



19 July 2024

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Tēnā koe K Simpson

Your Official Information Act request OIA 2324 - 1103

I write regarding your Official Information Act (the Act) request, which was received by the Department of Internal Affairs (the Department) on 21 June 2024.

You have requested:

I request the following information, per year, for the last five years:

- *what was DIA's staff attrition rate (exits versus total workforce)?*
- *how many new staff were appointed to DIA?*
- *how many organisational restructures occurred? how many FTE were affected by restructure?*

Response to your request

Please find below the response to your request.

Question 1: What was DIA's staff attrition rate (exits versus total workforce)?

The Department's core unplanned turnover at 30 June for the last five years is provided in the table below.

June 2024	June 2023	June 2022	June 2021	June 2020
10.1%	21.3%	18.7%	10.3%	11.6%

The Department defines core unplanned turnover as resignations, retirements, dismissals, and death of permanent employees.

Question 2: How many new staff were appointed to DIA?

The number of new employees appointed by the Department on a permanent, fixed-term or events-based basis each year for the last five financial years (from 1 July – 30 June the following year) is provided in the table below.

The term 'events-based' refers to employees who work in Ministers Offices where, due to the nature of the jobs and the special circumstances of working in a ministerial office, people's employment may be affected because of changes to a Minister's portfolio(s) or the change of Government.

Year	Permanent	Fixed-term	Events-based	Total
1 July 2023 – 30 June 2024	444	170	130	744
1 July 2022 – 30 June 2023	491	442	47	980
1 July 2021 – 30 June 2022	331	318	48	697
1 July 2020 – 30 June 2021	265	250	45	560
1 July 2019 – 30 June 2020	209	266	24	499

Notes to the table:

1. The increase in the number of events-based employees in the 2023/2024 year was due to the change of government.
2. The increase in the number of permanent employees in the 2022/2023 year was due, in part, to an increase in the volume of requests for identity service products, particularly passports.
3. The increase in the number of fixed-term employees in the 2022/2023 year was due, in part, to the establishment of the Water Services Reform programme.
4. The increase in the number of fixed-term employees in the 2021/2022 year was due, in part, to the establishment of the Royal Commission of Inquiry into Historical Abuse in State Care.

Question 3: How many organisational restructures occurred? How many FTE were affected by restructure?

The number of organisational changes over the last five years and the number of FTE affected by each change process is provided in Appendix 1. We have interpreted your request for the number of FTE affected by the restructure to be those who were made redundant.

We intend to publish our response to your request on www.dia.govt.nz. This letter, with your personal details removed, will be published in its entirety. Publishing responses increases the availability of information to the public and is consistent with the Act's purpose of enabling more effective participation in the making and administration of laws and policies and promoting the accountability of Ministers and officials.

If you have any feedback or questions about the Department's response, please let us know at OIA@DIA.govt.nz. If you have any concerns with the information in this response, you have a right to request an investigation and review by the Ombudsman under section 28(3) of the Act. Information on how to do this is available at www.ombudsman.parliament.nz or freephone 0800 802.

Nāku noa

p.p. 

Simon George
General Manager, Pūmanawa Tangata – Human Resources

Organisational change by year and number of FTE affected

2024

Please note the change processes with an * have not yet been completed. Final redundancy numbers are not yet available. The number of affected employees provided below are those that have been made redundant as of 16 July 2024.

Date	Organisational change process	Number affected
July	Te Rua Mahara o te Kāwanatanga – Archives New Zealand	0
June	Te Kōtui Whitiwhiti – DPS Branch	0*
June	Toi Hiranga – Regulation and Policy	3*
June	Te Puna Mātauranga o Aotearoa – National Library	0
June	Office of the Chief Executive	0
June	He Pou Aronui – Organisational Capability and Services	0*
May	Te Urungi – Māori, Strategy and Performance	0*
May	Te Haumi – Indexing Team	7
May	Te Pou Manawa (Phase 2) – Service Delivery and Operations	0
February	Toi Hiranga Māori Leadership and Capability	0

2023

Date	Organisational change process	Number affected
November	Te Pou Manawa (Phase 1) – Service Delivery and Operations	0
October	Capability Services for Schools, National Library	0
August	Māori Strategy and Performance	2
March	Te Waka Aukaha – Service Delivery and Operations	1
March	Curatorial team - Te Haumi	0
March	Film Preservation Laboratory – Archives NZ	0
February	National Library Public Engagement	0

2022

Date	Organisational change process	Number affected
November	Technology Services and Solutions (Architecture Practice) – Organisational Capability and Services	0
November	Toi Hiranga Realignment	0
November	Royal Commission of Inquiry into Historical Abuse in State Care	3
August	Te Ara Tahi – Te Haumi	0
June	Office of the Deputy Chief Executive – Te Haumi	1
June	Workplace Services – Organisational Capability and Services	0
March	Finance	0
March	Three Waters Realignment – Local Government	0
April	National Library Administration review	3

2021

Date	Restructur Organisational change process	Number affected
August	Technology Services and Solutions – Organisational Capability and Services	0
February	Wellbeing, Health and Safety	1

2020

Date	Organisational change process	Number affected
December	Policy Group – Toi Hiranga	2
November	Royal Commission of Inquiry into Historical Abuse in Care	1
October	Service Delivery and Operations	70
September	Human Resources – Organisational Capability and Services	1
September	All of Government Services Delivery – Digital Public Service	6
August	Legal Services	0
February	Technology Services and Solutions – Organisational Capability and Services	0
May	Digital Safety – Toi Hiranga	0