



24 September 2024

OIAD-1233

9(2)(a)

Dear 9(2)(a)

Thank you for your email of 27 August 2024 requesting the following under the Official Information Act 1982 (the Act):

**1. Contractor spend on restructures:**

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

- 1. 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.*
- 2. A list of all companies contracted to provide consultancy services or contractors as per Q1.*
- 3. 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.*
- 4. Start and end date of each contract related to the aforementioned services, including those that are still active.*
- 5. Any plans for future spend on contractors and consultants to assist with ongoing or future change processes, roles disestablishments, redundancy processes and/or restructures.*
- 6. Number of staff affected in the restructure who have change expertise*
- 7. Briefings to ministers about the restructure and its implementation*
- 8. Has your agency done, or is it planning to do a review of the impact of the restructure? If so please provide the report.*
- 10. 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.*

As requested, the Ministry for the Environment (the Ministry) has treated your request as two separate requests. This responses letter addresses the first part of your request for information regarding 'Contractor spend on restructures.'

The Ministry has compiled the information in scope of the remainder of your request, which is being released to you in full. Please see the breakdown below for our response to each point of your request.

**1. 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.**

**Answer:** The total sum of money spent on contractors and consultants to assist in change processes is \$80,012.50.

**2. A list of all companies contracted to provide consultancy services or contractors as per Q1.**

**Answer:** Catalyst Pacific, ManaMahi, The Flourishing Institute, and Humanex – The Partners and Co. Group Limited.

**3. 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.**

**Answer:** The Ministry has procured the following services for the change process since 27 November 2023:

- Change Conversation Training (Catalyst Pacific) - \$36,512.50
- Māori and Pasifika CV and personal branding training (ManaMahi) - \$2760.00
- Wellbeing Through Change (The Flourishing Institute) - \$34,800
- Mental Health First Aid Course - wellbeing through change approach (Humanex - The Partners and Co Group Limited) - \$5,940.

There are currently no ongoing contracts for services in support of the restructure.

**4. Start and end date of each contract related to the aforementioned services, including those that are still active.**

- **Change Conversation Training (Catalyst Pacific)** had two cycles of workshops each with its own contract. The first ran from 16 May 2024 to 1 July 2024 and the second ran from 15 July 2024 to 1 August 2024.
- **Māori and Pasifika CV and personal branding training (ManaMahi)** was delivered from 30 July 2024 to 9 August 2024.
- **The Flourishing Institute** was contracted twice by the Ministry to provide training for kaimahi in support of positive mental wellbeing in times of change and uncertainty. The first contract's duration was from 26 February 2024 to 31 July 2024 and the second contract's duration was from 5 May 2024 to 31 August 2024.
- **Wellbeing through change approach (Humanex - The Partners and Co Group Limited)** services were delivered from 20 May 2024 – 24 May 2024.

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

**Answer:** The Ministry does not currently have any plans to engage consultants or contractors to assist with ongoing or future changes processes, role disestablishments, redundancy processes and/or restructures.

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

**Answer:** 26 staff members. Please note that the level of expertise of each individual accounted in this number may vary, and that the number accounts for members of the Ministry's People & Capability teams that have knowledge of change processes and have been involved in the Ministry's ongoing change process.

**7. Briefings to ministers about the restructure and its implementation**

**Answer:** The Ministry has identified eight documents in scope of this point of your request, as listed in the attached document schedule. All eight documents are being refused in full under section 18(d) of the Act, as the requested information is publicly available, here: [Request for Budget Bid 2024 programme cuts | Ministry for the Environment](#)

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

**Answer:** At present, the Ministry is still working through its change process/restructure which is expected to conclude by 1 November 2024. As such, no review or report of the impact has been conducted yet. The Ministry plans to do so once the process is completed.

You have the right to seek an investigation and review by the Office of the Ombudsman of my decision relating to this request, in accordance with section 28(3) of the Act. The relevant details can be found on their website at: [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz).

Please note that due to the public interest in our work the Ministry for the Environment publishes responses to requests for official information on our [OIA responses page](#) shortly after the response has been sent. If you have any queries about this, please feel free to contact our Ministerial Services team: [ministerials@mfe.govt.nz](mailto:ministerials@mfe.govt.nz).

Yours sincerely

*Electronically approved by Tracey Kaio*

**Tracey Kaio**

General Manager – People and Capability  
Ministry for the Environment | Manatū Mō Te Taiao

## Document schedule

Document no.	Document date	Content	Decisions	OIA sections applied
1.	29-Jan-24	BRF-4127 – Budget 2024 Initial Baseline Exercise	Refused in full	18(d)
2.	8-May-24	Vote Environment Key messages and Final Draft SOIs	Refused in full	18(d)
3.	9-May-24	BRF 4621 Aide memoire: Next steps following Budget 24 Decisions	Refused in full	18(d)
4.	20-May-24	Additional info on BRF-4621 - for Minister Bishop - 20 May 2024	Refused in full	18(d)
5.	29-May-24	MfE Budget 2024 Communications Plan	Refused in full	18(d)
6.	29-May-24	Summary of initiatives	Refused in full	18(d)
7.	17-May-24	Savings – Slides – Budget 24 Comms	Refused in full	18(d)
8.	28-Mar-24	BRF-4553 Appendix 3 – Budget 2024 initial baseline exercise summary template	Refused in full	18(d)