

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>a. The Ministry's FTE on 1 August 2023 was 1,191.34</p> <p>b. The Ministry's FTE on 1 April 2024 was 1,059.80</p> <p>Note: FTE includes only permanent and fixed-term employees, including those seconded out of the Ministry or on parental leave.</p>
<p>2. Since 1 August 2023, how many roles has your organisation disestablished?</p>	<p>Since 1 August 2023, the Ministry has formally disestablished 45 roles following consultation.</p>
<p>3. Since 1 August 2023, how many vacant roles were disestablished?</p>	<p>Of the 45 roles formally disestablished since 1 August 2023, 15 were not permanently occupied.</p>
<p>4. Since 1 August 2023, how many roles has your organisation established?</p>	<p>Since 1 August 2023, the Ministry has formally established 32 roles.</p>
<p>5. Since 1 August 2023, how many fixed-term employment contracts did your organisation terminate early?</p>	<p>Since 1 August 2023, the Ministry has ended 1 fixed term employment contract early.</p>
<p>6. Please provide a brief summary of which roles have been disestablished since 1 August 2023.</p>	<p>The change process that took place in late 2023 addressed the Ministry's tier 2 and 3 roles only. There were 45 roles in total disestablished through this consultation:</p> <ul style="list-style-type: none"> • 7 Deputy Secretary roles • 32 Director roles • 6 Chief Advisor roles
<p>7. Please provide a brief summary of any communications with staff on potential job losses since 1 August 2023.</p>	<p>In June 2023 the Ministry engaged in consultation with its employees on the first stage of an operating model review. This initial consultation focused on the Ministry's tier 2 and 3 structure. Final decisions of this process were then implemented in December 2023 with indications to staff that further consultation would likely happen in 2024.</p> <p>The Ministry's leadership team shared the second stage of the Ministry's operating model review will begin following confirmation of the Ministry's budget and business planning towards the end of May 2024, with this likely to involve further role reductions across the Ministry.</p> <p>In April 2024, expressions of interest for voluntary redundancy were made available for permanent employees.</p>

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8. Is your organisation consulting on or planning to consult on disestablishing roles?	The Ministry is looking to engage in another change process within 2024 which will likely look at disestablishing roles.
9. When does your organisation expect to start consulting on disestablishing roles?	The Ministry will likely start consulting on organisational changes throughout May/June 2024.
10. If consultation has already started, how many roles is your organisation proposing to: a. disestablish and/or b. establish?	N/A – Consultation has not yet started
11. If consultation has already started, please provide a brief summary of which roles are proposed to be disestablished.	N/A – Consultation has not yet started
12. When does your organisation expect to make final decisions on its proposal to disestablish roles?	With consultation expected to take place in May/June of 2024, outcomes and final decisions are anticipated to be made by the end of the July 2024.