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9 May 2024

s 9(2)(a)

Ref: H2024039370

Tēnā koe s 9(2)(a)

Response to your request for official information

Thank you for your request under the Official Information Act 1982 (the Act) to the Ministry of Health – Manatū Hauora (the Ministry) on 10 April 2024 for information regarding staff composition.

By way of context, the Ministry of Health has been undergoing significant change in recent years. Following a sharp increase in permanent and temporary staff at the Ministry to lead the response to COVID-19, the Ministry had a major change in its role. The Government made changes to the health system and the Ministry of Health moved away from the funding and service delivery commissioning. This change in role required large transfers of staff and resources away from the Ministry to Health New Zealand, the Ministry for Disabled People and the Māori Health Authority.

At the same time, legislation established the Public Health Agency as a branded business unit within the Ministry of Health. This required recruitment of a number of permanent staff, with some fixed-term roles being changed to permanent roles over time. In addition, the enactment of the Therapeutic Products Act created resourcing implications for the Ministry. Finally, the disestablishment of the Māori Health Authority this year required the transfer of staff and resources to the Ministry.

You requested:

1. *How many FTEs did your organisation employ on:*
 - a. *1 August 2023 and*
 - b. *1 April 2024?*

On 31 July 2023 the Ministry employed 752.77 FTE. This is made up of 674.06 Permanent and 78.71 Fixed Term employees.

On 31 March 2024 the Ministry employed 806.16 FTE. This is made up of 735.82 Permanent and 70.34 Fixed Term employees.

2. *Since 1 August 2023, how many roles has your organisation disestablished?*

We have interpreted 'disestablished' to mean a formal change process where a role is identified that would be subject to substantive/significant change as a result of a change proposal and so would no longer exist in a future organisation structure.

Between 1 August 2023 to 10 April 2024 (the date of your request), 7 permanent roles were formally disestablished.

Separate to a formal change process, in our establishment positions, between 1 August 2023 to 10 April 2024, a routine stocktake identified 20 vacant roles which were either long term unfilled vacancies or the work programme in the business no longer required the role and therefore the vacancies were removed from our organisational structure.

3. *Since 1 August 2023, how many vacant roles were disestablished?*

No vacant roles were formally disestablished as per our definition in question 2.

4. *Since 1 August 2023, how many roles has your organisation established?*

We have interpreted 'established' to mean the agreed number of full time equivalent (FTE) roles/positions within the Ministry which includes both vacant and filled roles/positions.

Between 1 August 2023 to 10 April 2024 (the date of your request), a total of 82 positions have been established, which is made up of 35 permanent roles and 47 temporary roles.

5. *Since 1 August 2023, how many fixed-term employment contracts did your organisation terminate early?*

Between 1 August 2023 to 10 April 2024 (the date of your request), no fixed-term roles were terminated prior to the end date of the contract.

6. *Please provide a brief summary of which roles have been disestablished since 1 August 2023.*

A breakdown of the permanent roles that have been disestablished between 1 August 2023 to 10 April 2024 (the date of your request), is provided in the table below.

Table 1. breakdown of disestablished positions 1 August 2023 – 10 April 2024

Workgroup	Positions
Senior Manager	3
Manager	2
Support	2
Total	7

7. *Please provide a brief summary of any communications with staff on potential job losses since 1 August 2023.*

A summary of staff communications is outlined in table 2 in the **Appendix**. We have interpreted your question as requesting communications that have gone to all staff on potential job losses since 1 August 2023.

8. *Is your organisation consulting on or planning to consult on disestablishing roles?*

Yes, as per the disestablished definition in question 3 above.

9. *When does your organisation expect to start consulting on disestablishing roles?*

Separate to questions, 2, 3, 4, 5 and 6 for the period to the end of 2023, the Ministry of Health is consulting with staff on further organisational change. The proposals arise from changes in our priorities as an organisation, changes to improve efficiency, and changes to our organisational structure to make it more coherent and consistent. These changes include proposals to change the organisation to support more integrated use of expertise across the range of work programmes we lead. We have also made these changes in order to meet our future budget, as a result of an end to time limited funding and to meet savings requirements.

The high-level numbers in the proposal are:

- 271 positions in total across the Ministry are proposed to be disestablished (over a quarter of the Ministry's total positions)
- 137 new positions proposed across the Ministry
- 134 positions (271 positions -137 positions) – this is the proposed net decrease in positions, noting that some of these are already vacant.
- 98 positions are proposed to have minor changes proposed. These would include changes to reporting line and position titles.

Feedback on the proposed change documents closed on 26 April 2024 and we anticipate that a final decision will be reached before the end of this financial year.

I trust this information fulfils your request. If you wish to discuss any aspect of your request with us, including this decision, please feel free to contact the OIA Services Team on: oiagr@health.govt.nz.

Under section 28(3) of the Act, you have the right to ask the Ombudsman to review any decisions made under this request. The Ombudsman may be contacted by email at: info@ombudsman.parliament.nz or by calling 0800 802 602.

Please note that this response, with your personal details removed, may be published on the Manatū Hauora website at: www.health.govt.nz/about-ministry/information-releases/responses-official-information-act-requests.

Nāku noa, nā



Celia Wellington
Deputy Director-General
Corporate Services

Appendix:

Table 2. Summary of staff communications

Date	Content type	Summary of content
25 August 2023	Director-General all staff update	Advising staff of the decisions following the consultation and engagement on the first phase of the Transformation Programme
26 January 2024	Director-General Panui - weekly	Signalling the Government's 6.5% savings expectation and that job losses may be possible.
1 February 2024	Director-General all staff update	Advising staff of the need to develop savings proposals and that the savings will likely require a proposal to reduce positions that are not vacant and this will likely mean job losses.
8 March 2024	Director-General all staff update	Briefing to staff on change process, indicative timeframes, and how they will be supported.
11 March 2024	Director-General Panui - weekly	Reminder to staff that there will be fortnightly Director-General updates over the change period.
21 March 2024	Director-General all staff update	Briefing staff on the dates of consultation and indicating scale of change.
25 March 2024	Director-General Panui - weekly	Referencing that Ministry changes are in the news.
4 April 2024	Director-General all staff update	Briefing to staff to share the proposal for consultation and next steps.
4 April 2024	Consultation published	Proposal for change documents published on intranet.
8 April 2024	Director-General Panui - weekly	Summarising information about the consultation process and supports available for staff, along with links for staff to provide feedback.