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15 October 2021

A Boocock

By email: fyi-request-16592-f682a211@requests.fyi.org.nz

Dear A Boocock

Information Request – Restructure - Redeployment Data

I refer to your official information request dated 31 August 2021 asking for the following information:

“Please supply the following information regarding the current restructure:

- 1. number of Group Manager positions created throughout NZ*
- 2. number of Group Manager positions which remained vacant after the selection process involving 'affected' personnel*
- 3. number of 'impacted' personnel appointed to Group Manager positions throughout NZ*
- 4. number of Group Manager positions now on the 'open' market throughout NZ*
- 5. number of 'affected' personnel from within the new/proposed Canterbury District who applied for the Canterbury Group Manager positions*
- 6. number of 'affected' personnel from outside the new/proposed Canterbury District who applied for the Canterbury Group Manager positions*
- 7. number of people who have filed personal grievances, have initiated or are proceeding with litigation in any form as a result of the redeployment or selection process*
- 8. number of people who have challenged Group Manager or Risk/CRR Advisor appointments”.*

Further to our decision letter provided to you on 27 September 2021, I set out the answers to your questions at appendix 1.

Yours sincerely

Raewyn Bleakley
Deputy Chief Executive, Office of the Chief Executive

Appendix 1 - Responses to questions on Fire and Emergency's redeployment information

Q1. Number of Group Manager positions created throughout NZ

77

Q2. Number of Group Manager positions which remained vacant after the selection process involving 'affected' personnel.

46

Q3. Number of 'impacted' personnel appointed to Group Manager positions throughout NZ

Impacted status is defined in the Employee Transition Protocol as an employee whose substantive position was proposed to have minor or some change and was not disestablished. The Employee Transition Protocol did not apply to those on fixed term employment agreements. For those on secondments, their status was based on their substantive position.

Of the 46 vacancies remaining following redeployment of those with “affected” status, 33 of these positions were filled by individuals who were impacted by tranche 2 as per the above definition.

Of the remaining 13 positions we have shown them in the table below:

7 successful applicants	were fixed term employees (or seconded from external organisations) who were employed in roles that were disestablished as a result of Tranche 2
4 successful applicants	Either: <ul style="list-style-type: none">• were in substantive positions that were not impacted but they had been seconded into roles that were disestablished as part of Tranche 2• had previously worked for the organisation in a role that was deemed to be impacted by Tranche 2• were in a fixed term role that was established as a temporary role
2 Group Manager roles	<ul style="list-style-type: none">• the recruitment process is still underway.

Q4. Number of Group Manager positions now on the 'open' market throughout NZ

There are currently no Group Manager positions being advertised.

Q5. Number of 'affected' personnel from within the new/proposed Canterbury District who applied for the Canterbury Group Manager positions.

7

Q6. Number of 'affected' personnel from outside the new/proposed Canterbury District who applied for the Canterbury Group Manager positions.

2

Q7. Number of people who have filed personal grievances, have initiated or are proceeding with litigation in any form as a result of the redeployment or selection process

We have received one personal grievance.

Q8. Number of people who have challenged Group Manager or Risk/CRR Advisor appointments

At this stage, we haven't received any requests for a review of appointment. There are still some opportunities for this to occur in a small number of roles.

