

BRF 24-384 Upcoming organisational Change proposal

Ki / To: Hon Chris Penk, Minister for Land Information

Rā / Date: 4 April 2024

Ngā mahi matua kia mahia/key actions required

Minita/Minister	Key action required: Agree/note/forward	Deadline when this action should be completed by
Hon Chris Penk, Minister for Land Information	Note that LINZ will soon consult affected staff on proposed organisational changes that would, if confirmed, result in a small number of roles being disestablished.	12 April 2024
Hon Chris Penk, Minister for Land Information	Advise if you would like to discuss the change proposals further or receive more information.	12 April 2024

Toitū Te Whenua Land Information New Zealand Whakapā/contacts

Ingoa/Name	Tūnga/Position	Nama waea/ Contact number	Whakapā tuatahi/first contact
Murray Young	Acting Chief Executive / Te Tumu Whakarae	027 600 1433	<input checked="" type="checkbox"/>
Louise Hornabrook	Acting Ringatohu / Director Office of the Chief Executive	021 185 0729	<input type="checkbox"/>

Ngā kōrero a te Minita/Minister's comments

Pūtake/Purpose

This briefing is to update you on upcoming organisational change proposals that Toitū Te Whenua Land Information New Zealand (LINZ) will consult on with affected staff. These proposed changes would, if confirmed, result in fewer than 10 currently filled roles being disestablished.

This is in addition to 52 vacant roles that have already been permanently disestablished.

Tohutohu/Recommendations

Toitū Te Whenua Land Information New Zealand recommends that you:

- 1 **Note** that LINZ will soon consult affected staff on proposed organisational changes that would, if confirmed, result in a small number of roles being disestablished. *Noted*
- 2 **Advise** if you would like to discuss the change proposals further or receive more information. *Request / decline*
- 3 **Note** that LINZ is providing details of the change proposals to the Public Service Commission and Public Service Association. *Noted*
- 4 **Note** that LINZ will provide your office with copies of our communications in advance. *Noted*



Murray Young

Toitū Te Whenua Land Information New Zealand

Rā/Date: 04/04/2024

Hon Chris Penk

**Te Minita mō Toitū te Whenua/
Minister for Land Information**

Rā/Date:

Taipitopito/Details

Change proposal

- 1 LINZ will soon propose an organisational change process affecting the People (Human Resources) and Customer Engagement (Communications) functions.
- 2 The change proposal is required to respond to current capacity and capability gaps and resolve interim arrangements in key roles while minimising recruitment, which is necessary to operate within a reduced budget. We are also closely examining organisational priorities and deciding to stop or scale back non-essential services.
- 3 Our change proposal will include:
 - making use of broad-based roles and enhanced organisational flexibility to move people to where the highest priority work is,
 - continuing to centralise like functions, and
 - disestablishing roles that would no longer be required due to work being stopped or scaled back.
- 4 The proposed changes would result in disestablishment of a small number (fewer than 10) currently filled roles.

Process and timeline

- 5 In line with employment law and obligations in employment agreements, we must consult with affected staff on proposed changes and consider the feedback we receive before making decisions.
- 6 We plan to advise the organisation about upcoming change proposals in the week of 15 April, with details to be released to affected teams in a consultation document early in the week of 21 April.
- 7 The planned consultation period with affected staff will run from Tuesday 23 April to Thursday 2 May 2024.
- 8 We will engage with the Public Service Commission and provide details of the proposals and our planned communications. We understand the Commission is updating the Minister for the Public Service about agency change processes.
- 9 LINZ has significant union membership and will engage with the Public Service Association about the proposed changes in advance.

Potential further change

- 10 LINZ senior leaders are continuing to closely examine our priorities and identify opportunities to make savings and achieve efficiencies.
- 11 We have also proposed reductions as part of the budget process, which have not yet been finalised.
- 12 These two processes may result in a need for further organisational change.

- 13 We will discuss this work with you and ensure you are advised of any further change proposals in advance.

Already disestablished roles

- 14 As part of the response to the government's expectations of reducing spending, LINZ stopped recruiting into all but the highest priority vacancies in late 2023. The majority of vacant roles have now been permanently disestablished.
- 15 This resulted in a permanent reduction of 52 full time equivalent positions.
- 16 77% of the disestablished roles are defined as 'back-office'.

Previous change programme

- 17 LINZ is the final stages of a multi-year transformation programme called Organising Ourselves. This has not aimed to reduce staff numbers but has given enhanced flexibility and a good understanding of our workforce, capability, and priority services.
- 18 Decisions have been made on the final part of the Organising Ourselves change programme, covering our Survey & Title operations area (Property Rights, Contact Centre and Learning and Training), and the changes are scheduled to be implemented on 1 July 2024.