



12 June 2024

Our reference: 2324-2537

Charles Finley

fyi-request-26804-dab7a6e4@requests.fyi.org.nz

Tēnā koe Charles

Thank you for your request of 15 May 2024 to the Ministry of Business, Innovation and Employment (MBIE) requesting, under the Official Information Act 1982 (the Act), the following information:

- *Please provide information on whether you have used contractors, consultants or other providers of services to fill gaps you have from accepting voluntary redundancy in the last six months.*

With this, please detail:

1. *The business unit and job area being filled.*
2. *The case / argument for using a supplier to fill a gap where redundancy was accepted.*
3. *The cost of this supplier providing this resource (or additional service).*
4. *The approval endorsing this decision, given redundancy was given.*
5. *If possible, the total cost of providing this service above the standard cost (such as the cost of payout plus the increase in cost through using a consultant).*

MBIE uses external resources to deliver its work where it is cost effective to do so, or when additional expertise not normally found within MBIE is required. Consultants are engaged on a contract for service, professional advice or information, either directly (self-employed) or through an organisation. Consultants often work offsite but might be required to work onsite from time to time.

Contractors act as an additional resource for a time-limited piece of work or project, or to provide backfill or extra capacity for roles in the Ministry as required. All new contract hires, and contract extensions must be approved by the relevant Deputy Secretary.

Your request

Within the time period of your request MBIE implemented one round of limited voluntary redundancy (VR) across five of its business groups. As part of this process, if an employee had their application accepted their substantive position was disestablished.

In considering an application, the business was required to determine who would carry out the duties of the position going forward, as well as whether the work could be stopped or significantly reduced. Where appropriate, the personal circumstances of the applicant, for example, experiencing ongoing health or wellbeing concerns were also taken into consideration.



Accordingly, I have interpreted your request as being contractors, consultants, or other providers of services specifically engaged to carry out the duties of any of the roles disestablished through the VR process.

A list of roles to respond to **questions 1 to 5** above is contained in **Appendix A** to this response letter.

With specific regard to **question 5**, please note the information to respond to this question contained in **Appendix A** does not include the value of voluntary redundancy payments to identifiable staff members, which has also been withheld under section 9(2)(a) of the OIA, to protect the privacy of natural persons.

In line with section 9(1) of the Act, I have only withheld information when the reason to do so outweighs the public interest in its release.

Similarly, where your request seeks the equivalent value of the position were it filled through a regular recruitment process, I have provided the pay band that the equivalent full time position sits within, and not the salary of the prior incumbent in the role.

Links to publicly available material referred to in this response

Item	Link
tenancy.govt.nz: Transforming the tenancy bond system	https://www.tenancy.govt.nz/rent-bond-and-bills/bond/tenancy-bond-services-transformation/
Parliament.nz Annual review response to question 68	https://www.parliament.nz/resource/en-NZ/54SCEDSI_EVI_efd95405-e2b2-4e75-83da-08dbff6cce5c_EDSI399/539854effce9f673d6a2ff86de5cc42c282ea030

Thank you again for your request. You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Nāku noa, nā



Jennifer Nathan
Chief People Officer
People and Culture
Corporate Services, Finance and Enablement

Appendix A
Positions in scope

Role	Business groups	Business unit notes	Cost	Equivalent pay band information	Deputy Secretary approval
<p>Programme Manager, Te Riu Kairangi – Tenancy Bond Transformation Programme</p> <p><i>(Note, the position vacated and closed was a Programme Director which had a higher level of responsibilities)</i></p>	<p>Tenancy Services: Building and Tenancy, Te Whakatairanga Service Delivery (TWSD)</p> <p>IT project management and delivery: Digital, Data and Insights (DDI)</p>	<p>The IT project management and delivery function operates with a pool of positions which are deployed to support the management and delivery of projects across MBIE.</p> <p>Te Riu Kairangi – Tenancy Bond Transformation is a significant programme of work for TWSD. This project was initially supported by a Programme Director however when the employee left through VR the stage and requirements of the project were reassessed and the decision was made the lower level position of Programme Manager would be more appropriate. Currently the skill profiles in MBIE’s permanent employee pool do not fit the expected profile for this position in light of the criticality of the programme, its complexity, and the mix of capabilities and experience expected for the Programme Manager role.</p> <p>Other factors that have contributed to this decision are:</p> <ul style="list-style-type: none"> • The time required to carry out this programme of work and replace the current tenancy bond system • The primary legislation has been signalled for future legislative change, and this could affect current delivery • The time it takes to recruit a permanent or fixed term staff member into the role could impact delivery settings (although it remains a consideration) • The IT project management and delivery function is currently part of an organisation change process and MBIE needed to confirm the final structure and work through redeployment options before commencing recruitment. This contract is therefore subject to review once the outcome of this process is known. 	<p>Hourly rate: \$185 per hour</p>	<p>Fixed remuneration within \$154,619 – 231,929 PA</p>	<p>proposed by Aaron Toatelegese, Chief Technology Officer on 26 March 2024</p> <p>approved by Greg Patchell, Deputy Secretary, DDI, on 26 March 2024</p>

Senior Business Analyst	Digital Solutions Delivery, DDI	This position is part of a pool of Business Analyst/Senior Business Analyst positions which are deployed to support projects/initatives across MBIE, as required. From this pool they received a resignation within close proximity of a VR application being accepted, which impacted on the functions ability to redistribute or reprioritise work. It is also noted that due to the fluctuating nature of their work in the normal course of services provided by this function contractors are periodically engaged to supplement resource levels.	Hourly rate: \$122.02 per hour	Base salary range \$115,585 - \$138,028 p.a.	<p>proposed by Katrina Curry, General Manager, Digital Solution Delivery on 15 March 2024</p> <p>approved by Greg Patchell, Deputy Secretary, DDI, on 18 March 2024</p>
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