

Agency Change Activity SitRep

Drawn from Information Provided by Agencies as at **Tuesday, 30 April 2024**

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

Upcoming Agency Communications		
Release date	Agency	
30 April 2024	Ministry for Ethnic Communities	
	Overview of announcement	Final decisions on change proposals
	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	<i>Indicatively: Net reduction of 9 roles:</i> <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. 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	30 April 2024: Final decisions announced 1 July 2024 (TBC): Transitioning to new structure
30 April 2024	Ministry of Māori Development – Te Puni Kōkiri	
	Overview of announcement	Te Puni Kōkiri's change consultation document will be released. Kaimahi have been advised of the release date and have been invited to attend an all-staff hui where Chief Executive Dave Samuels will speak about the change proposal immediately prior to the document itself being provided to kaimahi.
	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 proposed/decided	The change document proposes a net reduction of approximately 36 FTE: <ul style="list-style-type: none"> 59 roles to be disestablished 33 vacancies to be disestablished 56 new roles created
	Tier 2 and 3 roles within scope?	T2 and T3 in scope.
	Agency FTE increase since 2017	30 June 2017: 301 FTE 31 Dec 2023: 464 FTE = 163 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"> • Te Puni Kōkiri (TPK) is already a lean and adaptive organisation. • TPK is bringing similar functions together and aligning workstreams to support increased efficiency. • TPK is maintaining capability and maintaining its strength in the regions. The proposed changes, if implemented, would result in 12 additional positions in the regions and 50 fewer positions in National Office. • TPK will continue to support whānau to thrive and to work in support of the wellbeing of Māori and all New Zealand. • 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. • 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.
	Key dates	<p>30 April 2024: Change consultation document released</p> <p>21 May 2024: Staff feedback due on document</p> <p>ELT will consider all feedback and make a final decision as quickly as possible</p>
30 April 2024	9(2)(f)(iv) confidentiality of advice	
30 April 2024	Statistics New Zealand	
	Overview of announcement	Stats NZ are announcing their plans to seek expressions of interest (EOIs) for voluntary redundancy
	Rationale	To assist Stats NZ to make its 6.5% savings cut.
	Impact on roles proposed/decided	N/A
	Tier 2 and 3 roles within scope?	T2 and T3 eligible to apply.
	Agency FTE increase since 2017	<p>30 June 2017: 921 FTE</p> <p>31 Dec 2023: 1,491 FTE</p> <p>= 570 FTE increase</p>
	Agency's key messages	<p>EOIs would be considered on a case-by-case basis, and Stats NZ can accept or decline any request based on the needs of the organisation.</p> <p>Stats NZ will consider a broad set of criteria for assessing an individual's application.</p>
	Key dates	<p>30 April 2024: Decision to seek EOIs for voluntary redundancy is communicated to all People Leaders</p> <p>2 May 2024: Decision to seek EOIs for voluntary redundancy is communicated to all staff</p> <p>2 May – 16 May 2024: Voluntary application period</p> <p>From 30 May 2024: Outcomes of voluntary applications are announced</p>

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

1 May 2024	Department of Internal Affairs	
	Overview of announcement	Consultation begins for: <ul style="list-style-type: none"> • Digital Public Service Branch • Organisational Capability & Services Branch
	Rationale	To help the Department reach its 6.5% savings requirement and redirect their capability to deliver on new and existing Ministerial priorities.
	Impact on roles proposed/decided	<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. <p><i>DIA has other change proposals currently under consultation – see Previous Agency Communications section below.</i></p>
	Tier 2 and 3 roles within scope?	TBC, waiting on information from agency.
	Agency FTE increase since 2017	30 June 2017: 2,066 FTE 31 Dec 2023: 2,824 FTE = 758 FTE increase
	Agency's key messages	The Digital Public Service Branch and Organisational Capability and Services Branch have already taken steps to reduce costs in ways that do not affect the employment of staff to achieve the baseline savings required. Organisational change is therefore proposed that would result in fewer people and reduced salary costs.
	Key dates	1 May - 21 May 2024: Consultation period 18 June 2024: Decisions announced for Organisational Capability and Services 20 June 2024: Decisions announced for Digital Public Service
2 May 2024	Ministry of Housing and Urban Development	
	Overview of announcement	MHUD will announce and begin 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.
	Rationale	The proposed changes have been shaped by three drivers – continuing to shift the housing system, adapting to government priorities, and budget and fiscal sustainability.
	Impact on roles proposed/decided	Net reduction of 30 FTE , excluding 14 vacant roles that will not be filled
	Tier 2 and 3 roles within scope?	T2 not in scope; T3 is in scope. 2 Tier-3 roles proposed to be disestablished. <i>Note: A tier 2 role has already been disestablished in the first phase of change</i>
	Agency FTE increase since 2017	Established in 2018 31 Dec 2023: 390 FTE
	Agency's key messages	<ul style="list-style-type: none"> • Goes a long way towards us being a smaller, more effective and fiscally sustainable organisation for the 2024/25 financial year and beyond. • Fewer senior positions, particularly our Tier 3 and 4 management and Principal Advisor positions, where over time there is a disproportionate number of senior level positions.

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

		<ul style="list-style-type: none">Reduce the number team-level specialist positions in some areas where work volumes have decreased or where different capability is required in the future, for example our digital development area.
	Key dates	30 April – 1 May 2024: Meet with affected people 2 May 2024: Announce proposal and commence consultation 22 May 2024: Consultation closes 11 June – 28 June 2024: Announce decisions and work through selection and outcomes with affected people
3 May 2024	9(2)(f)(iv) confidentiality of advice	

Previous Agency Communications				
Release date	Agency	Announcement	Impacted FTE proposed/decided	Tiers 2 and 3 roles within scope?
24 April 2024	9(2)(f)(iv) confidentiality of advice			
23 April 2024	Ministry of Social Development	Outcome of voluntary redundancy applications, and announcing that further change to certain business groups will occur	<p>204 voluntary redundancy applications have been accepted, out of 404 total applications.</p> <p>Although front-line roles were out of scope for voluntary redundancy, 13 exceptions were made on a case-by-case basis.</p>	9(2)(g)(i) free and frank
	9(2)(f)(iv) confidentiality of advice			
23 April 2024	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.	<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
	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>	TBC, waiting on information from agency.

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

			<i>DIA has other change proposals currently under consultation – see Previous Agency Communications section below.</i>	
	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.
	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 deliver the Government’s priorities without impacting their ability to deliver frontline services. 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.	At this point, Customs is looking to disestablish 111 positions in total . The total is made up of: <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 32 new positions are also proposed to be established. The cumulative impact of these changes means that Customs would have 79 fewer positions overall .	T2 and T3 in scope. 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	Proposed disestablishment of 632 positions (70 of which are vacant) and establishment of 185 new positions. Net reduction of 447 positions . Disestablished roles include: <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.	FTE reductions are in three teams: Legal Services, the Communications Group and the Enterprise Portfolio Management Office (EPMO). Proposed changes to positions are as follows: <ul style="list-style-type: none"> • 20 positions disestablished • 4 temporary positions will be closed • 8 positions will have a change in reporting line 	TBC, waiting on information from agency.

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

			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: 18.69 potential impacted FTE IPONZ: 6.5 potential impacted FTE	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><i>Note that the following roles were disestablished through DOC's Functional Review in 2023:</i></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><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 Phase 1 Organisational Realignment involving Strategy, Governance Finance, Corporate Digital Services, Ātea a Rangi and Operations Service Delivery groups. Phase 2 timeframes announced	<p>Phase 1: 5 roles are disestablished, consisting of 1 Deputy-Secretary role, 3 Group Manager roles, and 1 Executive Support role.</p> <p>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.</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 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.

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

	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.

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