

8 May 2024



[REDACTED]

Our ref: OIA 2324 0838

Tēnā koe [REDACTED]

Response to your Official Information Act request

Thank you for your email of 10 April 2024 to the Ministry for Ethnic Communities (the Ministry) requesting information under the Official Information Act 1982 (the Act). Your request and our responses are below:

1. *How many FTEs did your organisation employ on 1 August 2023, and 1 April 2024?*
2. *Since 1 August 2023, how many roles has your organisation disestablished?*
3. *Since 1 August 2023, how many vacant roles were disestablished?*
4. *Since 1 August 2023, how many roles has your organisation established?*
5. *Since 1 August 2023, how many fixed-term employment contracts did your organisation terminate early?*
6. *Please provide a brief summary of which roles have been disestablished since 1 August 2023.*
7. *Please provide a brief summary of any communications with staff on potential job losses since 1 August 2023.*
8. *Is your organisation consulting on or planning to consult on disestablishing roles?*
9. *When does your organisation expect to start consulting on disestablishing roles?*
10. *If consultation has already started, how many roles is your organisation proposing to disestablish and/or establish?*
11. *If consultation has already started, please provide a brief summary of which roles are proposed to be disestablished.*
12. *When does your organisation expect to make final decisions on its proposal to disestablish roles?*

On 18 March 2024, Ministry staff were provided with a change proposal for consultation. On 12 April 2024, this consultation was completed and there are no further consultations planned. The final decision was communicated to all Ministry staff on 30 April 2024.

This change process resulted in the disestablishment of 30 roles across all business units, and the creation of 21 new roles, for a net disestablishment of nine roles.

The disestablished positions are listed below:

- Director of Engagement and Partnerships – Northern
- Director of Engagement and Partnerships – Southern
- Engagement and Partnership Advisor
- Senior Engagement and Partnership Advisors
- Principal Strategic Engagement and Partnership Advisor
- Director Policy
- Senior Policy Analysts
- Director of Talent and Capability
- Director of People and Support Services
- Director of Strategy, Planning and Reporting
- Digital Advisor
- HR Advisor
- People and Support Advisor

From 1 August 2023 and prior to the finalisation of the above-mentioned Change Proposal, no roles (including vacant roles) had been disestablished, no fixed-term employment contracts were terminated early, and no roles had been established.

On 1 August and 1 April 2024, the Ministry's Full-time Equivalent (FTE) were 81.75 and 78.09, respectively.

Please note, due to the public interest in our work, the Ministry may publish responses to requests for official information on our website, shortly after the response has been sent. If you have any queries about this, please feel free to contact our Ministerial Services team: ministerial@ethniccommunities.govt.nz.

Ngā mihi



Edward Firth

Director of Ministerial Services