



**MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT**
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Energy and Resource Markets Final Decisions

December 2023



Today we will talk about

- Key themes in feedback and overview of final decisions
- The timeline and implementation
- Support available



Recap: 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



Feedback

Key theme: Two Branches

- Overall, the feedback was supportive of having two branches.
- There were questions about whether this is a portfolio (Energy/Resources) or functional (Policy/Operations) split.
- Clarity was sought on how either option would work in practice.
- Comments the Branch names need to clearly describe the responsibilities.



Feedback cont.

Key theme: Location of Resources Policy team

- Support for splitting Resources, Gas and Fuel Supply Policy team into two smaller Resources Policy and Gas & Fuel Policy teams.
- Comments it would be more logical for the Resources Policy team to report to the GM Resource Markets.



Feedback cont.

Key theme: Use of 'Regulatory Operations'

- Responding to proposed Lead Regulatory Operations position, feedback highlighted several other positions have similar titles.
- Suggested changes to address confusion.

Key theme: EA support for GM Resource Markets

Concerns raised that the proposal has no dedicated EA GM Resource Markets.



Final Decision



Current ERM branch structure



Final decision key changes

- The structure will largely be implemented as proposed.
- There will be two Branches “Energy Markets Branch” and “Resource Markets Branch”.
 - This will be a branch regulatory systems split, not a Policy/Operations split.
 - Matrix approach will be key to successful implementation and imbedding.
- Create a new General Manager position for the Resource Markets Branch.
- Split the Manager Resources, Gas and Fuel Policy position into two positions: one being Manager Gas and Fuel Policy reporting to GM Energy and create one new Manager Resources Policy reporting to GM Resource Markets.
- Disestablish two Team Lead positions: Team Leader Resource Allocation & Management Policy, and Team Leader Gas & Fuel Markets Policy (vacant)
- Move positions that currently report to the two Team Leaders to either the Manager Resources Policy or the Manager Gas and Fuel Policy

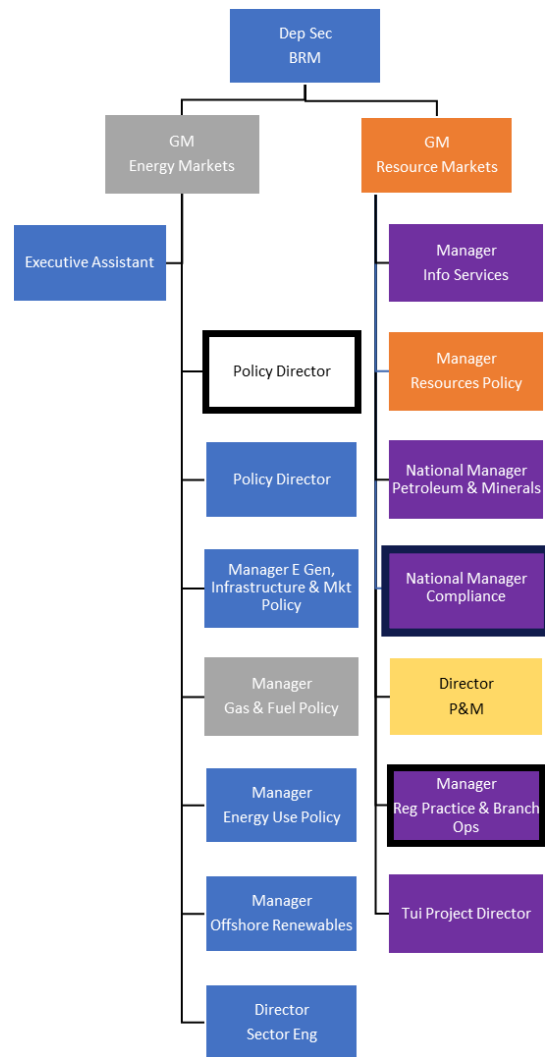


Key changes cont'

- One Policy Director, Regulatory Practice and Branch Operations, and the Monitoring team would work across both branches in matrix approach
- Create a new Lead Advisor Petroleum and Minerals Operations reporting to the Director Petroleum and Minerals Operations in the Resources Branch
- Move the following positions into the new Resources Markets branch:
 - 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
- No immediate change to EA support but we will consider this feedback more and have further discussions with staff in the new year



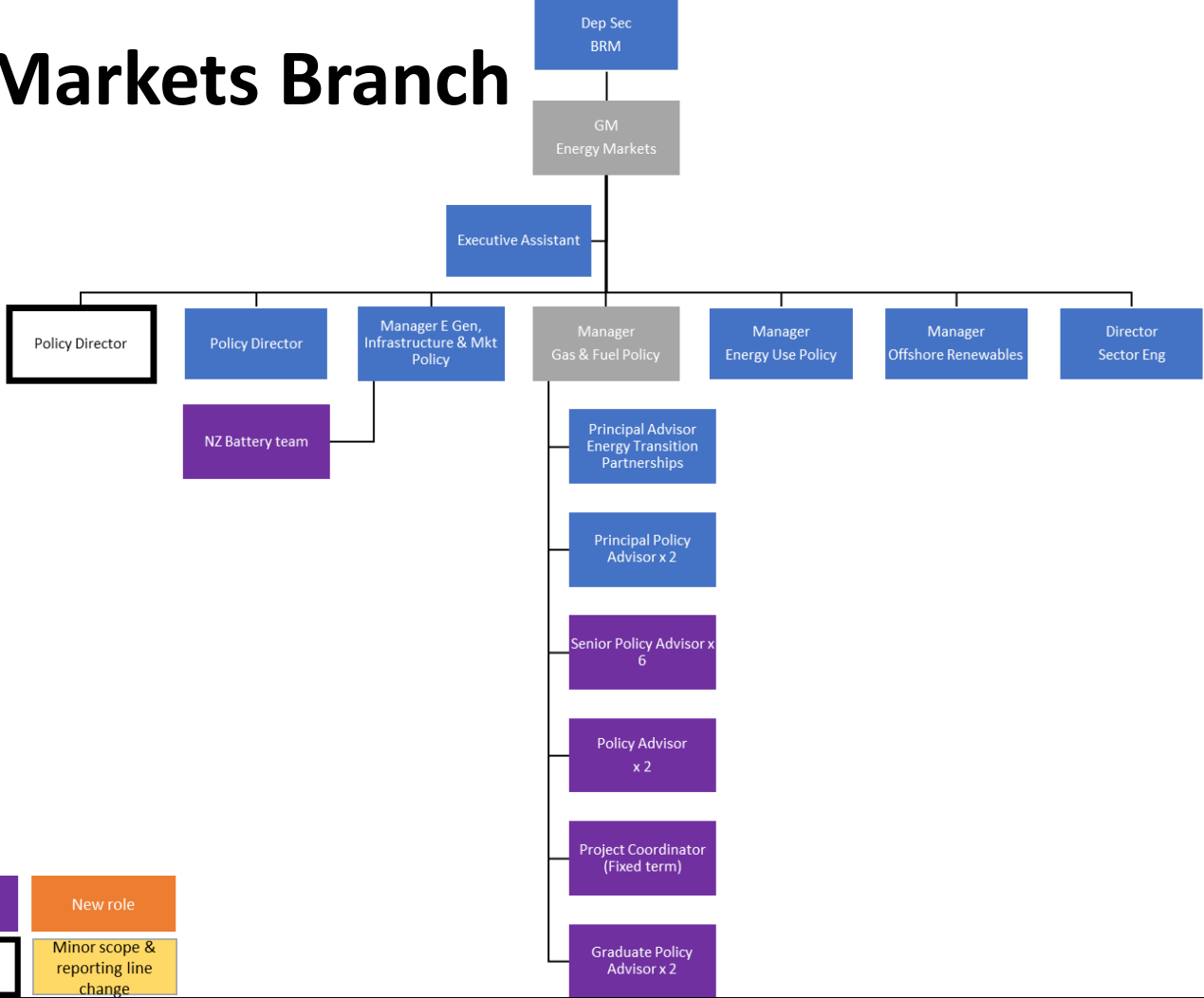
Final Structure



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



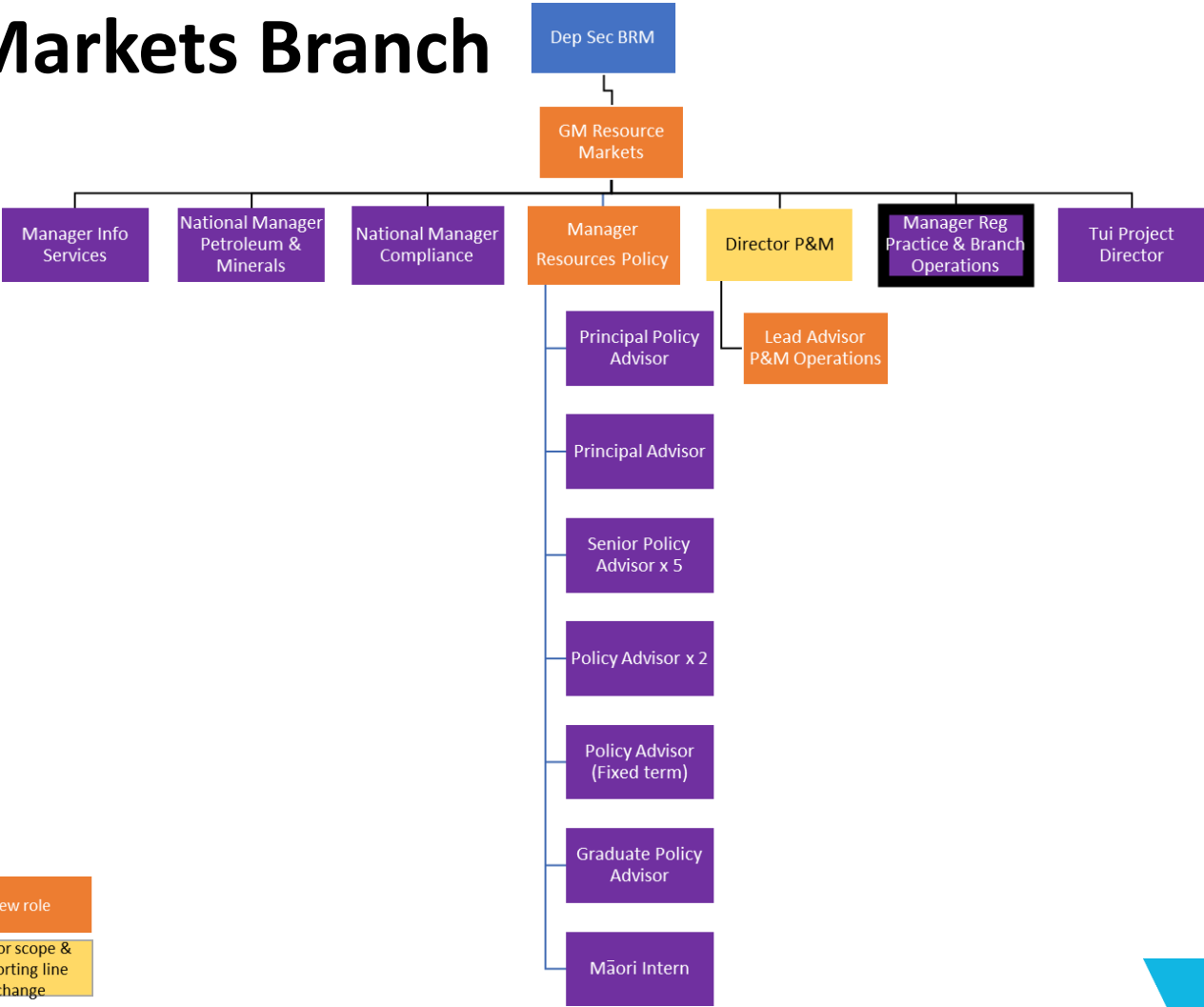
Energy Markets Branch



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



Resource Markets Branch



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



Next steps



Filling new positions

- Privacy of natural persons Acting GM Resource Markets for 6 months
- EOI for Manager Resources Policy for 6 months
- Privacy of natural persons reassigned to Lead Advisor Petroleum and Minerals Operations



Timeline

Next Step	Timing
Final decisions announced	Tuesday 19 December
EOI – Manager Resources Policy	19 December 2023 - 8 January 2024
Stand up of the new structure	Week beginning 15 January
Implementation phase	24 January onwards
Review new model	May - June 2024
Recruitment to GM Resources and Manager Resources Policy	May - June 2024



Supporting you

- Change can be unsettling
- 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



Appendix



Appendix

- Summary of feedback and responses
- Organisational charts with team members
- Position Description, Manager Resources Policy

