

25 September 2024

s9(2)(a)

Mālo e lēlei s9(2)(a)

## RESPONSE TO AN OFFICIAL INFORMATION ACT REQUEST (REF: DOIA013-2024/25)

On 28 August 2024, you contacted the Ministry for Pacific Peoples (the Ministry) requesting under the Official Information Act 1982 (OIA), information regarding the Ministry's recent restructure. I have outlined your specific requests and my responses to each below.

### 1. Contractor spend on restructures

*Please provide the information/documentation for the period from 27 November 2023 to today:*

- i. The total sum of money spent on contractors and consultants to assist in any change processes, role disestablishments, redundancy processes and/or restructures, including but not limited to services in HR, recruitment, training, support and legal.*
- ii. A list of all companies contracted to provide consultancy services or contractors as per Q1.*
- iii. The total contract price for each contract and an estimate of the standard hourly or daily rates charged by these services, if possible. For ongoing contracts, please include the current expenditure.*
- iv. Start and end date of each contract related to the aforementioned services, including those that are still active.*

In response to the Government's fiscal sustainability goals to reduce expenditure in the public service, the Ministry contracted PricewaterhouseCoopers (PwC) International Limited and H2R Consulting for services relating to the Ministry's recent 2024 organisational change process. This was done through the All-of-Government Consultancy Services Panel. Additionally, the Ministry sought legal advice from an existing arrangement with McBride Davenport James through the External Legal Services Panel.

The rates through these panels are considered commercially sensitive and confidential, and we are unauthorised to disclose them. I must therefore withhold this information under section 9(2)(b)(ii) of the OIA as making it available would be like to unreasonably prejudice the commercial position of the parties who are the subject of the information. I do not consider that the public interest in the release of this information outweighs the need to withhold it.

The Ministry spent a total of \$196,798.50 on its contract with PwC and \$11,150.40 with H2R Consulting.

The Ministry's contract with PwC commenced in February 2024 and ended in June 2024. Our contract with H2R began in April 2024 and is anticipated to end in October 2024.

- v. *Any plans for future spend on contractors and consultants to assist with ongoing or future change processes, roles disestablishments, redundancy processes and/or restructures.*

The Ministry has no plans for further organisational change processes.

- vi. *Number of staff affected in the restructure who have change expertise.*

The Ministry did not have any change management roles impacted by the 2024 organisational change process.

- vii. *Briefings to ministers about the restructure and its implementation.*

The Secretary for Pacific Peoples kept the Minister for Pacific Peoples updated on the organisational change process through their regular verbal updates at their weekly meetings.

- viii. *Has your agency done, or is it planning to do a review of the impact of the restructure? If so, please provide the report.*

The Ministry is not planning to review the impact of its recent organisational change process; I am therefore refusing this part of your request under section 18(e) of the OIA as the information requested does not exist.

## 2. *Redundancy payouts, staffing cuts and further saving plans:*

- i. *Before this year's restructure: total number of permanent employees; fixed-term employees; secondees; contractors.*

Prior to the Ministry's recent organisational change, the breakdown of employees as of 28 June 2024 were as follows:

• Permanent employees	109
• Fixed term employees	12
• Contractors	4

ii. *Same numbers as Q1 post restructure (or what is planned if restructure not completed).*

The Ministry's new organisation change commenced from 1 July 2024. The breakdown of employees are as follows:

- Permanent employees 77
- Fixed term employees 5
- Contractors 8

iii. *Breakdown of number of job cuts (or planned cuts if not complete) including voluntary redundancies, forced redundancies, vacancies, FTEs, contractors, fixed terms. Please also provide breakdown by gender, ethnicity and age (over 50 vs under 50).*

I have already responded in this letter to the multiple parts of this question. Regarding the breakdown by gender, ethnicity and age, the Ministry did not record this level of information following its recent organisational change process. I am therefore refusing this part of your request under section 18(e) of the OIA, as the information requested does not exist.

iv. *Regional breakdown of job cuts (or planned).*

Of the total staff made redundant due to the recent organisational change process:

- 55.3% of them were based in the Wellington region
- 28.9% of them were based in the Auckland region
- 7.9% of them were based in the Waikato region
- 5.3% of them were based in the Canterbury region
- 2.6% of them were based in the Marlborough region

No staff were made redundant from the following regions; Nelson, Taranaki, Manawatu-Whanganui and Southland.

v. *Percentage of workforce cut in restructure (or planned).*

As a result of the Ministry's recent organisational change process, 42.9% of FTEs were disestablished.

vi. *Amount of savings achieved/expected in restructure.*

The Budget 2024 savings target by the Ministry is a baseline reduction of \$25.6 million over a 4 year forecast period. This is an average of \$6.4 million per financial year, with its first annual savings to be realised by 30 June 2025.

vii. *Did your recent restructure include contractors - ie were contractors also laid off?*

The recent organisational change process focused on permanent and fixed term roles.

viii. *Were permanent staff prioritised over contractors - ie if a position needed to be disestablished and there were permanent staff and contractors doing that work, would the permanent employee be kept and the contractor let go?*

Permanent staff that were impacted by the recent organisational change were given preference for available roles through an 'expressions of interest' process.

ix. *What was the total amount spent in redundancy payouts this year - for how many people? If the amounts have not been finalised yet please provide the expected/projected spend. Please provide a breakdown between voluntary and forced redundancy payouts.*

Following the Ministry's recent organisational change process, the total sum of staff redundancies was approximately \$907,000. There were 29 staff made redundant and 9 staff received voluntary redundancy.

x. *Are there any further savings targets to be achieved? If so, please provide the amount that needs to be saved, and the number of job losses forecasted to achieve these.*

There are no further saving targets to be achieved.

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: [uia\\_requests@mpp.govt.nz](mailto:uia_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](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Mālor 'aupito



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