

14 November 2024

s9(2)(f)(iv)

REF: OIA-16292

Dear s9(2)(f)(iv)

**Request made under the Official Information Act 1982**

Thank you for your email of 29 August 2024 requesting the following information under the Official Information Act 1982 (the Act):

- *All advice, reports, memos, aides-memoire, or similar documents sent to your responsible Minister regarding hiring and staffing changes in your department since November 2023*
- *All information documents, consultation documents, and surveys sent to multiple staff regarding hiring and staffing changes in your department since November 2023*

On 9 September 2024 you clarified that your request is specifically regarding any organisation restructures that may have occurred since November 2023, and not routine hiring and dismissal decisions of individual staff.

My response to each aspect of your request is answered in turn below.

- 1. All advice, reports, memos, aides-memoire, or similar documents sent to your responsible Minister regarding hiring and staffing changes in your department since November 2023**

Documents 41 to 60 in the appended document schedule fall within scope of this part of your request and are enclosed.

Certain information in Documents 56 and 57 is being withheld under section 9(2)(f)(iv) of the Act. This section allows for the withholding of information to maintain the constitutional conventions for the time being which protect the confidentiality of advice tendered by Ministers of the Crown and officials.

- 2. All information documents, consultation documents, and surveys sent to multiple staff regarding hiring and staffing changes in your department since November 2023**

Documents 1 to 40, 59 and 60 of the appended document schedule fall within scope of this part of your request and are enclosed.

Certain information in documents 3, 4, 8, 9, 10, 11, 12, 16, 17, 20, 21, 22, 24, 38, 39, and 40 has been withheld under section 9(2)(a) of the Act. This section allows for the withholding of information to protect the privacy of natural persons.

With respect to the information that has been withheld, I do not consider there are any other factors which would render it desirable, in the public interest, to make the information available.

Further documents falling within scope of your request are being refused under section 18(d) of the Act as the information is publicly available. This information can be found in previous responses on the NZ Transport Agency Waka Kotahi (NZTA) website at: [www.nzta.govt.nz/about-us/official-information-act/official-information-act-responses/#](http://www.nzta.govt.nz/about-us/official-information-act/official-information-act-responses/#).

Specifically, please see:

- "NZ Transport Agency Waka Kotahi business unit change proposals", published on 19 July 2024.
- "100 day plan staff reductions", published on 21 May 2024.

Under section 28 of the Act, you have the right to ask the Ombudsman to review my decision to withhold certain information and refuse part of this request. The contact details for the Ombudsman can be located at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz).

In line with NZTA policy, this response will soon be published on our website, with personal information removed.

If you would like to discuss this reply with NZTA, please contact the Ministerial Services team, by email to [official.correspondence@nzta.govt.nz](mailto:official.correspondence@nzta.govt.nz).

Yours sincerely



**Caz Jackson**

Group General Manager People & Safety

### OIA-16292 Document Schedule

Ref	Document	Date	Description
1.	BSS Change Decision Presentation_June 24	25 June 2024	Released in full.
2.	Change Consultation Presentation, BSS May 24 (1)	May 2024	Released in full.
3.	FINAL_BSS_Phase_One_Decision_Document_-_June_2024_	27 June 2024	Certain information withheld under section 9(2)(a) of the Act.
4.	Final_Change_Proposal_for_BSS_280524	May 2024	Certain information withheld under section 9(2)(a) of the Act.
5.	E&P Change - decision presentation July 2024	July 2024	Released in full.
6.	E&P Change Proposal - consultation launch presentation June 2024	May 2024	Released in full.
7.	E&P Change Proposal - further consultation launch presentation June 2024	14 June 2024	Released in full.
8.	Final_Change_Proposal_Engagement_and_Partnerships_May_2024	May 2024	Certain information withheld under section 9(2)(a) of the Act.
9.	FINAL_Engagement_and_Partnerships_-_Decision_Document_July_2024	July 2024	Certain information withheld under section 9(2)(a) of the Act.

10	Revised_E&P_Change_Proposal_June_2024_	June 2024	Certain information withheld under section 9(2)(a) of the Act.
11	Decision_Document_Pūmanawa_Tāngata_People_Safety_August_2024	30 August 2024	Certain information withheld under section 9(2)(a) of the Act.
12	Further consultation change document 13 August	August 2024	Certain information withheld under section 9(2)(a) of the Act.
13	Pumanawa Tangata Consultation Launch Presentation 20240716	16 July 2024	Released in full.
14	Pūmanawa Tāngata further consultation launch presentation	August 2024	Released in full.
15	Pūmanawa Tāngata People and Safety Group Decision presentation	August 2024	Released in full.
16	Pūmanawa_Tāngata_Consultation_document_July_2024	July 2024	Certain information withheld under section 9(2)(a) of the Act.
17	Questions and answers updated 16 August 2024	16 August 2024	Certain information withheld under section 9(2)(a) of the Act.
18	Change Consultation Launch Presentation_Procurement	August 2024	Released in full.

19	Procurement Change Decision Presentation	September 2024	Released in full.
20	Procurement_-_Change_Proposal	August 2024	Certain information withheld under section 9(2)(a) of the Act.
21	Procurement_Change_-_Decision_Document_-_September_2024	September 2024	Certain information withheld under section 9(2)(a) of the Act.
22	System_Leadership_Decision_Document_-_FINAL_update_29_August_2024	21 August 2024	Certain information withheld under section 9(2)(a) of the Act.
23	Te_Tūāpae_-_System_Leadership_-_change_proposal_document_for_consultation_-_28_May_2024	28 May 2024	Released in full.
24	Te_Tūāpae_-_System_Leadership_Further_Change_Proposal_23_July_2024	23 July 2024	Certain information withheld under section 9(2)(a) of the Act.
25	Business Alignment Final Decision presentation	31 July 2024	Released in full.
26	Commercial Delivery Final Decision presentation	31 July 2024	Released in full.
27	Infrastructure Delivery Final Decision presentation	31 July 2024	Released in full.
28	M&O Final Decision presentation	31 July 2024	Released in full.
29	Portfolio & Standards Final Decision presentation	31 July 2024	Released in full.

30	System Design Final Decision presentation	31 July 2024	Released in full.
31	Te Toki consultation on proposed change - Business Alignment	7 June 2024	Released in full.
32	Te Toki consultation on proposed change - Commercial Delivery	7 June 2024	Released in full.
33	Te Toki consultation on proposed change - Infrastructure Delivery	7 June 2024	Released in full.
34	Te Toki consultation on proposed change - Maintenance & Operations	7 June 2024	Released in full.
35	Te Toki consultation on proposed change - Multimodal Integration	7 June 2024	Released in full.
36	Te Toki consultation on proposed change - Programme and Standards	7 June 2024	Released in full.
37	Te Toki consultation on proposed change - System Design	7 June 2024	Released in full.
38	Te_Toki_Decision_Document_-_31_July_2024_-_FINAL	31 July 2024	Certain information withheld under section 9(2)(a) of the Act.
39	Transport Services Change - Further Consultation Document - Final 15.7.24	15 July 2024	Certain information withheld under section 9(2)(a) of the Act.
40	Transport_Services_Change_-_Consultation_Document_PDF_version	6 June 2024	Certain information withheld under section 9(2)(a) of the Act.
41	Excerpt from NZTA_Weekly_Report_WE_15_December_2023	15 December 2024	Released in full.

42	Excerpt from Weekly_repoert_WE_16_February_2024	16 February 2024	Released in full.
43	Excerpt from Weekly_report_WE_1_March_2024	1 March 2024	Released in full.
44	Excerpt from Weekly_report_WE_2_February_2024	2 February 2024	Released in full.
45	Excerpt from Weekly_report_WE_9_February_2024	9 February 2024	Released in full.
46	Excerpt from Weekly_Report_WE_22_March_2024	22 March 2024	Released in full.
47	Excerpt from Weekly_report_WE_23_February_2024	23 February 2024	Released in full.
48	Excerpt from Weekly_report_WE_26_January_2024	26 January 2024	Released in full.
49	Excerpt from Weekly_Report_WE_28_March	28 March 2024	Released in full.
50	Excerpt from Weekly_Report_week_ending_8_December_2023	8 December 2023	Released in full.
51	Excerpt from Weekly_Report_Week_ending_15_March_2024	15 March 2024	Released in full.
52	FINAL - LGWM wind down status update for Hon Brown WE 29 March	29 March 2024	Released in full.
53	FINAL LGWM wind down status update for Hon Brown WE 8 March	8 March 2024	Released in full.
54	LGWM_wind_down_status_update_for_Hon_Brown_WE_15_March_2024	15 March 2024	Released in full.
55	LGWM_wind_down_status_update_for_Hon_Brown_WE_22_March_	22 March 2024	Released in full.
56	Excerpt from NZ Transport Agency Waka Kotahi (NZTA) 2024-25 Estimates Briefing - Facts and Figures	20 June 2024	Certain information withheld under section 9(2)(f)(iv) of the Act.
57	Excerpt from NZ Transport Agency Waka Kotahi (NZTA) 2024-25 Estimates Briefing - Final	20 June 2024	Certain information withheld

			under section 9(2)(f)(iv) of the Act.
58	Excerpt from SC briefing pack.pdf copy sent to MO	20 February 2024	Released in full.
59	LEV Review (CCD Removal) - Decision Document	March 2024	Released in full.
60	Combined Selection Criteria	2024	Released in full.