

Agency Change Activity SitRep

Drawn from Information Provided by Agencies as at **Tuesday, 21 May 2024**

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

Upcoming Agency Communications		
Release date	Agency	
21 May 2024	9(2)(f)(iv) confidentiality of advice	
22 May 2024	Land Information New Zealand	
	Overview of announcement	Decision on change proposal for LINZ's People and Customer Engagement functions, following the end of consultation
	Rationale	As an organisation we took early steps to implement fiscal restraint. Following other work, this has resulted in the need to undertake some organisational change to ensure we can resolve interim arrangements, deliver on our organisational priorities, and operate within a reduced budget.
	Impact on roles decided	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>
	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 203: 832 FTE = 256 FTE increase
	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.

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		<ul style="list-style-type: none"> 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. There are capacity and capability gaps, and interim arrangements to cover key roles. We need to put permanent arrangements on place. We can't afford to keep doing everything. Some hard 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 20 May – Meet with PSA organiser and delegate convenor.</p> <p>Tuesday 21 May am – meet with affected team leaders, brief on decisions and discuss leader's role.</p> <p>Tuesday 21 May pm – send meeting invitations.</p> <p>Wednesday 22 May am – meetings with affected individuals, then brief affected teams and send them the decision document</p> <p>Wednesday 22 May pm – summary of decisions posted on intranet for the wider organisation.</p>
23 May 2024	Department of Conservation – indicative numbers only	
	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"> 263 roles to be disestablished 139 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 31 redundancies (if all roles created as part of the new structure are filled by impacted staff) 93 positions currently vacant being disestablished.
	Tier 2 and 3 roles within scope?	Not confirmed
	Agency FTE increase since 2017	<p>30 June 2017: 1,993 FTE</p> <p>31 Dec 203: 2,797 FTE</p> <p>= 804 FTE increase</p>
	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.
	Key dates	<p>April 2024 – consultation began</p> <p>23 May 2024 – announce final decisions following consultation with the impacted teams</p>
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 decided	<p>331 impacted people.</p> <p>Net reduction of 98 FTE, 27 are vacant positions.</p>

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		<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>
	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 203: 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

Previous Agency Communications				
Release date	Agency	Announcement	Impacted FTE proposed/decided	Tiers 2 and 3 roles within scope?
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 : <ul style="list-style-type: none">Disestablishing 6 positionsEstablishing 6 new positions <i>Digital business group</i> Net reduction of 12 FTE : <ul style="list-style-type: none">Disestablishing 30 positions Establishing 18 new positions	Not confirmed
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			

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			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.	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> <ul style="list-style-type: none"> • 30 positions disestablished, 10 of which are vacant 21 new roles established	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.	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

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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>	<p>9(2)(g)(i) free and frank</p>
	9(2)(f)(iv) confidentiality of advice			
	Land Information New Zealand	<p>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>	<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

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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 156 positions that Oranga Tamariki terms 'broad manager roles' 	T2 and T3 in scope.

9(2)(f)(iv) confidentiality of advice

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			<i>Note that these figures are subject to change as some proposals continue to be finalised (as well as all figures being subject to change based on outcomes of consultation processes).</i>	
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 2 new positions will be established, one in Legal Services and one in the EPMO	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	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	A net reduction of 124 positions is proposed, made up of: <ul style="list-style-type: none"> • 263 roles to be disestablished • 139 roles created as part of the new structure The net reduction of 124 is likely to result in: <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) <i>Note that the following roles were disestablished through DOC's Functional Review in 2023:</i> <ul style="list-style-type: none"> • 1 Tier-2 role • 3 Tier-3 roles, 2 of which were vacant • 1 Tier-4 role 	T3 in scope – proposed net 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 1: 5 roles are disestablished , consisting of 1 Deputy-Secretary role, 3 Group Manager roles, and 1 Executive Support role.	T2 and T3 in scope.

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		Phase 2 timeframes announced	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.	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.

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