



**MINISTRY OF SOCIAL
DEVELOPMENT**

TE MANATŪ WHAKAHIATO ORA

Tēnā koe

On 8 August 2021, you emailed the Ministry of Social Development (the Ministry) requesting, under the Official Information Act 1982 (the Act), the following information:

- *Please release all Consultation – and Decision Documents – that were generated and circulated between 1 June 2020 and 30 July 2021 as part of any restructure, reorganisation, or establishment of a team, business unit or directorate within the Ministry of Justice.*

Although your request referred to the Ministry of Justice, I have interpreted it to mean this Ministry. I apologise for the delay in responding to your request for information.

The Ministry currently employs approximately 9,367 staff who provide income assistance and services to more than one million New Zealanders each year. As New Zealanders develop and require different needs, the Ministry's business models need to develop with them. Doing this requires the Ministry to undertake reviews of its functions to ensure the Ministry is able to deliver services in the most effective and efficient way.

Staffing changes can range from small changes of a person's role or reporting line through to significant structural changes. Each business unit leads the change, with subject matter expertise provided by corporate functions, which includes Human Resources and Finance.

It is important to note that not all changes result in redundancies. While some positions may be disestablished, other positions may be created that better fit the needs of the business. Furthermore, some of the roles that have been disestablished may be vacant at the time of the change and therefore no staff were directly impacted.

The Ministry supports employees who are impacted by change through a formal process to limit the impact on them. Impacted employees have the first option of applying for newly created roles and often move into these new roles as part of the subsequent recruitment process. Where an employee is unsuccessful in securing a role, the Ministry provides support through recruitment assistance, the Employee Assistance Programme and redundancy payments, if redundancy is the only appropriate outcome.

In response to your request, please find the following documents attached:

Date	Title
24 September 2020	Appendix 1 – Getting our fit right – Proposal for Consultation
19 October 2020	Appendix 2 – Getting our fit right – Decision Document
22 April 2021	Appendix 3 – MSD National Accounting Centre CYRAS IEP Shared Services – Proposal for change
20 May 2021	Appendix 4 – National Accounting Centre CYRAS IEP Shared Services Decisions
4 August 2020	Appendix 5 – Improvement, Systems and Technology Alignment for Success, Proposal for Consultation
5 October 2021	Appendix 6 – Alignment for Success decision document
12 October 2020	Appendix 7 – AUM Team Consultation final
12 October 2020	Appendix 8 – AUM Team Decision
10 May 2021	Appendix 9 – Transfer to MSD Consultation Document
14 June 2021	Appendix 10 – Transfer to MSD Decision Document
26 August 2020	Appendix 11 – Review of risk, assurance and internal fraud functions, proposal for consultation
1 October 2020	Appendix 12 – Review of risk, assurance and internal fraud functions decision document
June 2020	Appendix 13 – People and Capability Re-Alignment Decision Document

You will note that the names and contact details of some individuals are withheld under section 9(2)(a) of the Act in order to protect the privacy of natural persons. The need to protect the privacy of these individuals outweighs any public interest in this information.

Consultation and decision processes (with appropriate documentation) are required for any reviews that involve a change to organisational structure, including the disestablishment of any roles. Reviews that do not require a formal consultation process have not been included within the scope of your request. For example, a pilot programme to assess new ways of working, or the temporary establishment of a new role involves engagement with staff but does not require consultation and decision documents.

The principles and purposes of the Official Information Act 1982 under which you made your request are:

- to create greater openness and transparency about the plans, work and activities of the Government,
- to increase the ability of the public to participate in the making and administration of our laws and policies and
- to lead to greater accountability in the conduct of public affairs.

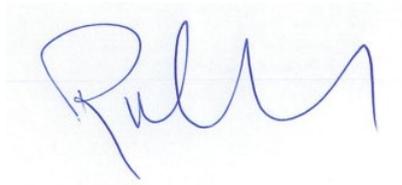
This Ministry fully supports those principles and purposes. The Ministry therefore intends to make the information contained in this letter and any attached documents available to the wider public. The Ministry will do this by publishing this letter and

attachments on the Ministry's website. Your personal details will be deleted, and the Ministry will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this response with us, please feel free to contact OIA_Requests@msd.govt.nz.

If you are not satisfied with this response, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Ngā mihi nui

A handwritten signature in blue ink, appearing to read 'Rob Gold', is positioned above the typed name and title.

Rob Gold
**Acting Group General Manager
People and Capability**