



13 December 2024

Tēnā koe

### **Official Information Act request**

Thank you for your email of 23 October 2024, requesting information about the June 2024 change process.

I have considered your request under the Official Information Act 1982 (the Act).

- *Uptake of the Inside and Future Path outplacement service as at 23 October 2024 – number of users and total cost*

The Ministry has contracted Inside and Future Path to provide outplacement services. Outplacement services are voluntary for staff whose roles have been disestablished. The estimated cost per participant is \$1000, should they choose to use this service.

At the date of your request, three people have been supported by Future Path at a total cost of \$2,433.40, and six people have been supported by Inside at a total cost of \$3,902.64.

As at 23 October 2024, the Ministry has received 21 expressions of interest to access outplacement support with one of our contracted providers. Once interest is expressed, individuals are provided with the contact details of the providers to arrange service. Outplacement support is open until March 2025.

- *Breakdown of the age, ethnicity, region and gender of staff impacted by the June 2024 change process*

Please refer to **Tables One to Four** in the below **Appendix** for a breakdown of staff impacted by the June 2024 change process by ethnicity, age, gender, and location.

Please note that values smaller than 5 have been marked and withheld as 'S' 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 the information.

- *Location breakdown of the staff impacted by the voluntary redundancy process*

Please refer to **Table Five** in the below **Appendix** for a location breakdown of the staff impacted by the voluntary redundancy process.

Please note that values smaller than 5 have been marked and withheld as 'S' 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 the information.

- *Percentage of workforce cut in the June 2024 change process*

As at 23 October 2024, the percentage of workforce who have left by way of redundancy as a result of the June 2024 change process is 0.7%.

- *Total savings achieved through the June 2024 change process*

As part of Budget 2024, the Government has asked MSD to find savings of 6.5% for the next financial year, starting 1 July. This is in addition to what we were already doing to reduce our expenditure, absorb cost pressures and implement \$87 million in savings over four years as part of Budget 2023.

A targeted change process that occurred across four business groups in June 2024 resulted in a net reduction of 86 filled positions – this took effect from 30 September 2024.

The annualised savings realised from salaries up to 23 October 2024 is \$8,972,552. As disestablishments continue to take effect, this amount will increase.

- *Total amount spent on redundancy payments in the June 2024 change process*

As at 23 October 2024, the amount spent on redundancy payments as part of the June 2024 change process was \$3,815,743.49 gross. This figure includes redundancy payments of 60 staff members.

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](mailto: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](http://www.ombudsman.parliament.nz) or 0800 802 602.

Ngā mihi nui

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Magnus O'Neill  
**General Manager**  
**Ministerial and Executive Services**

**Appendix**

**Table One: Age breakdown of the staff impacted by the June 2024 change process**

<b>Age range</b>	<b>Total</b>	<b>Percentage</b>
20<40	19	29.2%
40<50	16	24.6%
50<60	17	26.2%
>60	13	20%
<b>Total</b>	<b>65</b>	

**Table Two: Ethnicity breakdown of the staff impacted by the June 2024 change process**

<b>Ethnicity</b>	<b>Total</b>
Māori	9
Pasefika	5
Asian	14
European	36
MELAA	5

**Notes for Table Two:**

- It is optional for Ministry staff to provide their ethnicity.
- Ministry staff can choose to select up to three ethnicities that they identify with. This may result in staff being counted more than once by identifying with different ethnicities.
- MELAA refers to Middle Eastern, Latin American and African.

**Table Three: Location breakdown of the staff impacted by the June 2024 change process**

<b>Region</b>	<b>Total</b>
Auckland	9
Manawatū-Whanganui	5
Wellington	55

**Table Four: Gender breakdown of the staff impacted by the June 2024 change process**

<b>Gender</b>	<b>Total</b>
Undeclared	5
Female	36
Male	27
Another Gender	5

**Table Five: Location breakdown of the staff impacted by the voluntary redundancy process**

<b>Region</b>	<b>Total</b>
Auckland	24
Bay Of Plenty	S
Canterbury	11
East Coast	S
Hawke's Bay	S
Manawatū-Whanganui	7
Nelson-Tasman	S
Northland	S
Otago	7
Southland	S
Taranaki	S
Waikato	8
Wellington	145
<b>Total</b>	<b>217</b>

**Notes for Table Five:**

- Please note that only 13 voluntary redundancy applications were accepted from frontline staff on a case-by-case basis.