

Updated proposal to disestablish the Senior Governance Advisor and establish a Principal Governance and Reporting Advisor position.

Final decision

DDI Realignment 2024

May 2024

Background

Over the last few months, MBIE has been working closely with the new Government to support their priorities and help confirm and set up portfolio work programmes that will deliver on those priorities. MBIE, including Digital, Data and Insights (DDI) group, is now in a more fiscally constrained environment. Our structure needs to enable agility as MBIE's operating environment changes to ensure we can deliver on the Government's fiscal sustainability objectives. This means being deliberate in working together – mahi tahi – ensuring we've got the capability and capacity where we need it if work programmes change, or new priorities arise. Positioning ourselves with flexibility to respond to future demands is something we have been working on as an organisation for some time. Beyond the focus on the fiscals, we need to keep looking at the operating model to make sure we are organised in a way to work efficiently and effectively.

When considering the initial proposals for change as part of the DDI Realignment Process, the DDI LT considered the programmes of work, our financial position and the size and capability of our workforce. On Thursday 21 March 2024, a number of proposals for change were released to our people to provide feedback on. Based on this feedback received, DDI LT had to re-think how some areas work.

Some feedback received suggested combining the functions of the Senior Governance Advisor and the proposed new Senior Insights and Reporting Analyst into a Principal level role. In doing so, this would provide an opportunity to streamline these functions into the one role, creating efficiency.

Updated proposal for re-consultation

A revised proposal was developed that proposed to disestablish the Senior Governance Advisor position and establish a new position of Principal Governance and Reporting Advisor reporting to the Head of Portfolio Management Office in Partnerships and Programmes branch.

This proposal provided an opportunity to combine functions that align well together, whilst creating greater efficiency in what we do. The proposal focused on aligning some of the DGB functions into a single role and strengthening the overall focus on governance, assurance, improvement activities. The DDI LT invited feedback on the revised proposal from those who would be more directly impacted should the proposal proceed.

Thank you to everyone who provided feedback on this revised proposal.

Summary of feedback received on the proposal

Feedback theme	Summary of feedback	Response
Support for proposal	All submissions received indicated support for the proposal.	Thank you for your support.
Improved support for the Delivery Governance Board (DGB)	Feedback suggested that by merging the reporting function with the governance function would provide improved support to DGB, including all messaging being able to be relayed in real time meetings.	Thank you for your support and this is one of the agreed benefits of merging these two roles.
Centre of excellence created	Feedback suggested that the proposal would create a centre of excellence within the PMO and would highlight the importance of the governance and reporting functions.	Thank you for your support.
Risk of filling role	A consideration was highlighted that it may be challenging to recruit one person with both a governance and reporting skillset.	This risk is acknowledged and noted. Whilst the role combines two separate duties, there are a number of skills that are similar within the governance and reporting duties that would indicate we can recruit for this role.

Decision

We have carefully considered the feedback received on this proposal and has decided to proceed with the disestablishment of the Senior Governance Advisor position and the establishment of the new position of Principal Governance and Reporting Advisor reporting to the Head of Portfolio Management Office in Partnerships and Programmes branch.

Next steps

We realise that times of change can be challenging for those involved. Please do remember that our Wellbeing Health and Safety Team is available to provide support, if need be, as is EAP Services. The PSA is available to provide support to their members. If you have any questions about the process, please don't hesitate to email these to DDIRealignment2@mbie.govt.nz

Confirmed organisational chart - Portfolio Management Office

KEY

A	No change	F	Within-group branch change
B	Disestablished position	G	New position
C	Reporting line change	H	Minor scope and reporting line change
D	Minor scope change	I	MBIE group change
E	Position title change	J	Contestable reconfirmation

