



19 April 2024

Tēnā koe

Official Information Act request

Thank you for your email of 27 February 2024, requesting information about the staff roles that the Ministry of Social Development (the Ministry) has disestablished.

I have considered your request under the Official Information Act 1982 (the Act). Please find my decision on each part of your request set out separately below.

Request 1 - For the period starting 1 August 2023 and ending on 29 February 2024:

- *How many roles has your organisation disestablished (both vacant and staffed)?*
- *Of those disestablished roles, how many relate to:*
 - *Diversity, Equity, and Inclusion (DEI) in general (both internal and external facing)*
 - *Te Ao Māori in general (including but not limited to Crown-Māori relationship, internal training and advice on culture and language, external sector liaison, core business delivered on a By-Māori For-Māori basis, and other)?*
- *How many of the disestablished roles were staffed (permanently or temporarily) when they were confirmed as disestablished? Please note, I'm not looking for the number of redundancies - I'm looking for the number of people in roles when they are confirmed as disestablished (which includes people who are later reassigned, redeployed, resign before redundancy, take voluntary redundancy or an exit package, retire, have a fixed term end/not renewed, have a secondment ended, or other reason)*

No Ministry staff were made redundant during this period. A number of roles were disestablished through formal change processes and any affected staff were reassigned.

The Ministry conducts reviews of its business groups from time to time to ensure that the way it is configured to deliver services is efficient and effective and achieves the best outcome for New Zealanders. Each review is designed to ensure the Ministry is fit for purpose and the process depends on size and complexity of each proposal. The process of formal changes involves a period of analysis of the

business requirements, development of a proposal for consultation, a period for staff feedback and consideration of the feedback prior to the final decision document.

I refer you to the table immediately below for the number of roles disestablished and the number of staffed disestablished roles in the period 1 August 2023-29 February 2024. Any affected staff were reassigned.

	Number of roles disestablished	Number of people in roles confirmed as disestablished
DEI	0	0
Te Āo Māori	0	0
All other roles	56	48
Total	56	48

Request 2 - For the period starting 1 March 2024 and ending on 31 December 2024:

- *Is your organisation planning on, or consulting on, disestablishing any roles?*
- *If so, how many of these roles relate to:*
 - *Diversity, Equity, and Inclusion (DEI) in general (both internal and external facing)*
 - *Te Ao Māori in general (including but not limited to Crown-Māori relationship, internal training and advice on culture and language, external sector liaison, core business delivered on a By-Māori For-Māori basis, and other)?*
- *Of the roles you are planning or consulting on disestablishing, how many are currently staffed (either permanently or temporarily)?*

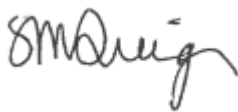
Your request for this information is refused under section 18(e) of the Act as the documents which would contain such information do not exist. I refer you to the Ministry's press release issued 4 April 2024 regarding the current voluntary redundancy process, which notes the potential for role reductions in May. You can find the press release at the following link: www.msd.govt.nz/about-msd-and-our-work/newsroom/2024/msd-voluntary-redundancies.html.

I will be publishing this decision letter, with your personal details deleted, on the Ministry's website in due course.

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 my decision on your request, 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

pp. 

Magnus O'Neill
General Manager
Ministerial and Executive Services