

## Agency Change Activity SitRep

Drawn from Information Provided by Agencies as at **Thursday, 18 April 2024**

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

Upcoming Agency Communications		
Release date	Agency	
19 April 2022	New Zealand Customs Service	
	Overview of announcement	<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 <b>Friday 19 April</b>, Customs will announce to all staff that they will be sharing an Organisational Change Proposal on <b>Monday 22 April</b>, 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>
	Rationale	<p>We are proposing this change to meet the savings targets set by Government and manage the increasing cost pressures we face over the next few years. We need to carefully consider where changes could be made to our structure and workforce so we can become more efficient and effective, while ensuring that we continue to deliver the Government's priorities without impacting our ability to deliver frontline services.</p>
	Impact on roles proposed/decided	<p>At this point, Customs is looking to <b>disestablish 111 positions in total</b>. The total is made up of:</p> <ul style="list-style-type: none"> <li>33 positions already disestablished through the voluntary redundancy/enhanced early retirement process ran with staff in March</li> <li>78 positions proposed to be disestablished in the change proposal</li> <li>38 existing vacancies</li> <li>One Tier 2 position, and three Tier 4 people-leader positions, proposed to be disestablished – the Tier 2 role is currently vacant</li> </ul> <p>32 new positions are also proposed to be established.</p> <p>The cumulative impact of these changes means that Customs would have <b>79 fewer positions overall</b>.</p> <p><i>Note:</i></p> <ul style="list-style-type: none"> <li>At this time we have not completed staff consultation and therefore we are not yet in a position to advise you of the impact on staff. We will provide an update after the staff consultation period ends.</li> <li>In late 2023 we took the opportunity to reduce, by two, the number of Tier 3 positions and establish one new Tier 3 role. This change enabled us to better align our business strategies to our ICT product roadmaps, enhance our asset management planning and reduce costs. This change is not reflected in the above numbers.</li> </ul>
	Agency FTE increase since 2017	<p>30 June 2017: 1,165 FTE</p> <p>31 Dec 2023: 1,366 FTE</p> <p>= 201 FTE increase</p>
	Agency's key messages	<ul style="list-style-type: none"> <li>Over the past months we have been working hard to meet the 6.5 percent savings that are required of us by the Government and manage the increasing cost pressures that we face over the next few years</li> <li>We have been able to accept 33 applications for voluntary redundancy or enhanced early retirement, primarily where those positions could be disestablished without impacting Customs' ability to deliver key border services and critical supporting functions</li> <li>We have also reduced costs by reducing our travel and accommodation costs, reducing contractor and consultant costs, closing the cafeterias, deferring recruitment and reducing the vehicle fleet</li> <li>We also had a number of innovative cost saving ideas from staff for which we are doing further work to assess if these can also be implemented</li> <li>However, these combined savings measures to date are not enough to manage the cost pressures we face</li> <li>This means we now need to carefully consider where further changes could be made in relation to our structure and workforce so we can become more efficient, while ensuring that we continue to deliver the Government's priorities without impacting our ability to deliver frontline services</li> </ul>

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	Key dates	<p>17 April 2024: Leaders advised that change consultation starts on 22 April 2024</p> <p>18 April 2024: Embargoed copy of consultation document provided to unions</p> <p>19 April 2024: All staff advised that consultation will start on 22 April 2024</p> <p>22 April 2024: Conversations held with staff in a role that is proposed to be disestablished, Teams event to advise staff that consultation will start, document released</p> <p>7 May 2024: Consultation closes</p> <p>20 May 2024: Final decision document published, with embargoed notice to unions prior to this, and those staff in roles that have been confirmed to be disestablished advised first</p>
<b>22 April 2024</b>	<b>Land Information New Zealand</b>	
	Overview of announcement	<p><i>Two upcoming announcements of the first round of proposed changes, with further rounds anticipated once Budget decisions are known:</i></p> <p><b>22 April 2024:</b> Announcing the commencement of change activity focused on the People (HR and organisational development) and Customer Engagement (communications and stakeholder engagement) functions.</p> <p><b>23 April 2024:</b> 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>
	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	<p><b>Net reduction of 4 roles</b> 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>
	Agency FTE increase since 2017	<p>30 June 2017: 576 FTE</p> <p>31 Dec 2023: 832 FTE</p> <p>= 256 FTE increase</p>
	Agency's key messages	<ul style="list-style-type: none"> <li>• Need to reduce spending to meet Government priorities</li> <li>• Have done everything before now to lessen the change required, e.g. pausing recruitment, reducing contractor and consultant spend, reducing discretionary budgets</li> <li>• Need to prioritise certain areas of work. Ensure people and resources are in the right places to focus on highest priorities</li> <li>• Working to minimise impact on people</li> <li>• Will need to reduce a small number of roles in some defined areas</li> </ul>
	Key dates	<p>19 April 2024: PSA briefed</p> <p>22 April 2024: Meet with affected team leaders, brief on proposals and discuss leaders' role</p> <p><b>23 April 2024: Consultation on proposals begins</b> – 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</p> <p>8 May 2024: Consultation ends</p>
<b>22 April 2024</b>	<b>Department of Internal Affairs</b>	
	Overview of announcement	Consultation commences on the change proposal for the Regulation and Policy (Toi Hiranga) Branch <b>and the Office of the Chief Executive (OCE).</b>
	Rationale	<p>As a part of the Department's baseline reduction, the Regulation and Policy (Toi Hiranga) Branch must contribute to reducing Crown funded costs by 6.5% in 2024/25 and outyears. The branch has already taken steps to reduce costs in ways that do not affect the employment of staff, such as reducing air travel and the use of contractors and consultants. However, these measures are insufficient to achieve the baseline savings as most of the branch's costs are staff costs. Organisational change is therefore proposed that would result in fewer people and reduced salary costs.</p> <p><b>For OCE, the one role impacted can be managed by the EA role.</b></p>
	Impact on roles proposed/decided	The proposal <b>for the Toi Hiranga Branch</b> is to:

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		<ul style="list-style-type: none"> <li>disestablish 78 positions, 42 of which are vacant, and</li> <li>establish 19 new positions.</li> </ul> <p>The proposal for OCE is to disestablish a 0.4 FTE team administrator position.</p> <p>DIA has other change proposals currently under consultation, which propose to disestablish another 29 roles. See Previous Agency Communications section below.</p>
	Agency FTE increase since 2017	<p>30 June 2017: 2,066 FTE</p> <p>31 Dec 2023: 2,824 FTE</p> <p>= 758 FTE increase</p> <p>The total FTE numbers include Ministry for Ethnic Communities and FTE related to Time Limited Funding activities.</p>
	Agency's key messages	<p><b>Toi Hiranga:</b></p> <ul style="list-style-type: none"> <li>The Toi Hiranga branch has already taken steps to reduce costs in ways that do not affect the employment of staff</li> <li>To meet cost reduction requirements, the branch must make organisational change that results in fewer people and reduced salary costs</li> <li>The proposed changes are: <ul style="list-style-type: none"> <li>a new organisational structure for Regulatory Services (Gambling and Anti-Money Laundering)</li> <li>staffing changes in Policy, Ministerial Advice, Regulatory Stewardship, and Strategy and Branch Services</li> </ul> </li> </ul> <p>OCE: 9(2)(a) privacy and the workload has been able to be managed within the EA role</p>
	Key dates	<p>22 April 2024: Consultation commences for both proposals</p> <p>6 June 2024: Final decision announced for the OCE proposal</p> <p>19 June 2024: Final decisions announced for the Toi Hiranga Branch</p>
22 April 2024	9(2)(f)(iv) confidentiality of advice	



Previous Agency Communications			
Release date	Agency	Announcement	Impacted FTE proposed/decided
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. <b>Net reduction of 447 positions.</b> Disestablished roles include: <ul style="list-style-type: none"> <li>two positions in the leadership team</li> <li>156 positions that Oranga Tamariki terms ‘broad manager roles’</li> </ul>
	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 <b>decrease of 8 FTE</b> from the initial FTE establishment. 6 of the positions being disestablished are vacant.
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"> <li><b>20 positions disestablished</b></li> <li>4 temporary positions will be closed</li> <li>8 positions will have a change in reporting line</li> </ul> 2 new positions will be established.
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.
	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: <b>18.69 potential impacted FTE</b> IPONZ: <b>6.5 potential impacted FTE</b>
10 April 2024	Department of Conservation	Consultation on change process commences	A <b>net reduction of 124 positions</b> is proposed, made up of: <ul style="list-style-type: none"> <li>263 roles to be disestablished</li> <li>139 roles created as part of the new structure</li> </ul> The net reduction of 124 is likely to result in: <ul style="list-style-type: none"> <li><b>Around 31 redundancies</b> (if all roles created as part of the new structure are filled by impacted staff)</li> <li>93 positions currently vacant being disestablished</li> <li><b>Net impact of three fewer Tier 3 roles</b> (five roles potentially disestablished, one of which is vacant, and two new roles proposed)</li> <li><b>Net impact of 27 fewer Tier 4 roles</b> (58 roles potentially disestablished, 18 of which are vacant, and 31 new roles proposed)</li> </ul> <i>Note that the following roles were disestablished through DOC’s Functional Review in 2023:</i> <ul style="list-style-type: none"> <li><i>One Tier 2 role</i></li> </ul>

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			<ul style="list-style-type: none"> <li>• <i>Three Tier 3 roles, two of which were vacant</i></li> <li>• <i>One Tier 4 role</i></li> </ul>
	<b>New Zealand Police</b>	DCE Corporate Operations role disestablished following resignation	1 second-tier role disestablished
<b>9 April 2024</b>	<b>Serious Fraud Office</b>	Commencement of an organisational efficiency and effectiveness review	None at this stage
	<b>Ministry of Justice</b>	Decisions announced on <b>Phase 1</b> Organisational Realignment involving Strategy, Governance Finance, Corporate Digital Services, Ātea a Rangi and Operations Service Delivery groups. <b>Phase 2</b> timeframes announced	<b>Phase 1: 5 roles are disestablished</b> , consisting of one Deputy-Secretary role, three Group Manager roles, and one Executive Support role. <b>Phase 2:</b> 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.
<b>8 April 2024</b>	<b>Ministry for the Environment</b>	Seeking expressions of interest from staff for voluntary redundancy	N/A
<b>4 April 2024</b>	<b>Ministry for Culture and Heritage</b>	Full change proposal presented to staff	Proposed <b>reduction of 11 FTE</b> , excluding vacancies and fixed term positions about to end
	<b>Ministry of Social Development</b>	Opening applications for voluntary redundancy from appropriate non-frontline staff	N/A
	<b>Ministry of Business, Innovation and Employment</b>	Proposal for the realignment of the Engagement and Experience branch (Service Delivery)	<b>22.5 impacted FTE</b> , excluding existing vacancies
	<b>Ministry of Health</b>	Consultation on proposals for organisational change	<b>134 net reduction</b> of positions (271 positions disestablished, 137 new positions) Of the 271 disestablished roles, 60 are filled and the remainder are vacancies.
<b>3 April 2024</b>	<b>Department of the Prime Minister and Cabinet</b>	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)
<b>27 March 2024</b>	<b>Crown Law Office</b>	Decisions on changes to Strategy, Corporate and System Leadership functions	<b>Overall reduction of 8 FTE</b> <ul style="list-style-type: none"> <li>• 17 roles disestablished – 4 of these are vacant, 3 are unbudgeted and 2 are filled by fixed-term employees</li> <li>• 10 new roles have been created, some of which are established for a fixed term to help contribute to overall savings</li> <li>• Overall FTE reduction across Crown Law (as at implementation on 1 July 2024) is 8</li> <li>• No core legal roles have been impacted by this change</li> </ul>
	<b>Department of Internal Affairs</b>	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 <b>9 FTE</b> .
<b>19 March 2024</b>	<b>Cyclone Recovery Unit</b>	Consultation document on proposed changes released to staff	The proposed new structure will initially have 28 FTE, a <b>decrease of 8 FTE</b> from the initial FTE establishment.

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