

Upcoming Agency Communications		
Release date	Agency	
27 March 2024	Crown Law Office	
	Overview of announcement	Decisions on changes to Strategy, Corporate and System Leadership functions
	Rationale	Reducing costs and work on efficient operating model
	Impact on roles proposed/decided	Overall reduction of 8 FTE 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
	Agency FTE increase since 2017	30 June 2017: 175 FTE 31 Dec 2023: 229 FTE = 54 FTE increase
	Agency’s key messages	<ul style="list-style-type: none"> • Had to find efficiencies and reduce costs – strategy and corporate and system leadership functions changing, but also putting in some new roles in corporate for a small programme office for efficient operating model. • The groups affected are non-core operational groups, and CLO are looking at how the work will be reprioritised, delivered differently, or in some cases stopped. • The decisions here alone will not deliver the savings and efficiencies we will need over the coming years: what these decisions do is establish a structure to help us to do the work over the next two years to ensure Crown Law can continue to deliver high-quality legal service to Government within a reduced budget, while managing increasing costs.
	Key dates	Engagement commenced in October 2023, a change proposal was released for consultation in February and closed in March 27 March 2024: Final decisions communicated to staff 1 July 2024: New changes to take effect
4 April 2024	Ministry for Culture and Heritage	
	Overview of announcement	Full change proposal presented to staff
	Rationale	Not yet provided & not yet discussed with portfolio Minister
	Impact on roles proposed/decided	Proposed reduction of 33 FTE – 14 are vacancies, 7 are fixed term
	Agency FTE increase since 2017	30 June 2017: 108 FTE 31 Dec 2023: 165 FTE = 57 FTE increase
	Agency’s key messages	<ul style="list-style-type: none"> • On 2 April, MCH will give Minister Goldsmith a high-level overview of the proposed change programme • On 3 April, staff will be sent diary invitations for meetings where they will be presented with the full change proposal: <ul style="list-style-type: none"> ○ The affected staff met individually on 4 April ○ All remaining staff at a single meeting on 5 April

		<ul style="list-style-type: none"> The proposal will refer to a reduction from current staffing levels of 183 FTE down to 150 FTE
	Key dates	<p>2 April 2024: MCH briefs their Minister on the proposed change programme</p> <p>3 April 2024: Diary invitations sent to staff for meetings</p> <p>4 April 2024: Affected staff met individually and presented with the full change proposal</p> <p>5 April 2024: All staff meeting where the proposal is presented</p>
5 April 2024	Ministry of Health	
	Overview of announcement	Consultation on proposals for organisational change
	Rationale	Proposed changes to reflect new priorities, make the remaining shifts needed to take up system reforms, and to meet reduced forecast budget from next year.
	Impact on roles proposed/decided	131 net reduction of positions (271 positions disestablished, 140 new positions) Of the 271 disestablished roles, 60 are filled and the remainder are vacancies.
	Agency FTE increase since 2017	30 June 2017: 1,056 FTE 31 Dec 2023: 806 FTE = 250 FTE decrease
	Agency's key messages	<ul style="list-style-type: none"> On 2 April staff will be sent diary invitations for meetings where they will be presented with the full change proposal. <ul style="list-style-type: none"> There will be meetings with individuals whose positions are proposed to be affected or impacted by the proposal. Those meetings will occur on 3 and 4 April. Consultation on the proposals for organisational change will begin on 5 April 2024 and close at 5pm on Friday 26 April 2024. Timeframes for actions following the consultation process will depend on the nature of the feedback received and what impact the feedback may have on the original proposal. Throughout April and May the feedback from consultation will be collated and analysed. Final decisions before 30 June.
	Key dates	<p>2 April 2024: Diary invitations sent to staff for meetings</p> <p>3 & 4 April 2024: Affected staff met individually</p> <p>5 April 2024: All staff meeting where the proposal is presented</p> <p>26 April 2024: Consultation closes</p> <p>June 2024: Final decisions made and announced by end of June</p> <p>August 2024: New organisational structure implemented</p>
8 April 2024	Ministry for the Environment	
	Overview of announcement	Seeking expressions of interest from staff for voluntary redundancy
	Rationale	Not yet provided & not yet discussed with portfolio Minister
	Impact on roles proposed/decided	N/A
	Agency FTE increase since 2017	30 June 2017: 349 FTE 31 Dec 2023: 1068 FTE = 719 FTE increase
	Agency's key messages	<ul style="list-style-type: none"> On 8 April MfE go to all staff seeking EOIs for voluntary redundancy The opportunity will be made broadly across MfE but EOIs won't be pursued where expertise needs to be retained Indications are that there could be a high level of interest.

		<ul style="list-style-type: none"> MfE have already reduced head count by approximately 200 FTEs on the original 23/24 business plan (through recruitment freeze and sinking lid) Approx targeted reduction for 25/26 is 350 to 450 (pending budget outcomes i.e. If RM budget bid is successful it would be the lower figure)
	Key dates	8 April 2024: Call for EOIs for voluntary redundancy
8 April 2024	Ministry of Justice	
	Overview of announcement	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 will also be announced
	Rationale	Phase 1: Opportunity presented by Deputy Secretary resignation to realign and consolidate the Ministry's corporate and strategy functions to gain efficiencies by ensuring like for like functions are in the same group Phase 2: Reducing costs and increasing efficiency
	Impact on roles proposed/decided	Phase 1: TBC but less than 10 (further advice due Tuesday 2 April) Phase 2: TBC
	Agency FTE increase since 2017	30 June 2017: 3,388 FTE 31 Dec 2023: 4,758 FTE = 1,370 FTE increase
	Agency's key messages	Will receive Tuesday 2 April
	Key dates	27 February to 12 March: Phase 1 Staff Consultation 8 April 2024: Phase 1 Decisions announced and Phase 2 signalled 15 April 2024: Phase 1 new structure effective
10 April 2024	Department of Conservation	
	Overview of announcement	Consultation on change process commences
	Rationale	Reducing costs and increasing efficiency
	Impact on roles proposed/decided	TBC - further advice due Tuesday 2 April Initial indication is 125 roles, 45 of which are currently staffed (the rest are vacancies)
	Agency FTE increase since 2017	30 June 2017: 1993 FTE 31 Dec 2023: 2797 FTE = 804 FTE increase
	Agency's key messages	Will receive Tuesday 2 April
	Key dates	w/c 2 April: Engagement with unions 10 April 2024: Staff consultation commences Other dates tbc