



**MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT**
HĪKINA WHAKATUTUKI

Energy, Resources and Markets Change Proposal

December 2023



Today we will

- Outline a proposal for separating the ERM branch so that we can better align with new ministerial portfolios
- Talk about what the proposal means for you
- Talk about the timeframes and how you can provide feedback



Why are we making this change?

- The creation of two new ministerial portfolios, Energy, and Resources, provides an opportunity for there to be clear and dedicated resource focused on servicing them
- Managing two portfolios and the expected significant Government work programme would be very challenging
- Current ERM branch “span of control” is too big at 1:15 for the GM



What we want to do

- Now is the right time to separate the ERM Branch and align to the new portfolios
- Continue to operate as a “system” – through two branches
- Maintain a matrixed approach to enable flexibility and connectedness
- We also know that we will need to continue to evolve the structure as we move through the stand-up phase of this new Government



What we want to do (cont.)

- While we need to move quickly, it's important to remain agile – so we will put in place some interim appointments with permanent recruitment in 6 months' time
- Aim is to have minimum disruption and provide certainty for everyone before Christmas



What this means for you

- Some reporting lines are proposed to change as teams are brought together or move to the new branch
- Duties of most roles are expected to be the same with only some seeing a minor changes in scope
- Terms and conditions of employment are unchanged for most people
- The two branches would continue to work together and share some functions



The Proposal



Current ERM branch structure



Proposal detail

- Create a new Branch “Resources” and rename the current ERM branch “Energy”
- Create a new General Manager position for the Resources branch
- The Regulatory Practice and Branch operations team would work across both branches
- Split the Manager Resources, Gas and Fuel Policy position into two positions: one being Manager Gas and Fuel Policy and create one new Manager Resources Policy
- Create a new Lead, Regulatory Operations reporting to the Director Petroleum and Minerals in the Resources Branch
- Disestablish two Team Lead positions Team Leader Resource Allocation & Management Policy, and Team Leader Gas & Fuel Markets Policy (vacant)

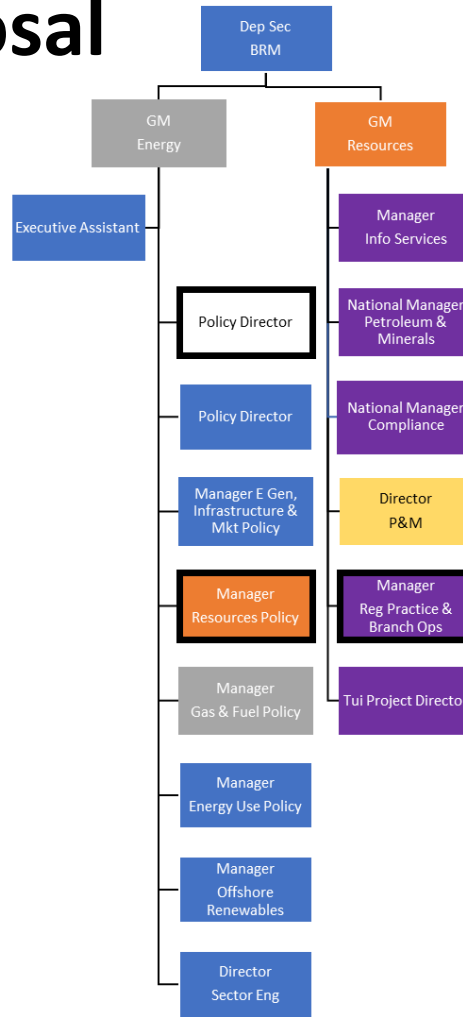


Proposal detail

- Move the following positions into the new Resources branch, reporting to the General Manager:
 - Manager Information Services and team
 - National Manager Petroleum and Minerals and team
 - National Manager Compliance and team
 - Director Petroleum and Minerals
 - Manager Regulatory Practice and Branch operations and team
 - Tui Project Director
- While both the Gas and Fuel Policy and Resources Policy teams will be in the Energy Branch, the Resources team would work in a matrixed way across to the Resources branch as would one of the Policy Director positions
- Move positions that currently report to the two Team Leaders in the Resources, Gas and Fuel Policy team to report to either the Manager Resources Policy or the Manager Gas and Fuel Policy



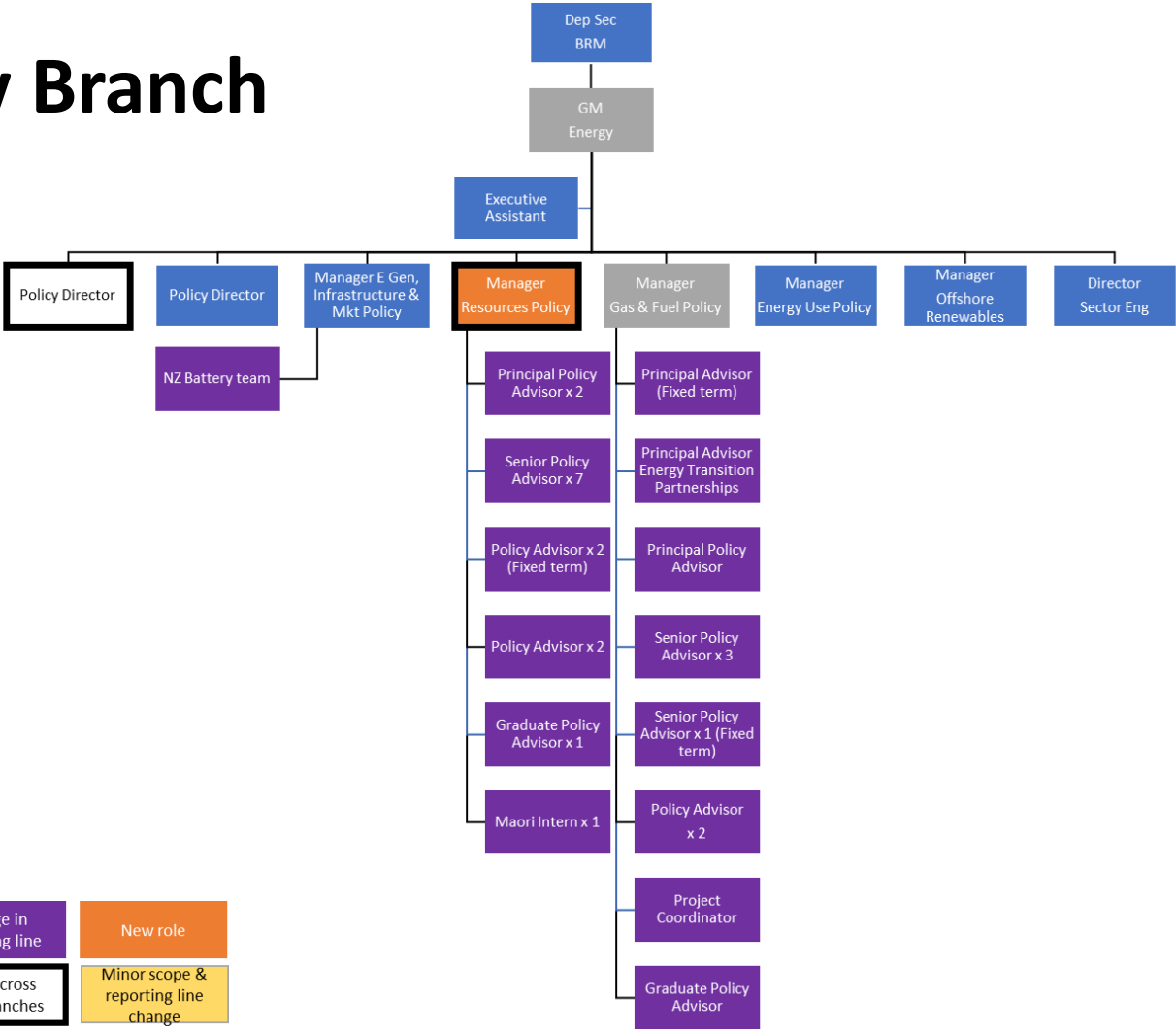
Overview of Proposal



No change	Change in reporting line	New role
Minor change in scope	Work across both Branches	Minor scope & reporting line change



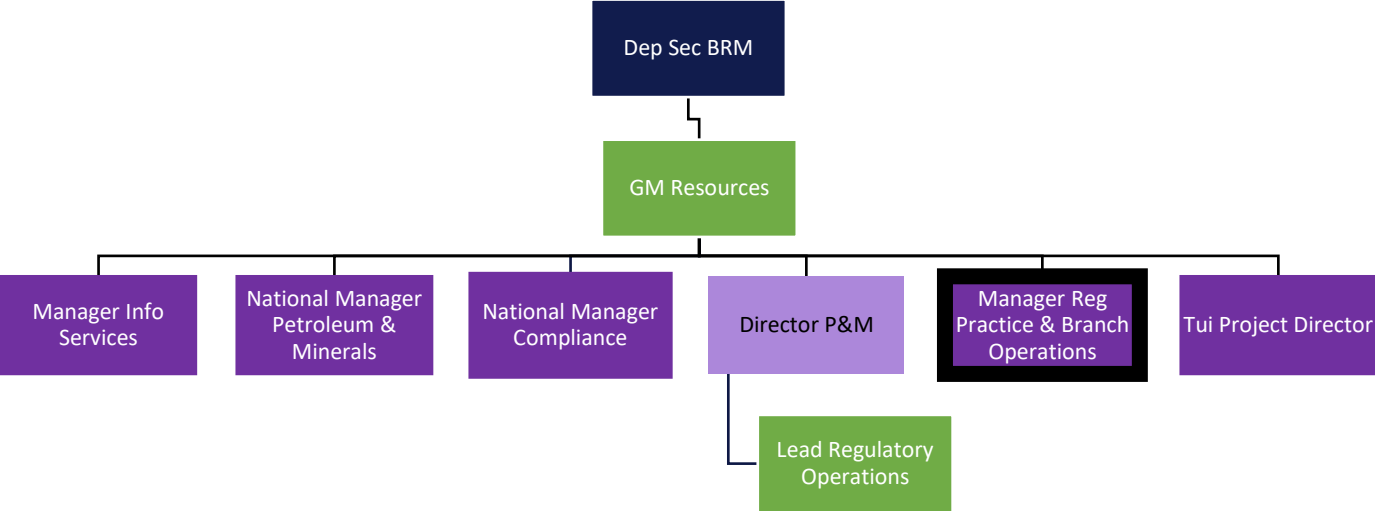
Energy Branch



No change	Change in reporting line	New role
Minor change in scope	Work across both Branches	Minor scope & reporting line change



Resources Branch



No change	Change in reporting line	New role
Minor change in scope	Work across both Branches	Minor scope & reporting line change



Next steps



What to expect next

Next Step	Timing
Launch proposal	Wednesday 6 December
Feedback closes on the proposed changes	Friday 15 December (midday)
Final decisions announced	Tuesday 19 December
Stand up of the new structure	Week beginning 15 January
Implementation phase	24 January onwards



How to give feedback

- If you have any questions or want to provide feedback on the proposal, please contact sarah.george2@mbie.govt.nz.

(Sarah is our P&C Business Partner)

- Opportunities for face-to-face feedback also welcome – please email Sarah to set up times for meetings



Supporting you

- Change can be unsettling – even small changes like this
- Talk to your people leader or P&C team (Meredith and Sarah)
- Our EAP provider can also help
 - Contact them on: Home | EAP Services Limited , 0800 327 669 or via the app
- Support is also your union delegate or representative
- Our Wellbeing, Health and Safety team are also available

