



MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HĪKINA WHAKATUTUKI

Approach to transfer the Emergency Caller Location Information Service to NZ Police

Final Change Decisions

16 October 2024

Introduction from Puawai Wereta and Jevon McSkimming

Tēnā koutou,

Thank you to all who engaged in the consultation on proposed changes to implement the transfer of responsibility for the Emergency Caller Location Information Service (ECLI) to the Next Generation Critical Communications Lead entity Poutama Whai Tikanga Pāpāho (NGCC) which currently sits within NZ Police.

It has been great to see how you have participated in the process and asked the questions that will support you in making an informed decision about your future employment.

The decision to move ECLI into NGCC presents an opportunity to build on existing connections and enable exploration of better ways to support New Zealand's emergency response with critical communications technology.

The expertise you hold collectively, is essential to the success of this work, and we want to preserve that expertise throughout this process.

Your feedback and engagement have helped us to work through the detail of this change approach, and also contributes to building a single entity that facilitates access for Emergency Service Providers (ESP) to critical communication infrastructure and information. The NGCC team look forward to welcoming ECLI people as colleagues working towards this mission.

Response to the issues you raised through the consultation process are provided in this final decision document.

We know that change can be unsettling for some, and it is important that we continue to look after each other at this time. Please remember that the Employee Assistance Programme is available to you at any time for support. The service is completely confidential. You can contact EAP on 0800 327 669. Alternatively, your people leaders are also there to support you through this period of change.

Thank you again for the time and effort you have put into participating in this process, and for your continued dedication to doing a great job.

Ngā mihi nui



Puawai Wereta

Acting Deputy Secretary, Digital, Data
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MBIE



Jevon McSkimming

Deputy Commissioner
New Zealand Police

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Summary of Feedback

The feedback received during the consultation process was a mix of suggestions to better align the roles within the proposed structure in NGCC and questions about processes and impacts on individuals.

Where question about the impact on an individual was asked, we have provided the answer directly to that staff member.

Theme	Feedback	Response
ECLI structure	One of the Business Analyst roles should be moved from the Regulatory and Commercial team and be recast as a 'Technical BA' and placed under the Service Development team. The rationale for this suggestion was that there was a need for two distinct functions, a more traditional Business Analyst who would be able to assist with drafting business cases/papers/RFPs etc and a more technical Business Analyst role to focus on requirements, functionality, technical analysis and implementation.	Our preference is to establish two Business Analyst positions within the Regulation and Commercial Team as proposed. Our expectation is that these two positions will support the range of work required across the ECLI team. Because we are not convinced there would be sufficient technical business analysis work for a dedicated full-time position, we are of the view more generalist positions are required. We will, however, ensure we have the range of capability we require when recruiting.
Role title	The current Senior Cloud Engineer role should be renamed as a 'Senior DevOps Engineer' as this would more accurately reflect the scope and impact of the role.	We agree that this would be a more suitable option for the ECLI team and confirm the structure has been amended to reflect this.
Role responsibilities	A position of Cyber Security Architect would be better suited to the needs of the team than a Manager Security Assurance.	We agree that this would be a more suitable option. We have determined a more suitable designation is Senior Security Architect and the structure has been amended to reflect this.

Summary of Decisions

After careful consideration of the feedback received, the proposed approach to transfer ECLI positions to NGCC with effect from 2 December 2024 has been confirmed.

The proposal to transfer the ECLI team within MBIE along with the function to NZ Police and to establish new ECLI positions within NZ Police to continue to maintain and develop the ECLI service is confirmed.

This decision results in the following positions transferring out of MBIE to NZ Police:

- ECLI Director
- ECLI Manager Regulation & Commercial
- ECLI Manager MNO Delivery
- ECLI Manager Service Development
- Scrum Master (ECLI)
- Senior Cloud Engineer
- Manager Service Delivery (ECLI)
- ECLI Solution Architect
- ECLI Mobile Network Architect
- ECLI Technical Architect
- ECLI Senior Data Analyst
- Commercial Specialist
- Project Coordinator

The decision not to transfer the Senior Business Analyst and Cyber Security Architect roles that support ECLI is confirmed.

The following changes are also confirmed within the NZ Police structure.

- **Establish the Emergency Caller Location Information (ECLI) function as a team within the current structure of the NGCC.**
- **Create 18 new fixed term positions within the ECLI structure** with effect from 2 December 2024 until December 2025.

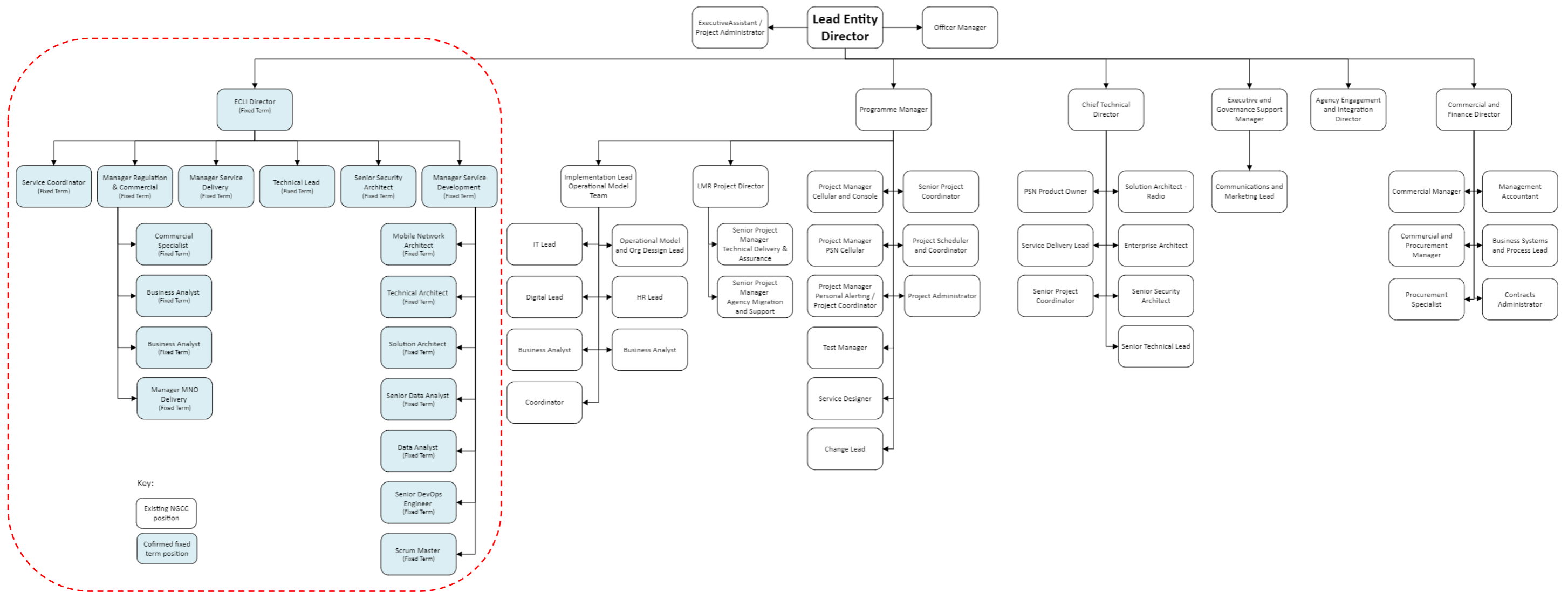
Note:

- Two of the newly established positions (Data Analyst and Business Analyst) are subject to available funding in the ECLI budget. Decisions on filling these positions will be made at the appropriate time.
- While a new ongoing organisational structure will be stood up for NGCC in 2025, the establishment of fixed term positions means there should be no expectation of ongoing employment with the NGCC beyond December 2025.

In coming to a decision to confirm the transfer of the positions, we can also confirm the following:

- There will be no significant change to the duties and responsibilities of ECLI staff on transfer to the NGCC.
- The location of your workplace will remain with NGCC.
- All incumbents in the positions listed above, currently undertaking work for the ECLI function within MBIE and who meet NZ Police vetting requirements, will be offered a fixed term position in the structure in NGCC within NZ Police through to December 2025.
- We assess that the terms and conditions of employment NZ Police intend to offer employees as part of this transfer are no less favourable than current fixed term arrangements within MBIE.

Confirmed organisational chart – ECLI within NGCC



Let us know

If you notice any inconsistencies in the organisational structure represented, please advise your people leader or email ECLI2@mbie.govt.nz

Confirmed New Positions in NZ Police

Position title	Reporting line	Note
Service Coordinator	ECLI Director	
Manager Regulation and Commercial	ECLI Director	
Commercial Specialist	Manager Regulation and Commercial	
Business Analyst	Manager Regulation and Commercial	
Business Analyst	Manager Regulation and Commercial	Recruitment subject to ECLI funding
Manager MNO Delivery	Manager Regulation and Commercial	
Manager Service Delivery	ECLI Director	
Technical Lead	ECLI Director	
Senior Security Architect	ECLI Director	
Manager Service Development	ECLI Director	
Mobile Network Architect	Manager Service Development	
Technical Architect	Manager Service Development	
Solutions Architect	Manager Service Development	
Senior Data Analyst	Manager Service Development	
Data Analyst	Manager Service Development	Recruitment subject to ECLI funding
Senior DevOps Engineer	Manager Service Development	
Scrum Master	Manager Service Development	
ECLI Director	Lead Entity Director	

Next steps

Following the release of this decision document, you will receive a letter outlining the impact of the decisions on your role.

The letter will also include a request for you to consent to MBIE sharing your personal details, position and remuneration information with NZ Police. This information is required for NZ Police to make offers of employment to ECLI staff who have successfully completed the police vetting process.

Offers of employment from NZ Police

NZ Police will make offers of fixed term employment to all eligible ECLI staff as the results of the vetting process become available. This means that you may receive an offer at a different time than your ECLI colleagues.

Please consider all the information provided to you in your offer letter and we encourage you to seek independent advice.

Permanent employees

If your position is a permanent ECLI position being transferred, subject to a successful vetting result, you will be offered a new fixed term position with NZ Police. If you decline this offer, or are not made an offer, MBIE will work with you in terms of what the next steps mean for you.

Fixed term employees

As the ECLI function currently operating within MBIE transfers to NZ Police on 2 December 2024, should you elect not to accept an offer of employment from NZ Police, or are not made an offer, you will be given notice in line with the terms and conditions of your employment agreement.

If the result of the Police vetting process is not available and an offer of employment cannot be made in time for a 2 December 2024 transfer date, you will continue as an MBIE employee carrying out your normal duties until such time as:

- an offer of employment is made and accepted and a start date agreed,
- or
- NZ Police decide not to make you an offer of employment, in which case you will be given notice in line with the terms and conditions of your employment agreement and your employment with MBIE will end at the conclusion of your notice period.

Implementation timeline

Activity	Indicative Timeframes
Final decision released	Wednesday 16 October 2024
Offers of employment from NZ Police	From Monday 28 October as vetting results become available
Final day for ECLI at MBIE	Friday 29 November (or later date for individuals as agreed)
Commencement date for ECLI at NGCC (NZ Police)	Monday 2 December 2024 (or later date for individuals as agreed)

Appendix 1: Confirmed change process

Consistent with MBIE's employment agreements and recruitment policy, the following information summarises the standard change processes which would apply to any changes confirmed as a result of this consultation process.

Redeployment

If you wish to apply for any other existing MBIE vacancies (i.e. vacancies that are being advertised separately to the change processes), this can be done via the MBIE careers site at any stage of the process.

If you are considered an affected employee, this will need to be indicated as part of your application as first consideration will always be given to affected employees over other applicants subject to them meeting the suitability requirements of the position. Where applicable, a panel interview will be used as a contributing selection tool to assess the demonstrated skills, experience and qualifications against the key accountabilities and person specifications as outlined in the position description. In situations where there is more than one affected employee who meets the suitability requirements of the position an assessment will be made of the employee who is best for the role.

Review process

If you disagree with the application of this process, including for example your reconfirmation or direct reassignment into a position as part of the final structure, you have the right of review. This process is set out in your employment agreement. You are encouraged to raise any concerns with your People Leader at the earliest opportunity so these can be worked through with you on a case-by-case basis.

Process for casual and fixed term employees

Casual and fixed term employees, by the nature of their employment agreements, will not have access to the change processes set out above.

Appendix 2: Support through change

Work is a big part of your life. During organisational change, it's normal to have feelings of uncertainty, shock, anger, frustration, confusion, scepticism, and impatience. Please ask for support when you need it and remember to be understanding towards your colleagues who may be feeling anxious or distracted. Consider the people you feel most comfortable to reach out to for support as you navigate change, including your whānau – family, friends, kaimahi – colleagues, community and networks.

Wellbeing support and resources

As you navigate and support others through change, remember that you can access the Employee Assistance Programme (EAP) which offers you and your whānau free, confidential counselling services.

- [Employee assistance programme](#)

In addition to EAP, there are a range of people and resources to support you at MBIE:

- Talk to your People Leader
- Contact your union delegate or representative ([PSA](#)) / ([NUPE](#))
- Reach out to the [Wellbeing, Health and Safety Team](#) who can provide a confidential conversation and access to specialised advice.
- Connect with our [Employee-led Networks](#) which help MBIE people connect, engage and learn, and can advocate for the needs of their network members.
- Consider our [hauora wellbeing allowance](#) which enables you to claim a contribution towards the cost of health and wellbeing services.
- Call or text [1737](#) to access free counselling services.

Learning support options

Focusing on your personal growth and development is a helpful way to direct your attention during times of change and uncertainty – to reinforce your skills and explore career interests.

There are plenty of resources and directories to explore within MBIE, including:

- [Learn@MBIE](#) – our central learning platform that holds many free e-learning courses, including a series of e-learning modules focused on [change](#), suitable for all staff.
- [Percipio](#) – the world's largest online learning library. To access Percipio, select 'team/enterprise subscription' and then enter 'MBIE' in the site name field.
- [MBIE's library](#) – a large catalogue of books and scholarly works focused on subject expertise as well as broader skillsets like leadership capability.
- Or reach out to People and Culture to discuss your development interests.

Career development support

Our Employee Assistance Programme can assist with general career advice and is available for self-referral. This also includes budgeting and financial advice, personal development and coaching and personal legal advice.

- Learn more about EAP services: [Access support through EAP](#)
- Learn strategies for [navigating major life choices and transitions](#)