

OC240967

3 September 2024

Tēnā koe

I refer to your email dated 16 August 2024, requesting the following under the Official Information Act 1982 (the Act):

"Kia ora

Official Information Request:

Can I please request the following information under the Official Information Act:

Regarding the 2024 change processes:

- How many roles have been or will be disestablished overall? How many have been established?*
- Any communication internally regarding concerns on the impact to the frontline from March 1 to August 16 2024*
- Any communication between management and leadership regarding leaks around the change process, from March 1 to August 16 2024*
- All communication between the CE and the Minister from March 1 to August 16, 2024 regarding the change process.*
- How much has been spent on leadership leaving/arriving events or parties in 2024?*
- How much has been saved on the contractors and consultant spend through the change process?*
- How many times was the counselling service used between March 1 to August 16 2024, compared to the same time in 2023?*
- The change process decision document*
- Any reviews conducted after the change process was implemented, regarding the change process.*

Thanks,

"

Please find my responses to your questions below, the order of each bullet point in my responses correlates with the order of each question outlined:

- At the time of this response, eight (8) roles have been disestablished in 2024 as a result of 2024 change processes. Of these eight roles, five (5) were vacant. The FTEs who were in the remainder of the eight roles were redeployed to other roles in the Ministry. No roles have been established as a result of change processes.

- There has been no internal communication regarding concerns on the impact to the frontline between 1 March 2024 and 16 August 2024.
- There has been no communication between management and leadership regarding leaks around change processes in 2024 between 1 March 2024 and 16 August 2024.
- There has been no written communication between the Chief Executive and the Minister between 1 March 2024 and 16 August 2024 regarding change processes in 2024. However, the Ministry provided the Minister's office with a verbal update on the change processes.
- No leadership leaving/arriving events or parties were held as a result of change processes in 2024.
- No money has been saved on contractors and consultant spend through 2024 change processes.
- Eighty-two (82) counselling sessions were conducted via our preferred provider (Employee Assistance Programme Services) between 1 March 2024 and 16 August 2024. Thirty-two (32) counselling sessions were conducted for the same period in 2023. Please note that one (1) staff member may utilise more than 1 session. Also, we do not hold information as to whether these counselling sessions related to the 2024 change processes as EAP can be used for personal and professional reasons.
- The document titled "Decisions Document – Major Projects" falls within the scope of your request and is enclosed. Certain information in this document is withheld under the following section of the Act:

9(2)(a) to protect the privacy of natural persons

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- No review with regard to 2024 change processes has been conducted after the change process was implemented.

With regard to the information that has been withheld under section 9 of the Act, I am satisfied that the reasons for withholding the information at this time are not outweighed by public interest considerations that would make it desirable to make the information available.

You have the right to seek an investigation and review of this response by the Ombudsman, in accordance with section 28(3) of the Act. The relevant details can be found on the Ombudsman's website www.ombudsman.parliament.nz.

The Ministry publishes our Official Information Act responses and the information contained in our reply to you may be published on the Ministry website. Before publishing we will remove any personal or identifiable information.

Nāku noa, nā

D S Patel

Dipti Patel

HR Business Partner | Kaipakihi
Human Resources | Te Rōpū Pūmanawa Tangata
Corporate Services | Te Kāhui Tangata



TE MANATŪ WAKA
MINISTRY OF TRANSPORT

Major Projects Team

Investment & Monitoring Group

Final decisions for disestablishment of Major Projects team

May 2024

 DCE – Investment & Monitoring Group

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Message from [REDACTED]

Thank you all for engaging in a meaningful consultation process proposing the disestablishment of the Major Projects team.

We had a well-attended Q&A session and I received and responded to many questions within the session. I enjoyed the opportunity to engage directly with you and appreciated the thoughtful questions and insights. In addition, we received feedback through submissions, they were well positioned, thought through, and provided good insight and ideas for my consideration.

Thanks to all of you who took the time to attend the session and provide feedback. While we have a vision for the future, your input brings valuable insight from the current environment and context that we operate in the day-to-day.

I look forward to working with you and supporting one another while we implement these changes.

Nāku noa, nā

[REDACTED]
Deputy Chief Executive, Investment & Monitoring

Final Decisions on Proposal

We are confirming the following changes that were proposed through the initial consultation process.

1. Disestablish current Major Projects team
2. Redeploy existing staff within this team to other areas of the business.

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Summary of Consultation Feedback

In this section, we provide the feedback themes, our response and where this has fed into our thinking. We also want to acknowledge some of the great suggestions received, some of which sit outside these change decisions that we want to keep in mind and address as part of implementation process going forward.

To protect confidentiality, we have provided a high-level summary of the feedback received and grouped them into the following themes:

1. Disestablishment of team
2. Work programme
3. Team placement
4. Process

1. Disestablishment of team

Overall, everyone agreed with the decision to disestablish the Major Projects team. The direction of the new government has meant major projects are not a priority for the government and the resources within this team need to be allocated elsewhere in the Ministry.

There was some comment and frustration around the establishment of the Major Projects team and why this was created last year. I can appreciate that it has been a relatively short period since the establishment of the Major Projects team, however, at the time of there was a need for a Major Projects team given the number of major projects we had underway, and the Ministry needed a centralised team to lead advice on existing and future major projects. At that point of time the new government had not been formed, and its policy prescription with respect to specific major projects remained an open question, notwithstanding the manifesto commitments of individual political parties.

Summary of Consultation Feedback continued...

2. Work programme

You provided insightful feedback and suggestions on the implementation/transition of the existing work programme and how it could be arranged going forward.

As I have mentioned previously, we will work together to ensure a smooth transition of the work programme and ensure that work is being allocated to team according to functions. We are committed to supporting and building capability and ensuring implementation of dispersing the functions is done successfully.

3. Implementation and transition period

Your feedback raised questions about whether the allocation of resource was appropriate given the experience within the team and skillsets of individuals. As I had mentioned in the Q&A session, we are looking to allocate resource into the priority areas of the Ministry to ensure we are well placed to deliver on our requirements of the Minister.

I have considered the feedback you have provided through your submissions and have made decisions on team placements based on Ministerial priorities, your skillsets, your preferences, and the Ministry's business requirements.

4. Process

We received feedback that the process we undertook was quick and efficient which was appreciated. The process has been completed in a timely manner and you have appreciated the opportunities and time you have been given to provide feedback.

In this case, SLT agreed there was a need for structural change in this area to accommodate the change in environment and wanted to provide you with a seamless process to ensure stability and certainty with your role at the Ministry.

Position and People Impacts

Name	Current position title	Confirmed changes	Confirmed next steps	Confirmed new team	Confirmed new title	Confirmed new reporting line
	Manager	Role disestablished	Return to substantive position	Auckland	Principal Adviser	Director – Auckland
VACANT	Principal Adviser	Role disestablished	N/A	N/A	N/A	N/A
	Principal Adviser	Role disestablished	Redeployment	Revenue	Principal Adviser	Manager – Revenue
	Senior Adviser	Role disestablished	Redeployment	Investment	Senior Adviser	Manager – Investment
	Senior Adviser	Role disestablished	Redeployment	Revenue	Senior Adviser	Manager - Revenue
VACANT	Senior Adviser	Role disestablished	N/A		N/A	N/A
VACANT	Principal Adviser	Role disestablished	N/A	N/A	N/A	N/A
VACANT	Adviser	Role disestablished	N/A		N/A	N/A
VACANT	Adviser	Role disestablished	N/A		N/A	N/A

Timetable

This is an overview of the indicative timeline relating to this decision. We will inform you if there are changes to this.

Change proposal	Date
Presentation of decisions to Major Projects team	Thursday 2 May
Communication of decisions to All MoT	Thursday 2 May
Go Live	Monday 6 May

Support

We are aware that this change may have a range of impacts on people, and we are committed to supporting you to ensure you have the time and opportunity to consider this realignment.

It's important that you take as much time as you need to read this document because being informed is one of the best ways to feel more in control of what is happening. If you need to, talk to your manager about finding time to do this alongside your work.

A number of support options, including your manager, colleagues, support networks, via the Ministry's Employee Assistance Programme (see below), are available to you. If you think you need support or assistance, please seek out one or more of these.

The PSA have also been notified of this change and we encourage you to seek their support.

Employee Assistance Programme (EAP)

The Ministry's staff support programme provides a confidential services at all employees. This programme is available to you if you would like any help. You can contact EAP by phoning 0800 327 669.

These confidential services are provided by an independent organisation and further information on this service can be obtained on Discover at [Health, Safety & Wellbeing](#).



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Kia ora
Thank you

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