

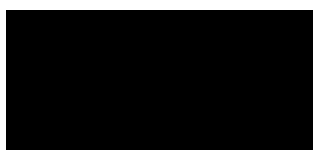


National Headquarters
Fire and Emergency New Zealand
National Headquarters
Spark Central, Level 7
42-52 Willis Street
Wellington Central
Wellington 6011

Phone +64 4 496 3600

4 September 2025

Ref: 18829



Tēnā koe [Redacted]

Thank you for your emails of 28 and 29 July 2025 to Fire and Emergency New Zealand requesting the following information about restructures under the Official Information Act 1982 (OIA):

1. *How many restructures have there been in the last year? (July 28, 2024-July 28, 2025)*
2. *How many times - and what for - have consultants been brought in or used, at any point in regards to restructures (or proposed restructures), in the last year? Which firms have been used?*
3. *Overall, how much has been spent on consultants in relation to restructures in the last year? (Please break this down if they were used for different restructures)*
4. *How many post-restructure reviews have been carried out? Please provide any post-restructure reviews that have been completed in the last year.*
5. *How much money has been saved, or estimated to be saved through the restructures in the last year?*
6. *How many roles were disestablished and established through restructuring (including voluntary redundancies) between July 28, 2024-July 28, 2025.*

Please see the below table, which details all restructures and proposed restructures at Fire and Emergency between 28 July 2024 and 28 July 2025, including any consultants used, the total cost of using them, and the estimated cost savings for each of them.

There was a total of 23 roles established and 32 roles disestablished from restructures during the requested period.

Restructure	Spend on consultants	Firms used	Estimated cost savings
Realignment of our Functions restructure	\$103,850	Volte	N/A

Restructure	Spend on consultants	Firms used	Estimated cost savings
People Advisory Directorate Restructure	\$0	N/A	\$39,000
Response Capability Directorate restructure	\$26,275	Greg Tims & Associates	\$0
Organisational Strategy and Capability Development (OSCD) Branch restructure	\$103,360	Melly Andrew Consulting	\$252,089

Please note that the information about these restructures is up to date as of 28 July 2025. Some of it may be subject to change due to the realignment of our functions restructure still being underway. The restructure was proposed in July 2025, so no decisions had been made, and no cost savings confirmed. Change work for the OSCD Branch restructure is also ongoing. Further positions may therefore be established and disestablished as part of these restructures, further costs may be incurred, and the estimated cost savings may change.

No post-restructure reviews have been completed in relation to these restructures. As change work is still ongoing for the OSCD Branch restructure, an assessment of the change itself has not yet been completed.

We trust that the information being provided is of assistance. If you require further information, please email officialinformationrequests@fireandemergency.nz

Please note that because of the identified public interest in the information that you have requested, we intend to publish this response (with your personal details removed) on our website.

Nāku noa, nā



Aidan Saunders
Manager, Information Requests

