

30 April 2024

s9(2)(a)

Mālō 'e Ieiei s9(2)(a)

RESPONSE TO AN OFFICIAL INFORMATION ACT REQUEST (REF: DOIA057-2023/24)

On 10 April 2024, you contacted the Ministry for Pacific Peoples (the Ministry) requesting under the Official Information Act 1982 (OIA), information regarding the Ministry's proposed restructure. As per your request, I have appended my responses to your questions (refer **Appendix 1**).

In line with standard OIA practice, the Ministry proactively publishes some of its responses to OIA requests. As such, this letter may be published on the Ministry for Pacific Peoples' website. Your personal details will be removed, and the Ministry will not publish any information that would identify you or your organisation.

Should you wish to discuss this response with us, please feel free to contact the Ministry at: oa_requests@mpp.govt.nz.

If you are dissatisfied with this response, you have the right, under section 28(3) of the OIA, to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Mālō 'aupito



Danilo Coelho de Almeida
Deputy Secretary
Corporate Services

Appendix 1 – Responses to OIA questions.

Question	Answer (please keep answers to 100 words or fewer)
<p>1. How many FTEs did your organisation employ on:</p> <p>a. 1 August 2023 and</p> <p>b. 1 April 2024?</p>	<p>As of 1 August 2023, the Ministry employed 135.15 FTE.</p> <p>As of 1 April 2024, the Ministry employed 122.15 FTE.</p>
<p>2. Since 1 August 2023, how many roles has your organisation disestablished?</p>	<p>Since 1 August 2023, the Ministry has disestablished 50 roles.</p>
<p>3. Since 1 August 2023, how many vacant roles were disestablished?</p>	<p>Since 1 August 2023, the Ministry has disestablished 14 vacant roles.</p>
<p>4. Since 1 August 2023, how many roles has your organisation established?</p>	<p>Since 1 August 2023, the Ministry has established 54 roles.</p>
<p>5. Since 1 August 2023, how many fixed-term employment contracts did your organisation terminate early?</p>	<p>None.</p>
<p>6. Please provide a brief summary of which roles have been disestablished since 1 August 2023.</p>	<p>Since 1 August 2023, a range of roles in different areas of the Ministry have been disestablished.</p>
<p>7. Please provide a brief summary of any communications with staff on potential job losses since 1 August 2023.</p>	<p>The Ministry undertook a change process in 2023 to ensure it is in the best position to deliver on its mission and purpose. Regular communications with staff occurred from 1 August 2023 to 16 October 2023 when the new organisational structure came into effect.</p> <p>The Ministry has now been asked to identify savings to contribute towards the Government's fiscal sustainability goals. The Ministry has been given an indicative target to identify 7.5 per cent savings, due to its growth in size since 2017.</p> <p>Since February 2024, there have been regular communications with staff regarding formal consultation on our change proposal.</p>
<p>8. Is your organisation consulting on or planning to consult on disestablishing roles?</p>	<p>Yes.</p>
<p>9. When does your organisation expect to start consulting on disestablishing roles?</p>	<p>Consultation started on 21 March 2024, and closed on 8 April 2024.</p>

Question	Answer (please keep answers to 100 words or fewer)
<p>10. If consultation has already started, how many roles is your organisation proposing to:</p> <ul style="list-style-type: none"> a. disestablish and/or b. establish? 	<p>The Ministry is proposing to reduce in size by 63 roles, 31 of which are vacant roles and a limited number of new roles have been proposed. However, final decisions have not been made yet.</p>
<p>11. If consultation has already started, please provide a brief summary of which roles are proposed to be disestablished.</p>	<p>A range of roles in different areas of the Ministry have been proposed to be disestablished.</p>
<p>12. When does your organisation expect to make final decisions on its proposal to disestablish roles?</p>	<p>The new structure will be confirmed, and final decisions announced to staff on Thursday 9 May 2024.</p>