

5 December 2024

[REDACTED]

NZME

[REDACTED]

REF: OIA-16760

Dear [REDACTED]

Request made under the Official Information Act 1982

Thank you for your email of 23 October 2024 requesting information under the Official Information Act 1982 (the Act) regarding restructures and redundancies since 27 November 2023. Your specific questions and our responses are outlined below.

- 1. The total sum of money spent on contractors and consultants to assist in any change processes, role disestablishments, redundancy processes and/or restructures, including but not limited to services in HR, recruitment, training, support and legal.*
- 2. A list of all companies contracted to provide consultancy services or contractors as per Q1.*
- 3. The total contract price for each contract and an estimate of the standard hourly or daily rates charged by these services, if possible. For ongoing contracts, please include the current expenditure.*
- 4. Start and end date of each contract related to the aforementioned services, including those that are still active.*

This response answers questions 1-4.

The total sum of money NZTA spent on contractors and consultants to assist with our change processes is \$110,830.36 (excluding GST).

The cost breakdown by supplier is as follows:

- Dentons: \$13,707.41
- Buddle Findlay: \$5,080.79
- Tribe (New Zealand Limited): 92,042.16.

Dentons and Buddle Findlay were engaged via the All-of-Government (AoG) consultancy services panel to provide legal advice to assist with change processes. There are no start and end dates as services via the AoG panel are provided on an 'as required' basis.

Tribe (New Zealand Limited) was contracted from July 2024 to December 2024.

There are currently no ongoing contracts for services in support of restructures.

5. *Any plans for future spend on contractors and consultants to assist with ongoing or future change processes, roles disestablishments, redundancy processes and/or restructures.*

NZTA does not currently have any plans to engage consultants or contractors to assist with ongoing or future changes processes, role disestablishments, redundancy processes and/or restructures, and therefore we are unable to comment on any future spend on this.

6. *Briefings to ministers about the restructure and its implementation.*

I refuse your request under section 18(d) of the Act as the information requested is publicly available on the NZTA website: <https://www.nzta.govt.nz/about-us/official-information-act/official-information-act-responses/>. Please refer to 'Information regarding hiring and staffing changes since November 2023' dated 14 November 2024.

7. *Before this year's restructure: total number of permanent employees; fixed-term employees; secondees; contractors. Please provide also a breakdown by gender, ethnicity and age (over 50 vs under 50).*
8. *Same numbers as Q7 post restructure (or what is planned if restructure not completed).*

This response answers questions 7 and 8.

Information on people numbers, as at 31 October 2023, is provided in the below table.

Group	Total	Gender				Ethnicity					Age	
		Another Gender	Female	Male	Not Declared	European	Māori	Pacific Peoples	Asian	MELAA	Under 50	50+
Contractor	512											
Fixed Term	142	1	93	48	0	89	13	1	11	5	99	43
Permanent	2749	9	1478	1257	5	1821	187	56	367	41	1809	940
Grand Total	3403	10	1571	1305	5	1910	200	57	378	46	1929	1474

Information on people numbers, as at 31 October 2024, is provided in the below table.

Group	Total	Gender				Ethnicity					Age	
		Another Gender	Female	Male	Not Declared	European	Māori	Pacific Peoples	Asian	MELAA	Under 50	50+
Contractor	346											
Fixed Term	134	0	82	52	0	77	13	1	14	0	71	63
Permanent	2725	8	1456	1255	6	1776	193	57	382	40	1778	947
Grand Total	3205	8	1538	1307	6	1853	206	58	396	40	1866	1339

Please note that 'secondments' are not a type of employee, and secondments from external agencies to NZTA are coded as 'contractors'. Diversity information for contractors is not collected.

'MELAA' stands for Middle Eastern, Latin American, African.

We cannot forecast the mix of people we will employ at any future date.

9. Breakdown of number of job cuts (or planned cuts if not complete) including voluntary redundancies, forced redundancies, vacancies, FTEs, contractors, fixed terms. Please also provide breakdown by gender, ethnicity and age (over 50 vs under 50)

Information on people made redundant since 27 November 2023 (including 2 future redundancies) is provided in the below table:

Group	Total	Gender				Ethnicity					Age	
		Another Gender	Female	Male	Not Declared	European	Māori	Pacific Peoples	Asian	MELAA	Under 50	50+
Contractor												
Fixed Term	17		9	8		14	0	1	0	0	9	8
Permanent	67		43	24		49	8	1	4	1	31	36
Grand Total	84	0	52	32	0	63	8	2	4	1	40	44

10. Regional breakdown of job cuts (or planned)

Information on people made redundant since 27 November 2023 (including 2 future redundancies) per region is provided in the below table:

Region	Count
Auckland	11
Christchurch	6
Dunedin	3
Hamilton	3
Napier	1
Palmerston North	5
Tauranga	3
Wellington	52

11. Percentage of workforce cut in restructure (or planned).

As outlined above, 84 permanent and fixed-term employees were made redundant, which represents 2.9% of our permanent and fixed-term workforce as at 31 October 2023.

12. Amount of savings achieved/expected in restructure.

For the 2024/25 financial year NZTA delivered the following savings: \$53 million from NLTP overheads which met the 7.5% budget reduction requirement, and \$34.5 million in Vote Transport.

A significant proportion of these savings were delivered through reductions in staffing costs as a result of restructures.

13. Were any new jobs created?

Yes, 225 roles have been created as a result of the 2024 change processes.

14. What was the total amount spent in redundancy payouts - for how many people? If the amounts have not been finalised yet please provide the expected/projected spend. Please provide a breakdown between voluntary and forced redundancy payouts.

The total sum of redundancy payments NZTA made to employees between 27 November 2023 and 6 November 2024 was approximately \$4.65 million (including 2 people who have yet to be paid their redundancy).

Redundancy	Count	Amount
Not Voluntary	52	\$2,952,364
Voluntary	32	\$1,702,577
Grand Total	84	\$4,654,941

15. Are there any further savings targets to be achieved? If so, please provide the amount that needs to be saved, and the number of job losses forecasted to achieve these.

The Government Policy Statement on land transport 2024 is clear that there is an on-going expectation to find further cost savings and efficiencies in our business model. NZTA is considering a range of activities to deliver further savings and to ensure that these efficiency opportunities can be accrued in time for 2025/26 (FY26) budgets.

In alignment with NZTA policy, this response will be published on our website with personal details removed.

Under section 28 of the Act, you have the right to ask the Ombudsman to review my decision to partially refuse your request. The contact details for the Ombudsman can be located at www.ombudsman.parliament.nz.

If you would like to discuss this reply with NZTA, please contact Andy Knackstedt, Senior Manager, Media, by email to andrew.knackstedt@nzta.govt.nz.

Yours sincerely



Caz Jackson
Group General Manager People & Safety