

Confidential

# Change Proposal

Climate Emergency Response Fund (CERF)

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February 2024

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# 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.

# Agenda for today

- High level summary of the proposed change
- Next steps
- Support available
- Questions

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# Summary of the proposed change

- We received direction from the Minister of Transport in December which has significantly reduced the scope and amount of ongoing work within CERF initiatives.
- We have done work to understand what activity still needs to continue and how we best resource that work.
- We are proposing to close the CERF Programme on 15<sup>th</sup> March.
- We are proposing changes to roles where there is an impact to the workflow of the role, or there is an impact to the type, quantity of, or timeframe for work.
- The proposed changes affect roles across a number of groups across NZTA.
- This proposal has the potential to affect people's roles and we're consulting with employees directly affected by the change.

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# Next steps

## Indicative timeline

| STEP   | INDICATIVE DATE    |
|--|--------------------|
| Change Proposal released   | 21 February 2024   |
| Consultation period starts – proposal open for discussion and feedback | 21 February 2024   |
| Feedback period ends   | 6 March 2024 (EOD) |
| Feedback collated and analysed   | 13 March 2024      |
| Decision announced, all people advised on any individual impacts       | 14 March 2024      |

# Next steps

Further steps if change occurs

| STEP  | INDICATIVE DATE         |
|---|-------------------------|
| The new structure goes live, and redeployment opportunities are explored  | 15 March – 4 April 2024 |
| Notice of redundancy is provided to those who have not received an offer of redeployment  | 5 April 2024            |
| Any further offers of redeployment have been made and those who have been unable to find suitable alternative positions or offers reach the end of their notice of redundancy | 5 May 2024              |

# Getting advice and support:

- Talk to me, your People Leader, Laurie Benson, or Petra Bulandova if you need support.
- You can seek advice and support from your union if you are a member.
- EAP – onsite drop-in support available in a number of offices or call 0800 327 669.
- You can seek independent advice.
- Contact Laurie Benson, or Petra Bulandova if you have a general question about your employment
- You are welcome and encouraged to talk to your whānau and other support people and involve a support person or representative at any time in the process.

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# Your questions

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# Close and Karakia

Kia tau tō rangimārie  
Ki runga i ngā iwi o te ao  
Tina  
Haumi ē, hui ē  
Tāiki e.

Let peace reign, on all the people of  
the world.  
Join together.  
Forward together.