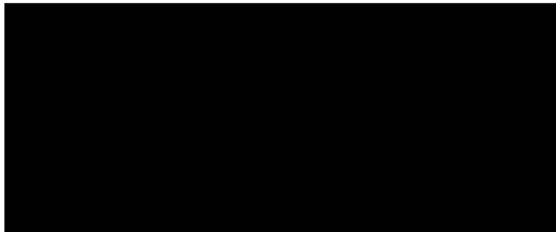




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31 July 2018



**Information Request – Details of any restructuring in the last 3 financial years**

I refer to your official information request dated 20 June 2018 asking for the following information over the past three financial years:

- number of jobs disestablished
- total number of redundancies
- total number of jobs added
- total number of jobs merged
- refocusing aspects of any role
- length and type of consultation, and
- details of any change management consultants that have been employed to manage the workplace change process. Who were they, for how long were they employed, what was the rate and what was the total cost?

Fire and Emergency has interpreted your request to be from 1 July 2017, as Fire and Emergency was established on this date.

I have set out the answers to your questions below:

*Number of jobs disestablished*

5

*Total number of redundancies*

3

*Total number of jobs added*

66 permanent and 117 fixed term roles. The creation of a larger organisation with additional responsibilities from the NZ Fire Service, Rural Fire Authorities, and Urban Volunteers Fire Brigades, has required the creation of additional roles, some of which were previously undertaken by rural councils, rural fire districts and rural fire authorities.

In addition, some new roles have been created to provide extra support to volunteer firefighters who play a critical role in large parts of the country. We have also taken on some additional administrative staff after a review last year found our corporate capability was too lean.

*Total number of jobs merged*

1

*Refocusing aspects of any role*

1 role had a reporting line change, 1 increased from 0.5 to 1.0 FTE, 26 roles had title changes and 12 position descriptions changed.

*Length and type of consultation*

Most did not require consultation as they occurred following the role being vacated. Where consultation was required it was specific to the role.

*Change management consultants*

There were no change consultants engaged in relation to the five positions discussed above.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602. Note also that this response (with your personal details removed) may be published on the Fire and Emergency website.

Yours sincerely



Leigh Deuchars  
Director, Office of the Chief Executive