

DECISION

Let's Get Wellington Moving

New Zealand Transport Agency | Waka Kotahi

8 March 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

- In December 2023, the Government announced its directive to disestablish the LGWM Programme.
- Since then, we have been consulting on proposed changes to our business structure which aim to fulfil the government directive.
- Feedback received on the proposal varied.
- This hui is to provide you with details on the final decision, having now considered all our peoples' feedback, and set out the next steps in the process.
- This has not been an easy time for our people – and I want to acknowledge that and thank you for the positive and constructive way you have all approached the consultation process.
- Full decision document distributed by email this afternoon.
- Individual letters, setting out individual impacts for our people, will follow.



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.

Consultation Overview

Opportunities for discussion and consultation:



- Regular weekly programme korero
- Weekly Programme Director's Panui
- Live group calls
- One-on-one meetings
- Individual email/written correspondence
- Live FAQ Guide



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Consultation Overview Continued



Feedback overview:

16 individual feedback submissions received during consultation (one of which was withdrawn). Key themes included:

- Redeployment opportunities and process
- Employment status (ie matters regarding fixed term nature of employment)
- Concerns with overall change process and communication during
- Concerns about the loss of IP, if our people are not retained
- Employee wellbeing
- Scoping and resourcing of future work (Mount Victoria Tunnel and Basin Reserve upgrade)
- Matters relating to redundancy

Overall, there was a clear understanding from employees that the LGWM was being disestablished, and that NZTA's proposed changes were triggered by the Government's directive regarding disestablishment.

A table summarising the feedback and our responses is included in the **Decision Document**.

Final Decisions

Summary of final decisions reached, following consultation

- All LGWM roles will be disestablished, including vacant roles.
- We will look for redeployment opportunities within NZTA, for all employees in positions which have been disestablished.
- All seconded employees will return to their substantive positions within NZTA.
- LGWM employees on fixed term employment agreements will be treated as permanent employees for the purpose of this process, and therefore eligible for redundancy entitlements in accordance with their employment agreements.
- The redeployment process will be extended through to **28 March 2024**.
- Now that the proposed changes are confirmed, the implementation date is confirmed as **11 March 2024**.

Timeline

STEP	INDICATIVE DATE
Change implemented - Programme disestablished	11 March 2024
Redeployment opportunities explored	11 – 28 March 2024
Notice of redundancy provided to those who have not received an offer of redeployment	28 March 2024
Further offers of redeployment made and those unable to find a suitable alternative position reach the end of their notice period	26 April 2024

Next Steps



All affected LGWM will receive a letter confirming the final decision and the impact on their position.



Employees seconded to the LGWM Programme will return to their substantive position.



All impacted employees in the LGWM Programme, whose position has been disestablished, will be considered for redeployment to suitable alternative positions within NZTA.

The redeployment process



- All impacted employees in the LGWM Programme, whose position has been disestablished, will be considered for redeployment to **suitable alternative positions** within NZTA.
- NZTA may identify possible suitable alternative positions. Employees are welcome to identify suitable roles also.
- If an employee is offered a suitable alternative position, but does not accept the offer, their employment will end by resignation and there will be no entitlement to redundancy compensation.

A **suitable alternative position** is one that involves duties and responsibilities that the employee could fulfil, considering their skills, knowledge, qualifications and experience, and with a reasonable amount of training and development. A position may not be a suitable alternative position if NZTA is required to pay the employee outside the remuneration band for the position.

The redeployment process, continued



- If an employee is offered a suitable alternative position, but does not accept the offer, their employment will end by resignation and there will be no entitlement to redundancy compensation.
- If, by the end of the redeployment process (28 March 2024), employees have not received an offer of redeployment (to a suitable alternative position), they will be given notice of redundancy in accordance with their employment agreement. At that stage, consideration will be given to payment in lieu of notice.
- During the employee's notice period, NZTA will continue to seek suitable alternative positions (and opportunities in other vacant positions, across NZTA).

Redundancy



- Any redundancy as a result of this decision, will be effective from 28 March 2024 (at the end of the redeployment process).
- Any redundancy entitlements will be in accordance with the affected employee's employment agreement and statutory restrictions under section 88 of the Public Service Act 2020.
- Voluntary redundancy will be considered on a case-by-case basis

Next steps

You will be given access to a list of approved vacancies by your Talent Acquisition Advisor and will be invited to a meeting where you will cover the following:

- Approved vacancies that you believe may be suitable alternative positions.
- Discussion of your skills and experience.
- How to express interest in approved vacancies.
- Where a suitable alternative position is identified, and there is only one affected employee suitable for the role, the employee will receive an offer of redeployment.
- Where there is more than one employee suitable for an alternative position, a process will be followed to decide which employee will be redeployed to the position.
- If there are other vacant roles, which may be suitable for you (but are not considered a suitable alternative position), you can express your interest in the role. Your Talent Acquisition Advisor will discuss this with you.



Vacancies



The list of approved vacancies will be updated on a weekly basis, and you should ensure that you check the list and speak to your People Leader if there are roles that you believe are a suitable alternative or would be a good match for your skills and experience.

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Support and resources



Change can be unsettling – and we appreciate that.

Free confidential counselling and career/ financial guidance is available through EAP. EAP can be accessed by calling **0800 327 669** or booking an appointment online.

You can speak to me, Cate Baxter, your People Leader, or your union (if you are a member).

Affected employees will receive support from a member of the Talent Acquisition Team.

- You can seek further support by using the resources that are available on OnRamp - 'Working Through Change', 'Exploring Opportunities', and LinkedIn Learning courses
- You can also request a 1:1 coaching session to support with CV writing and interview preparation.

Support and resources



- A webinar will be available to employees that offers support on applying for jobs, interview preparation, how to set up a good Linked In profile, and other tips that you may find useful. This webinar will be available via a link which will be forwarded to you on Monday 11 March.
- Cate Baxter will be available on level 5 all day Monday for any questions you may have after reading the decision document.

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QUESTIONS

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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.

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!