Previous Agency Communications				
Release date	Agency	Announcement	Impacted FTE proposed/decided	Tiers 2 and 3 roles within scope?
22 May 2024	Land Information New Zealand	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. Net reduction in roles: 5 <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	New Zealand Customs Service	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. That is a net reduction of 5 roles. Cumulative impact of 79 fewer positions overall (including voluntary redundancy)	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 391 roles , including 193 vacant positions	T2 not in scope; T3 in scope
10 May 2024	Education Review Office – BUDGET SENSITIVE	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	Consultation begins for the National Library and Archives proposals. Note: DIA has other change proposals currently under consultation – see earlier Previous Agency Communications	Archives – propose to disestablish 10 positions , 7 of which are vacant. National Library – propose to disestablish 2 vacant positions , and to replace 2 full-time positions with 2 part-time positions.	Not confirmed
	New Zealand Transport Agency	NZTA announced consultation with Customer and Services business group and the Digital business group.	<i>Customer and Services business group</i> Net reduction of 0 FTE : • Disestablishing 6 positions	Not confirmed

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			<ul style="list-style-type: none"> Establishing 6 new positions <p>Digital business group Net reduction of 12 FTE:</p> <ul style="list-style-type: none"> Disestablishing 30 positions <p>Establishing 18 new positions</p>	
7 May 2024	Accident Compensation Corporation	Announcement of change proposal and the start of consultation.	397 roles to be disestablished , of which 73 are vacant.	T2 not in scope; T3 in scope.
7 May 2024	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 1 FTE	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 1 role	T2 only
3 May 2024	9(2)(f)(iv) confidentiality of advice			
2 May 2024	Ministry of Business, Innovation & Employment	Round 2 of MBIE's second voluntary redundancy round has closed and decisions were announced to staff. These staff will finish work mid-May.	59 voluntary redundancy applications have been accepted (55.4 FTE) <i>This adds to the first round. In total MBIE has accepted 170 applications, equalling 159.8 FTE.</i>	Not confirmed
	Kāinga Ora – Homes and Communities	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>	Proposing a net reduction of up to 159 roles No frontline roles	Not confirmed
	Ministry of Housing and Urban Development	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.	Net reduction of 30 FTE , 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
	Statistics New Zealand	Stats NZ announced their plans to seek expressions of interest (EOIs) for voluntary redundancy.	No decisions yet or proposals made	T2 and T3 eligible to apply.

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		<p>Applications closed for EOIs on 16 May 2024 and decisions will be made and communicated in the week of 27 May 2024.</p> <p>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).</p>		
1 May 2024	Department of Internal Affairs	Consultation begins for Digital Public Service Branch and the Organisational Capability & Services Branch.	<p>Digital Public Service Branch 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 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 33 vacancies to be disestablished 56 new roles created</p>	T2 and T3 in scope
9(2)(f)(iv) confidentiality of advice				
24 April 2024	Ministry of Education	Consultation begins on change proposals to the Māori Education group	<p><i>Indicative numbers:</i></p> <p>Proposed reduction of 10 FTE, of which 6 are vacancies and 2 are manager roles.</p> <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.</p>	<p>T2 not in scope; T3 in scope.</p> <p><i>Note: The Ministry's Tier 2 and Tier 3 roles were reviewed through restructures implemented in October 2021 and April 2023 respectively.</i></p>
23 April 2024	Ministry of Social Development	Outcome of voluntary redundancy applications, and announcing that further change to certain business groups will occur	204 voluntary redundancy applications have been accepted , out of 404 total applications.	9(2)(g)(i) free and frank

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			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
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.	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).	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"> • 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).	The proposal for the Toi Hiranga Branch is to: <ul style="list-style-type: none"> • disestablish 78 positions, 42 of which are vacant, and • establish 19 new positions. 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.
	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.	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).	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"> • 7 Tier-2 roles to 4 • 39 Tier-3 leadership roles to 18
	New Zealand Customs Service	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	At this point, Customs is looking to disestablish 111 positions in total . The total is made up of:	T2 and T3 in scope.

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		<p>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>	<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>	One T2 role (currently vacant) proposed to be disestablished
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 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	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	A net reduction of 124 positions is proposed, made up of:	T3 in scope – proposed net

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			<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 	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	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 A short consultation process is about to commence in light of staff feedback from the original consultation period. Decision announcements now scheduled for 13 June 2024 .	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	T2 and T3 in scope.

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			<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 	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 Decisions were announced to staff on 13 May 2024.	<p>The proposal is to disestablish 9 FTE.</p> <p>No changes were made to the proposal and 9 FTE will be disestablished, effective 21 June 2024.</p>	T2 and T3 not in scope
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.