

# People leader update

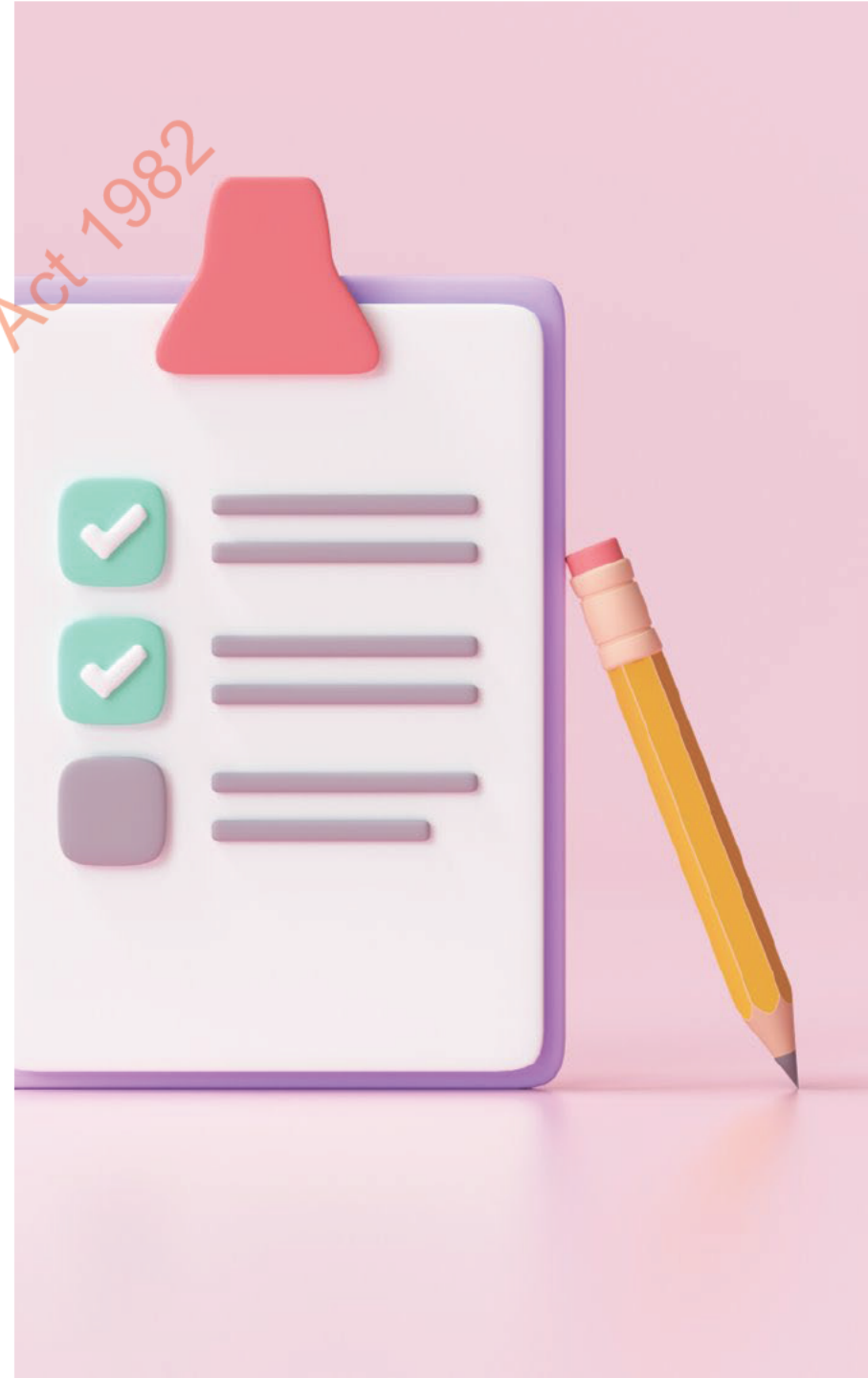
1 December 2023

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# New Government

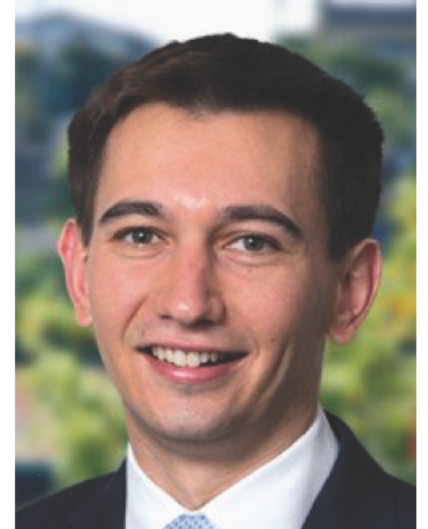
- 'Back to basics' approach
- [100-day plan](#) – our immediate focus
- Working for all New Zealand
- Very high focus on efficiency, effectiveness and value for money

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# New Minister Engagement

- Key focus – GPS, funding, 100-day plan
- Focus on delivery and what can be done to speed this up
- Interested in learning more about our digital projects and regulatory functions
- Recognises the importance of moving fast on a GPS and looking at funding options
- Highly engaged and supportive
- Doing a number of meetings and site visits



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# Government work plan

- Impacts across the state sector
- Short (100 days), medium (1st year) and longer-term impacts for us
- Immediate focus - transport commitments
  - Not negotiable – we will be doing them
  - Required to move fast and deliver effectively
  - Some have direct impacts for our people.

## 100-day plan transport commitments

5. Withdraw central government from Let's Get Wellington Moving (LGWM).
6. Meet with councils and communities to establish regional requirements for recovery from Cyclone Gabrielle and other recent major flooding events.
7. Make any additional Orders in Council needed to speed up cyclone and flood recovery efforts.
8. Start reducing public sector expenditure, including consultant and contractor expenditure.
10. Introduce legislation to remove the Auckland Fuel Tax.
11. Cancel fuel tax hikes.
12. Begin work on a new GPS reflecting the new Roads of National Significance and new public transport priorities.
13. Repeal the Clean Car Discount scheme by 31 December 2023.
14. Stop blanket speed limit reductions and start work on replacing the Land Transport Rule: Setting of Speed Limits 2022.
15. Stop central government work on the Auckland Light Rail project.
19. Begin work on a National Infrastructure Agency.

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# Immediate actions

Focus on the 100-day plan and efficiency and effectiveness

- Working through the people implications for teams directly affected by the new Government's commitments to:
  - stop work (Clean Car Discount, Let's Get Wellington Moving)
  - start planning new work (for example Roads of National Significance)
- Weekly progress reporting to the Minister and ELT on 100-day plan actions
- Implementing directions on aspects like naming
- Establishing the Efficiency and Effectiveness programme of work

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# Efficiency and Effectiveness

## Team members

- 6.5% reduction focus on baseline across the state sector
- Tasked to report baselines, back/front office to Treasury
  - Reduce consultant and contractor spend, including NLTP
  - All other activities
- Established a cross-function team to oversee and deliver this work

Lead: **Out of scope**

Te Aukaha | Digital – **Out of scope**

System Leadership – **Out of scope**

Te Mahau | Customer and Services –

**Out of scope**

Te Rōpū Waeture | Regulatory – **Out of scope**

Transport Services – **Out of scope**

Te Ama | Commercial and Corporate – **Out of scope**

Pūmanawa Tāngata | People and Safety – **Out of scope**

Te Waka Kōtuia | Engagement and Partnerships – **Out of scope**

Office of the CE – **Out of scope**

Supported by Te kāpehu team

# Efficiency and Effectiveness

## Focus areas



- Quick wins:
  - For example - cutting travel, monthly headcount review, vacancy management and contractor discipline
  - From 4 Dec people leaders will not be able to create new positions when starting a job requisition in Puna Koi. All new positions proposed for employees or contractors will need to be approved by GGMs & then ODC
  - Current vacancies will be closed in Puna Koi on 14 Dec (must be > 6 months, not under recruitment and not a GGM identified critical role)
- Medium and longer-term actions:
  - Cost reduction - for example review of operating costs, business plan review, streamlining business cases
  - Revenue opportunities - for example better debt management
  - Working smarter - for example lifting our commercial and procurement capabilities, digital acceleration

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# Our name

A coalition commitment to deliver



- We have been asked to change our name to English first. This will be rolled out in a cost-effective approach from now
- This doesn't change our commitment to our strategy Te Ara Kotahi, our approach to working in partnership with Māori and continuing to uplift our capability
- You should refer to us as NZ Transport Agency Waka Kotahi first, abbreviated to NZTA

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# Your role

- **Te kāpehu and our values are designed to be enduring** – we can shift direction within this framework
- **Culture & Leadership** is one of our four strategic priorities within Te kāpehu and a key enabler of our performance
- **We want our culture recognised** as one that delivers great performance, underpinned by our values
- **Now is your opportunity to role model** our values, professionalism and political neutrality as we serve the government of the day
- **Our own [Code of Conduct](#)** is a good starting point for conversations with your team

## Our values and behaviours

How we make a difference together



### Ngākau aroha Have heart

We have the wellbeing of our people, community and planet at the heart of everything we do.

As Waka Kotahi we:

- contribute to a safe and sustainable environment
- show respect for all people
- treat others how they would like to be treated
- are inclusive and connected
- look out for each other.



### Kia māia Be brave

Our outcomes are better when we bring courage and self-belief to our passion and purpose.

As Waka Kotahi we:

- speak up when it matters
- challenge to achieve the right outcome
- make and own the tough decisions
- find different perspectives to challenge thinking
- face up to the difficult issues.



### Kotahitanga Better together

We achieve great things when we work together to build trusted relationships inside and outside of Waka Kotahi.

As Waka Kotahi we:

- build better relationships
- join up our thinking and our doing
- remove barriers to collaboration
- seek and listen to the perspectives of others to learn and grow
- invite conversation and feedback to always improve.

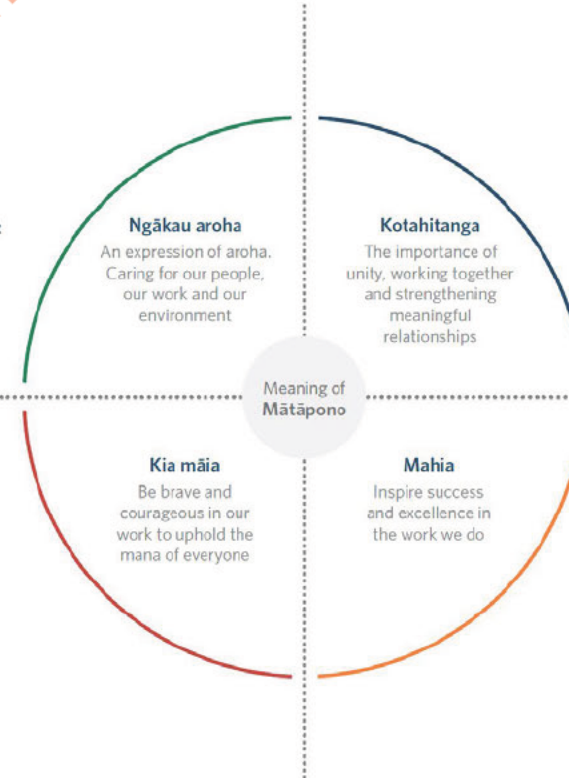


### Mahia Nail it

We create an enduring legacy, delivering our best work every day.

As Waka Kotahi we:

- are clear on what is important
- deliver the right outcomes
- hold ourselves to account
- help others succeed
- celebrate success.



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# Any questions?

- This slide pack will be sent out following this session with resources you can use to brief your teams
- A reminder that [EAP](#) is there to provide support for all
- A new OnRamp page will be established to provide information on the Government commitments
- If you have any questions about supporting the new Government, please email [Out of scope](#), National Manager Government Relations

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