



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

Kānoa Realignment

Update for branch on re-consultation
10 June 2024



Overview

- Update on the consultation and feedback received to date
 - Provide an overview of the re-consultation proposal and rationale
 - Outline the timeline, including how you can provide feedback
 - Reminder of support available
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Why we need to re-consult

- Sometimes during consultation, feedback received means that we need to shift our initial view and undertake a further period of consultation. This is usually with a discrete group of people as the changed proposal directly impacts only them.
 - We will share this presentation with the rest of the Kānoa group for transparency, but the amended proposal will only be open to feedback from the impacted individuals and their direct teams.
 - This re-consultation will unfortunately delay final decisions being announced but it is important we hear what feedback will be provided.
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Update on consultation and feedback

- Thank you everyone for the feedback you have provided over the last two and half weeks. We received a significant amount of well-thought through feedback that we are now considering.

Strategy, Planning and Performance Branch

- During this consultation period, there was significant feedback that the Kānoa Business Systems and Kānoa Business Intelligence teams should be merged to provide a better understanding of data and more efficient coordination of work.
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Proposed re-consultation for SPP

In the **original** consultation document, it was proposed that the **Manager Kānoa Business Intelligence** and **Manager Kānoa Business Systems** would be unchanged

The **Manager Kānoa Business Intelligence** and the **Manager Kānoa Business Systems** are now proposed to be **disestablished**.

Initially, both functions were part of one team and as the team grew in size, split into two teams in early 2022 to ensure sufficient managerial support for each team member. However, the work continued to be closely connected.

In addition to a decrease in staff numbers that has taken place since the teams were split out, if the proposed changes go ahead, the team would see a further reduction in team size leaving a smaller number of direct reports.

Combining both teams would allow for efficiencies in workflow and streamline decision-making.

Proposed re-consultation for SPP

We are now proposing to establish a new **Manager Business Systems and Intelligence** position which incorporates the business systems and intelligence functions and will merge both existing teams.

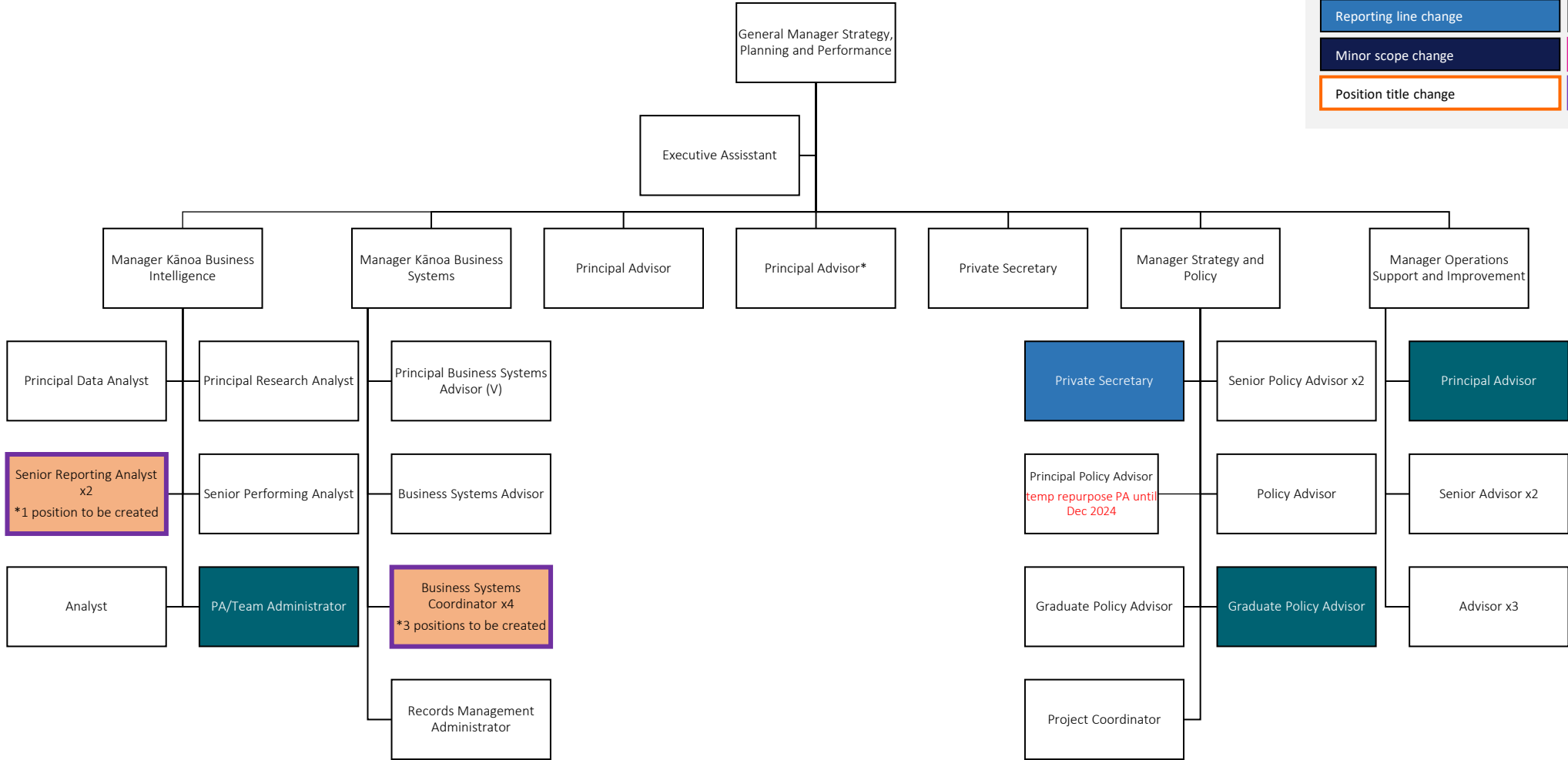
This would align with the change objective to group like functions and activities together and help drive efficiencies.

Furthermore, we are proposing to **retain both Senior Reporting Analyst** positions instead of reducing the number of roles from two to one. This would ensure sufficient resource to analyse data and provide insight, working across both the intelligence and systems functions of the team.

Current SPP structure

KEY:

No change	Within-group branch change
Disestablished position	New position
Reporting line change	Reduction in number of positions
Minor scope change	Within MBIE group change
Position title change	Allocated via expression of interest

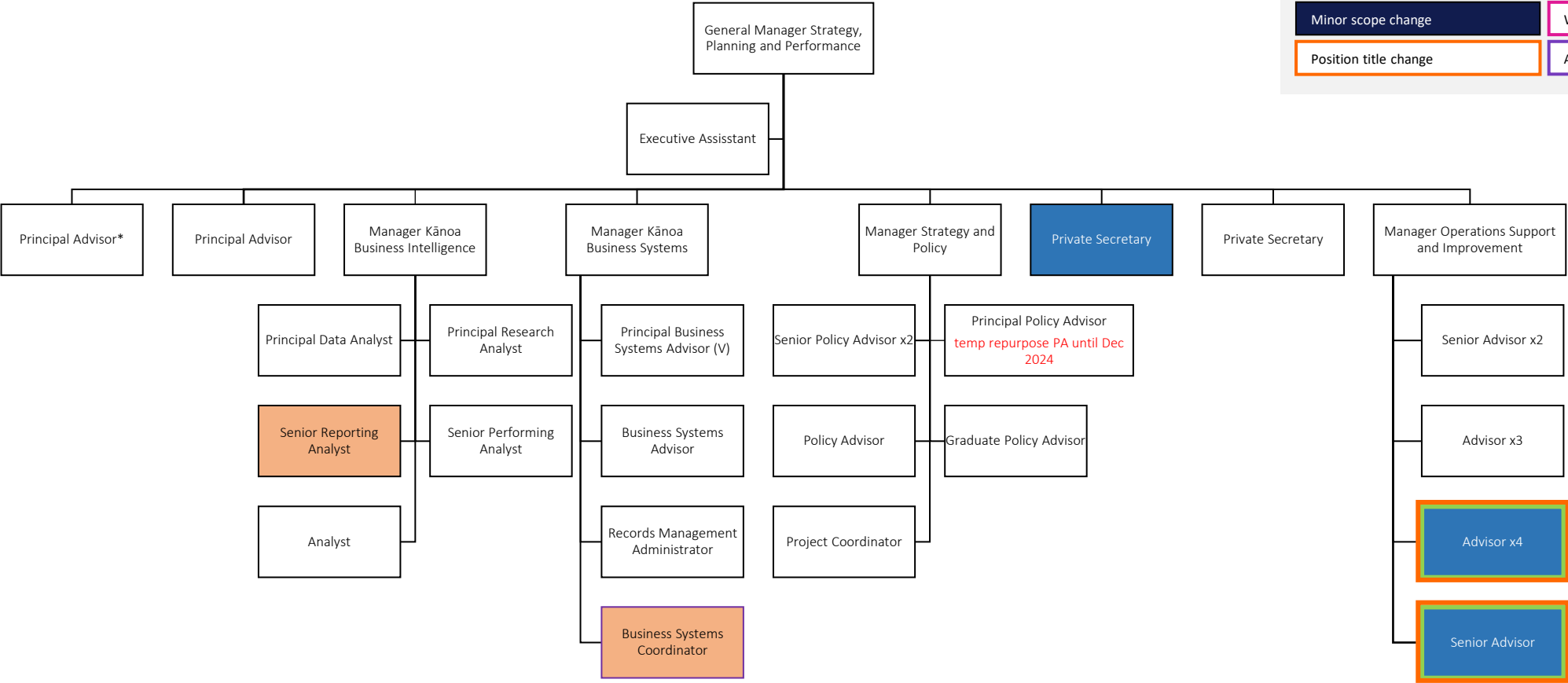


* Substantive position of Private Secretary returning in July 2024.

Original Proposal - SPP structure

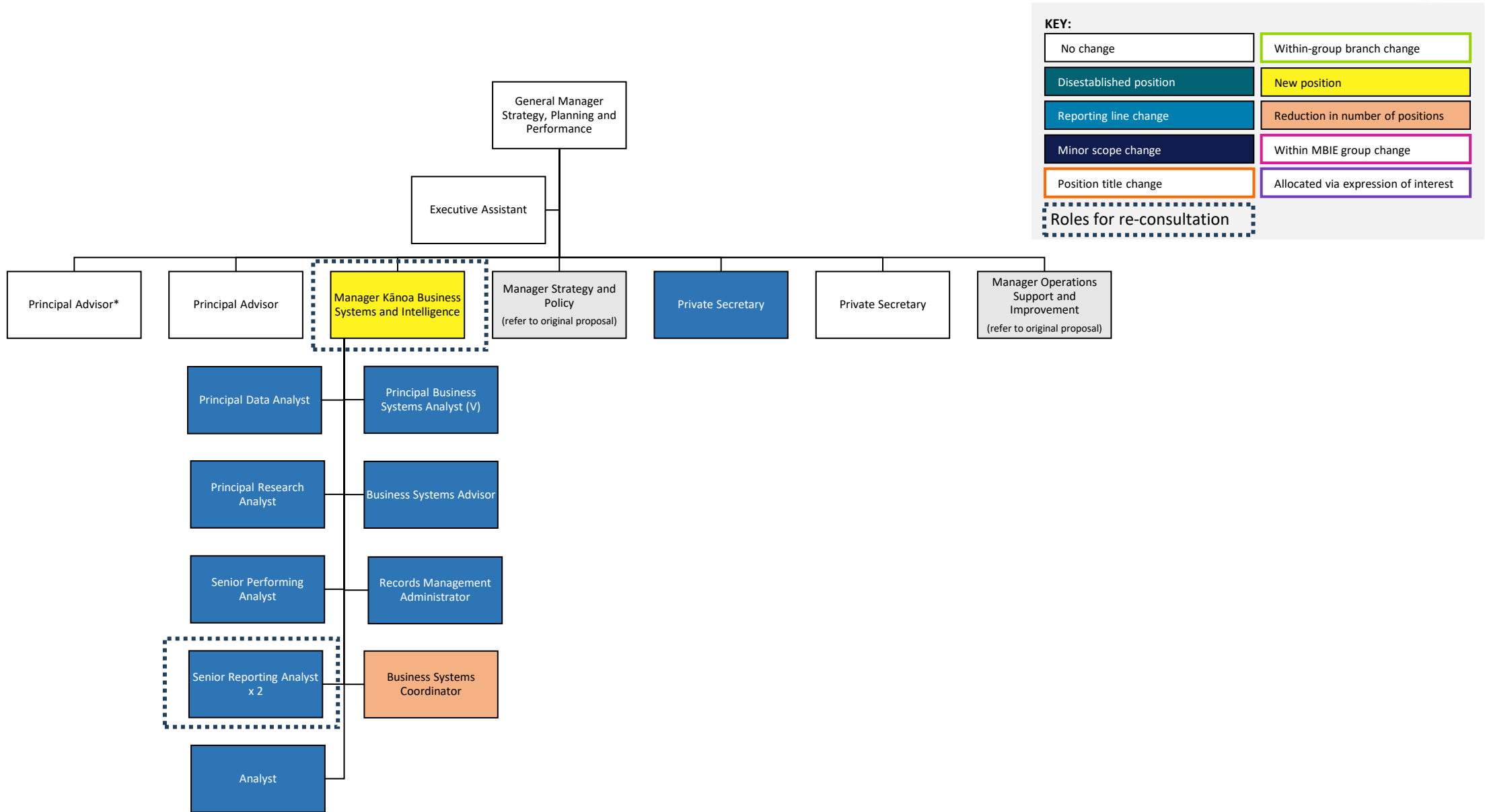
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Revised SPP structure – for re-consultation



* Substantive position of Private Secretary returning in July 2024.

Indicative Timeline

Consultation opened	1 May 2024
Consultation closed	15 May 2024
Re-consultation opens	10 June 2024
Re-consultation closes – 5pm	19 June 2024
Feedback reviewed and considered by Deputy Secretary	By 24 June 2024
Final decisions (indicative date)	26 June 2024
EOI processes commence	27 June 2024
Proposed 'go-live' of new structure	29 July 2024

Re-Consultation process | Providing feedback

- We are now commencing a seven (7) day consultation period to **19 June 2024**.
- Individuals impacted by the re-consultation have had a meeting and will receive a letter detailing the impact for them.
- Please **email feedback** to KanoaChangeApril@mbie.govt.nz. Group or individual feedback is welcome.

Next Steps | Decision Process

- Once the re-consultation period has closed, all feedback will be added to the feedback we have already received in the main consultation (1 May to 15 May).
- The themed feedback will be carefully considered by Robert and the Kānoa Leadership Team before final decisions are made.
- We are expecting to be able to announce final decisions on 26 June 2024 and we will then meet with you again to take you through the decisions.
- Following the Final Decisions announcement we will commence an Expressions of Interest (EOI) process. We will be providing more information about this prior to commencement.

Reminder of support through change

- Please continue to ask for support when you need it and remember to be understanding towards your colleagues who may be feeling anxious or distracted.
- We encourage you to reach out to your people leader
- You are also able to utilise a variety of support services:
 - Contact your union delegate or representative ([PSA](#))
 - Reach out to the [Wellbeing, Health and Safety Team](#)
 - Use our [Employee Assistance Programme](#), which provides support for both work and personal life
 - Call or text [1737](#) to access free counselling services from the national telehealth service