

21 November 2016

Ray J Smith
fyi-request-4760-864fe6e3@requests.fyi.org.nz

Ref: 2016-OIA-30

Dear Ray J Smith

Thank you for your request of 14 October, under the Official Information (OIA) Act 1982. You have requested information relating to organisational instability at Callaghan Innovation.

You requested the following information:

I have been taking a keen interest in Callaghan and its objectives. I am sincerely concerned about the organizational instability at Callaghan and how this adversely affects the goals.

I would like to request the following information, for the last three years:

- *Number of consultations commenced (minor and major)*
- *Number of resulting reorganizations (minor and major)*
- *Number of positions affected (disestablished and created)*
- *Number of individuals been made redundant*
- *Number of people leaving the Callaghan organization*
- *Number of people leaders leaving the Callaghan organization*
- *Number of people receiving a severance / redundancy payment*
- *Total monetary amount of severance / redundancy payments*

Our response is as follows:

Callaghan Innovation was formed on 1 February 2013 through the process of combining parts of/all of some existing organisations, as well as building new capability.

Since its inception Callaghan Innovation has been working through an on-going process to ensure that it is best positioned to meet and deliver customers' needs and its own mission of helping businesses to succeed through technology.

Our staff is flexible and agile and there is ongoing engagement and discussion with various employees about work priorities and deployment of resources. In terms of responding to this OIA, we have made the following assumptions relating to your request:

- Consultation is a formal and documented process about change proposals.
- A major consultation is one that involves consulting with over 20 staff; a minor consultation involves consulting with 19 or less staff.
- A major reorganisation is one that involves changes to more than 20 positions; a minor one involves changes to 19 or fewer positions.

- Reorganisation includes material changes made to reporting lines, duties and responsibilities and/or the location of work.
- Affected position refers to changes made to positions, not individuals.
- We have worked based on whole head count and not fulltime equivalent (FTE).
- In some cases where there has been change processes involving very small numbers of employees we have grouped these together for privacy reasons.

Please see the table below for our response to your questions:

	2013/14	2014/15	2015/16
Number of consultations commenced (minor)	2	5	4
Number of consultations commenced (major)	1	2	0
Number of resulting reorganisations (minor)	2	5	4
Number of resulting reorganisations (major)	1	2	0
Number of positions affected (disestablished)	13	14	7
Number of positions created	2	11	2
Number of individuals been made redundant	14	14	6
Number of people leaving the Callaghan Innovation organisation (note this includes people leaving for personal and health, career progression and other reasons)	971	43	40
Number of people leaders leaving the Callaghan Innovation organisation (people leaders are permanent employees in tier three positions or above).	11	2	7

You have also requested the following information:

- The number of people receiving a severance/redundancy/other termination payment
- The total monetary amount of severance / redundancy/other termination payments

Please note this information is published in the Callaghan Innovation Annual Reports which are publicly available at: www.callaghaninnovation.govt.nz/about-us/publications-and-documents

You have the right to request a review of this response, by the Ombudsman at www.ombudsman.parliament.nz or by contacting 0800 802 602. Please contact ministerialservices@callaghaninnovation.govt.nz if you require any further information.

Yours sincerely



Esther Livingston

General Manager People & Capability

¹ of the 97 staff leaving includes the 58 staff who transferred from Callaghan Innovation to the Ferrier and Robinson Institutes at Victoria University.