

Agency Change Activity SitRep

Drawn from Information Provided by Agencies as at **Wednesday, 26 June 2024**

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

Upcoming Agency Communications		
Release date	Agency	
27 June 2024	Ministry of Justice and Department of Corrections	
	Overview of announcement	Change proposals shared with High Impact Innovation Programme (Corrections) and Sector Directorate (Ministry of Justice).
	Rationale	<p>The Justice Sector Leadership Board (JSLB) has been working over the past 18 months to clarify their collective leadership and stewardship roles and where they should put their focus, in order to achieve outcomes for those impacted by the Justice Sector. They are clear that they want to focus on a small number of priorities at any one time to allow them to strongly lead and that the Sector has the capacity to manage if changes are proposed.</p> <p>This focus has impacted what the JSLB from the cross-sector teams the Sector Directorate (SD) and High Impact Innovation Programme (HIIP).</p> <p>A change in approach has been directed by the Government. A new composition of Justice Sector and Social Sector Ministers working together, the introduction of Government targets and changes for the Justice Sector cluster has impacted what is required of the cross-sector teams. The Government has asked for increased focus and for a number of initiatives to be scaled back or stopped.</p> <p>The Government has been directing agencies to find savings, which has led to many changes across government. The agencies that SD and HIIP work alongside, have been asked to focus on core business and their capacity for implementing change is reduced. Whilst innovation is always required, and is essential when fiscal pressure is present, it increasingly has to take place against a sharp focus on core business. It is important that the cross-sector support for agencies reflects this, and the work programme considers its potential impact on agencies.</p>
	Impact on roles decided	<p>Expected redundancies (approximate/range of in early stages and hard to predict as will look for other opportunities within agencies if change proceeds as proposed) - expect it to be less than 10.</p> <p>Number of roles disestablished and number of those that are vacant = 64 approx. disestablished, 15 of those vacant</p> <p>Number of new roles created = 20</p> <p>Net reduction in roles = 44 approx.</p>
	Tier 2 and 3 roles within scope?	Tier 2 and Tier 3 roles in the two teams are within scope.
	Agency FTE increase since 2017	Not applicable - the proposal is across multiple agencies
	Agency's key messages	<p>The proposals are released to seek feedback on potential change that maintains and builds on the critical connections cross-sector capability provides, with a proposed new team that is clear on its roles and value proposition.</p> <p>Our focus remains on ensuring we deliver well for Aotearoa - New Zealand and in particular those who interact with or are impacted by the Justice systems. We want to ensure we are being fiscally responsible at a time when Justice Sector agencies are reducing costs and making some hard trade-off decisions.</p> <p>Justice Sector Chief Executives and Ministers are clear on their priorities and the need to be focussed. Agencies have been asked to be efficient and focus on doing business as usual well. There have been many projects across the Justice Sector scaled back or discontinued. It is important the new Justice Sector team proposed is similarly focussed and efficient. It needs a structure that reflects the context we are now in, and the real pressures agencies are facing.</p> <p>Accordingly, there are fewer positions in the proposed new team than in the existing two teams combined. Some of the reduction would be through vacancies we propose are relinquished, some through efficiencies gained by combining functions of the two teams, and some through reducing some of the work programmes.</p> <p>The new Justice Sector team proposed would be focussed on the top priorities of the government of the day, and the JSLB of the day. In the foreseeable future, that is getting better outcomes for victims, improving timely justice and supporting the government to meet their Law-and-Order targets.</p>
	Key dates	<p>Change proposal launched 27 June 2024</p> <p>Consultation closes 19 July 2024</p> <p>Final decisions communicated – no later than week 12 August 2024</p> <p>Implementation – to be included in final decision – likely to be 1 October 2024 or prior</p>

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

26 June 2024		Ministry of Social Development – final decisions
Overview of announcement	Final decisions will be announced on Wednesday 26 June 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 decided	<ul style="list-style-type: none"> The proposal would have seen a reduction of 97 permanent, and final decision will see a reduction of 86 permanent. The breakdown of changes (11) from what was originally proposed: <ul style="list-style-type: none"> People and Capability Group: up 10 permanent FTE on what was proposed. 6 additional temp roles for transition. Strategy and Insights Group: up 1 permanent FTE on what was proposed. Organisational Assurance and Communication Group: no change to numbers on what was proposed. Transformation (including IT) Group: no change to numbers on what was proposed. 	
Tier 2 and 3 roles within scope?	T2 not in scope; T3 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"> The change process is in order 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 proposal There was significant amount of feedback (over 500 pieces of feedback) and that has resulted in changes to what was in the proposal. 	
Key dates	23 May 2024 – change process announced and consultation begins 26 June 2024 – final decisions announced following consultation with the impacted teams	
26 June 2024		Land Information New Zealand
Overview of announcement	LINZ will be announcing decisions on a change process focused on its Land Information function, following consultation on proposals from Wednesday 29 May to Wednesday 12 June. Due to the nature of the changes, LINZ is not planning a standalone announcement to the whole organisation, and will first brief the PSA and leaders of the affected employees. Then affected staff will then meet with their leader one-on-one.	
Rationale	<p>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.</p> <p>As a result of this there are capability and capacity gaps across the Location Information 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.</p>	
Impact on roles decided	<p>Early action was taken to pause recruitment and make organisational decisions on vacant roles. As a result of this, in early 2024, 52 FTE roles that we considered lower priority were disestablished. This round of changes therefore includes proposals to disestablish only a small number of roles.</p> <p>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> <p>Number of roles disestablished and number of those that are vacant: 4 roles will be disestablished in this round, none of which are vacant.</p> <p>Number of new roles created: 1 new role will be established immediately, with an additional 2-3 roles planned to be established in the future</p> <p>Net reduction in roles: 1</p>	
Tier 2 and 3 roles within scope?	No	
Agency FTE increase since 2017	30 June 2017: 576 FTE 31 Dec 2023: 832 FTE = 256 FTE Increase	

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

	Agency's key messages	<ul style="list-style-type: none"> • LINZ's budget is being reduced and we need to reduce our spending. The Government expects us to prioritise providing services to our customers and are challenging us to find savings and efficiencies. • Recruitment was paused last year, and we have reduced our contractor and consultant numbers and discretionary budgets, which has helped to reduce costs and avoid the need for a large-scale organisational change programme. Some change is required though. • We can't afford to keep doing everything. Some difficult decisions are needed to prioritise and keep delivering for our customers. We need to stop doing some things and make sure our people and resources are in the right places to focus on our highest priorities. • We are working to minimise the impact on people, but the changes we need to make mean reducing a small number of roles in some defined areas.
	Key dates	<p>Monday 24 June – Meet with PSA organiser and delegate convenor.</p> <p>Monday 24 June or Tuesday 25 June – meet with affected team leaders, brief on decisions and discuss leader's role</p> <p>Wednesday 26 June – meetings with affected individuals, then brief affected teams.</p>

Release date	Agency	Announcement	Impacted FTE proposed/decided	Tiers 2 and 3 roles within scope?
20 June 2024	Ministry of Māori Development – Te Puni Kōkiri	Te Puni Kōkiri is releasing final decisions on changes following consultation.	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.	T2 and T3 in scope
19 June 2024	Department of Internal Affairs – Enterprise Branch (Te Haumi) – National Library	DIA announced final decisions on their change proposal for the National Library on Wednesday 19 th June.	<ul style="list-style-type: none"> Two FTE disestablished (both positions currently vacant). Two fulltime FTE replaced with new part-time positions. 	No
19 June 2024	Department of Internal Affairs – Regulation and Policy (Toi Hiranga) Branch	DIA announced final decisions on their change proposal for the Regulation and Policy Branch on Wednesday 19 th June. Staff feedback resulted in minor changes to the proposal, but the branch has still kept to the required cost savings.	<ul style="list-style-type: none"> 75 positions will be disestablished, of which 45 positions are vacant. 30 people will potentially be affected through this change process. 11 new positions will be established, which affected people will be able to be considered for. <p>There are several vacancies in the branch that affected staff can express interest in.</p>	TBC
17 June 2024	9(2)(f)(iv) confidentiality of advice			
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.	<p>Decisions are to remove 247 positions and create 124*, equalling a net reduction of 123 positions</p> <p><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></p> <p>(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).</p>	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]	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.	<p>Expected redundancies (approx./range of in early stages): 54 approx.</p> <p>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.</p> <p>Number of new roles created: 54</p> <p>Net reduction in roles 122 (176 roles disestablished and 54 created).</p>	T2 not in scope; T3 in scope

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

			This is in addition to the 110 vacancies already removed as a result of active vacancy management. Numbers may change following consultation.	
	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.	<p><i>Voluntary Redundancy</i></p> <p>Received 124 expressions of interest. 96 of which have been accepted 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.</p> <p><i>Collections Operations change process</i></p> <p>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.</p>	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"> • There are 452 roles within the scope of this proposed change. • Proposing to establish 46 new positions and disestablish 106 positions. • Of the disestablished, 54 are vacant roles and 5 are fixed term contracts. (Note the rest is made up of 1 casual, 46 permanent) • This is a net reduction of 6 roles, not already vacant 	T2 and T3 not in scope
9(2)(f)(iv) confidentiality of advice				
	Department of Internal Affairs	Decisions announced decisions on the small change proposal within the Office of the Chief Executive	<ul style="list-style-type: none"> • The proposal has been confirmed within the Office of the Chief Executive to disestablish a 0.4 FTE team administrator position. 	T2 and T3 not in scope
5 June 2024	Department of Internal Affairs	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"> • 20 positions will be confirmed as disestablished. • 3 new positions will be established. • Of the 20 positions that will be disestablished, 10 positions are currently vacant, or employees have resigned. <p>There are fewer FTE changes than what were identified in the Baseline Reduction plan.</p>	T2 and T3 not in scope

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

28 May 2024	Waka Kotahi New Zealand Transport Agency	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	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	Not confirmed
27 May 2024	Land Information New Zealand	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.	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	T2 and T3 not in scope
23 May 2024	Department of Conservation	Decision on change proposal after consultation periods for DOC's change programme	A net reduction of 124 positions (approx. 4% of the total DOC funded FTE), made up of: <ul style="list-style-type: none"> • 257 roles to be disestablished • 133 roles created as part of the new structure The net reduction of 124 will result in: <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.	T2 and T3 in scope
	Ministry of Social Development	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. Net reduction of 98 FTE , 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	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			

			<ul style="list-style-type: none"> Māori Education – proposal of 10 FTE; decision: 10 FTE reduction (including 6 vacancies) 	
20 May 2024	New Zealand Customs Service	<p>Decision on change proposal after consultation period.</p> <p><i>Note: Customs only updated us COP Monday 20 May 2024 on their final decisions. The numbers differ ever so slightly.</i></p> <p>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.</p>	<p>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.</p> <p>Proposing to establish 31 new positions.</p> <p>That is a net reduction of 5 roles.</p> <p>Cumulative impact of 79 fewer positions overall (including voluntary redundancy)</p>	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	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	<p>Consultation begins for the National Library and Archives proposals.</p> <p>Note: DIA has other change proposals currently under consultation – see earlier Previous Agency Communications</p> <p>Decisions expected 3 July 2024</p>	<p>Archives – propose to disestablish 10 positions, 7 of which are vacant.</p> <p>National Library – propose to disestablish 2 vacant positions, and to replace 2 full-time positions with 2 part-time positions.</p>	Not confirmed
	New Zealand Transport Agency	<p>NZTA announced consultation with Customer and Services business group and the Digital business group.</p> <p>Decisions/impacts received 26 June 2024</p>	<p><i>Customer and Services business group</i></p> <p>Net reduction of 0 FTE:</p> <ul style="list-style-type: none"> Disestablishing 6 positions Establishing 6 new positions <p><i>Digital business group</i></p> <p>Net reduction of 5 FTE (proposal was 12):</p> <ul style="list-style-type: none"> Disestablishing 19 positions (proposal was 30) 	Not confirmed
7 May 2024	Accident Compensation Corporation	<p>Announcement of change proposal and the start of consultation.</p> <p>Decisions expected June 2024</p>	397 roles to be disestablished , of which 73 are vacant.	T2 not in scope; T3 in scope.
	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			

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

		Decisions will be released on 6 June 2024	Proposed 112 FTE reduction , of which 41 are vacancies and 6 are manager FTE. An additional 16 FTE are proposed to transfer from the Ministry to Network For Learning (N4L). <i>Corporate – indicatively:</i> Proposed 48 FTE reduction , of which 37 are vacancies and 13 are manager FTE.	
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. 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 & 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).	No decisions yet or proposals made	T2 and T3 eligible to apply.
1 May 2024	Department of Internal Affairs	Consultation begins for Digital Public Service Branch and the Organisational Capability & Services Branch.	Digital Public Service Branch The proposal is to: <ul style="list-style-type: none"> • disestablish 22 positions, of which 6 are vacant • establish 7 new positions. Organisational Capability and Services Branch The proposal is to: <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	<i>Indicatively: Net reduction of 9 roles:</i>	T2 and T3 in scope.

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

			<ul style="list-style-type: none"> 30 positions disestablished, 10 of which are vacant 21 new roles established	
	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.	Proposed reduction of net 36 FTE: 59 roles to be disestablished 33 vacancies to be disestablished 56 new roles created	T2 and T3 in scope
	9(2)(f)(iv) confidentiality of advice			
24 April 2024				
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. 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			
	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</i>

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

				<p>roles, including reducing:</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 • 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>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 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.

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

			<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>

	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 <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 Decisions were announced to staff on 13 May 2024.	The proposal is to disestablish 9 FTE . No changes were made to the proposal and 9 FTE will be disestablished, effective 21 June 2024.	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.

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