

PROPOSAL FOR CONSULTATION

Let's Get Wellington Moving

New Zealand Transport Agency | Waka Kotahi

20 February 2024

Karakia

Tūtawa mai i runga
Tūtawa mai i raro
Tūtawa mai i roto
Tūtawa mai i waho
Kia tau ai
Te mauri tū, te mauri ora
Ki te katoa
Haumi e, hui e, tāiki e

Come forth from above,
below, within,
And from the environment
Vitality and wellbeing for all
Strengthened in unity.

Introduction

- December 2023 Government announcement about the disestablishment of the LGWM Programme.
- NZTA employees involved in LGWM potentially impacted.
- Increased workload over the December and January period, and I sincerely thank you for this.
- This hui is to provide you with further details on the next steps.
- I know that this is not an easy time for you, and we will do everything we can to support and listen to your views as we go through this consultation.
- Full consultation document distributed by email this afternoon.



Ngākau Aroha | Have Heart

Putting our people at the centre of what we are doing and providing support to those affected by this change



Kotahitanga | Better Together

Being upfront about what we want to achieve and genuinely listening to the feedback.



Kia Māia | Be Brave

Approaching the situation with understanding of different perspectives and seeking the right outcome.



Mahia | Nail It

Successfully implementing a change that achieves our objectives and recognises the external environment, stakeholder demands, and deliverables.

Context and Scope

Rationale for change

- As part of the National, Act and NZ First Coalition Government's 100-day plan, the Government moved to withdraw central government from the LGWM Partnership.
- In December 2023 the NZTA Board received a letter from the Minister for Transport, confirming agreement between the funding partners to disestablish LGWM
- In giving effect to the Minister's directive and subsequent decision to disestablish the programme, NZTA are proposing to change our business structure.
- The proposed change will affect all NZTA employees involved in LGWM (whether they are seconded, permanent or fixed term).

Proposed changes

- We are now seeking your feedback on the following:
 - Disestablishment of all permanent LGWM roles, including vacant roles;
 - Disestablishment of all fixed term LGWM roles, meaning that fixed terms will be ended early in accordance with their relevant employment agreements, including vacant roles; and
 - Returning all seconded employees to their substantive positions within NZTA.
- We are committed to exploring redeployment options for all people affected by change (including our fixed term staff) and will look to retain skills and capabilities within the public service to support ongoing NZTA projects, where possible.

Next Steps, Feedback, and Support

Feedback and Questions:

- We will be accepting feedback until **12 noon on 29 February 2024**
- We have tried to make this process as swift as possible as we acknowledge you have all been waiting for this next step.
- The ways you can provide feedback are detailed in the consultation document.
- We have supplied the PSA with an advance copy of the consultation document and union members are welcome to contact them for advice and support.
- All employees are entitled to seek independent advice about this change process
- If you have any questions, please contact Cate or Miranda.

Timelines

STEP	INDICATIVE DATE
Change Proposal released	20 February 2024
Consultation period starts – proposal open for discussion and feedback	20 February 2024
Feedback period ends	29 February 2024 (midday)
Feedback collated and analysed	29 February – 4 March 2024
Decision announced, all people advised on any individual impacts	4 March 2024

Potential steps if proposed change is implemented

STEP	INDICATIVE DATE
LGWM programme disestablished and redeployment opportunities explored	5 – 15 March 2024
Once redeployment opportunities have been explored and exhausted, notice (of redundancy or early ending of fixed-term agreements) provided to those who have not received an offer of redeployment	15 March 2024
Any further offers of redeployment have been made and those who have been unable to find suitable alternative positions reach the end of their notice period	12 April 2024

Redeployment

Redeployment

All affected employees will be considered for **redeployment** to **suitable alternative positions** across NZTA.

NZTA may identify possible **suitable alternative positions** that an employee could be redeployed to. Employees are also welcome to identify roles that they consider to be a **suitable alternative position**.

The formal redeployment process will start after the final decision on the proposed change has been made; however, we encourage all potentially affected employees to consider redeployment opportunities now. All vacant positions are advertised on OnRamp.

Permanent employees

Any permanent employees who have not received an offer of redeployment by 15 March 2024 will be given notice of **redundancy** in accordance with the terms of their employment agreement.

Fixed-term employees

Any fixed-term employees who have not received an offer of redeployment by 15 March 2024 will be given notice that their **fixed term is coming to an end early**, in accordance with the terms of their employment agreement.

Consideration will be given to requests for payment in lieu of notice. We will continue to seek suitable alternative positions across NZTA for these employees during their notice period.

Voluntary redundancy

If a permanent employee's position is disestablished, we will consider early applications requesting voluntary redundancy (i.e. prior to the redeployment process being complete) on a case-by-case basis.

Support:

- EAP will be onsite again tomorrow from 10 am – 2 pm
- You also can contact them direct
- There are a number of resources available on OnRamp
- Please let us know if there is any further support that you need.

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

Questions

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

Close and Karakia

This information is being shared to all teams individually today, please respect each other's right to hear the information first hand. The consultation document, proposal presentation, and individual letters will be distributed at the end of the day.

Ka rongo tātou i te reka o te kōrero
Ko ngā tikanga
Ko ngā kawa
Ko te whanaungatanga
Ko te manaakitanga
Ko te kotahitanga
Hei kōrero mā te hinengaro, mā te wairua,
mā te tinana, mā tātou, te whanau o te
Waka Kotahi.
Kaikarakia (leader): Tūturu whakamaua kia
tina
Katoa (all): Tina
Kaikarakia: Haumi ē, hui ē,
Katoa: Tāiki e

We sense, smell, taste and feel the
sustenance
before us
Embracing Māori practices and protocols
Building relationships to create a sense of
belonging,
Uplifting the mana of others
Exercising unity, inclusivity and equality
As food for thought, as a sense of well-
being, as
a spiritual and physical encounter with the
Māori
world within the whanau of Waka Kotahi.
Forever challenging our potential!
Our voices raise up in agreement!
Joined and assembled
Ready and empowered to take on the
challenges
that face us!