



17 December 2021

Mark Paulson

fyi-request-17400-ab7a176f@requests.fyi.org.nz

Tēnā koe Mark,

Thank you for your email of 29 October 2021 to Te Tāhuhu o te Mātauranga | the Ministry of Education requesting the following information:

- 1) **The number of positions affected by the restructure i.e. How many positions were disestablished and how many were created?** I am not interested in the number of positions that simply moved or had changes in reporting lines unless the significance/size of the roles significantly changed.
- 2) **I would also like you to tell me the net cost impact of the changes, ideally by setting out the total costs of roles disestablished, and the total cost of new roles created, while I would prefer this to be itemised individually for each role, if it makes it easier then I am happy to receive the summary information** (for eg: 4 roles disestablished with salary savings totalling \$400,000 per annum and overhead cost savings totalling \$100,000 pa. And 2 new roles created with new salary costs of \$300,000 and overhead costs of \$60,000). I do not want or need specific salary levels for any individual person or position, but rather the overall costs and savings to the Ministry. So please use salary bands or similar to protect privacy etc but I do want to have a figure with some integrity i.e. Not an estimate that has a range of hundreds of thousands of dollars. I appreciate that some new roles may not have been filled as yet, if so please use a sensible figure for salary and other costs presumably 100% of the relevant job band.
- 3) **I would also like to receive a copy of any and all individual "Briefings for the Incoming Deputy Secretary" or any documents with a similar name or purpose that may have been prepared for each Deputy secretary of business groups.**
- 4) **Please also advise the direct external costs of preparing any such briefing materials for deputy secretaries i.e. any costs that are not covered by existing ministry expenditure** eg: I am not interested in costing the hours of any existing ministry employees who were assigned to prepare such documentation, but I am interested in knowing of any costs that were specifically incurred just to do this task eg if a new person/s was hired for this purpose, or if an external party eg contractors/consultants or advisers to the Ministry whether individuals or firms, or graphic design or printing or related publication costs were contracted to do this work.

Your request has been considered under the Official Information Act 1982 (the Act).

In 2019, in response to an independent review of the Tomorrow's Schools system, the Government tasked the Ministry with 'establishing a more responsive, accessible and integrated local support function for early learning services and schools by substantially rebalancing the Ministry of Education towards more regional and local support'.

On 4 October 2021, Te Mahau was established within a redesigned Te Tāhuhu o te Mātauranga | Ministry of Education. It is intended to provide greater support to the education sector and others so they can deliver inclusive education that meets the needs of ākonga and whānau. This provides us with real opportunities to make a much bigger difference to education and to work closer with those we are here to serve.

Te Mahau will meet the direction from Government to provide services that are more locally responsive, accessible, and integrated and will support us to change the way we work. The enabling functions within Te Tāhuhu will support Te Mahau and continue to provide guidance and advice to Ministers. Te Mahau is intended to be a demanding customer of our enabling functions. This positive tension is deliberate, as is the overarching priority to work with and across our organisation and sector.

Question 1 - *The number of positions affected by the restructure*

Positions established	53
Positions disestablished	14
Total new positions	39

Substantive changes occurred at the leadership team level (affecting some associated support positions), reflecting the realignment required to better meet future education needs. At this level there were 19 new positions created during the restructure and 14 positions were disestablished. There were 8 Deputy Secretary positions created and 7 Deputy Secretary positions and 1 Head of Service position disestablished. The constitution of the functional accountabilities of the new positions are substantially different to the ones that were disestablished. Two Director positions were disestablished, and 5 new Director positions were created; four Executive Assistant positions disestablished, and 6 new Executive Assistant positions created; to support the new Deputy Secretary positions.

There were 34 other positions created across the organisation to support the new Deputy Secretaries and their groups. Many of these additional positions are specialised capability and have been created in locations where these functions weren't previously in place.

These include Pou Ārahi positions created to uplift the Ministry's organisational Māori capability and other positions created which will focus on providing advice on inclusive learning support and/or disability to Te Mahau frontline Deputy Secretaries and their leadership teams. These positions will be recruited to over time as we better understand our needs.

Question 2 - *net cost impact of the changes*

Organisational structural changes were made to realign the organisation to better meet future education needs and were not undertaken to achieve cost savings.

Based on the annual salary mid-point, the salary cost for the 53 positions established is \$8,978,000, and the salary savings for the 14 disestablished positions is \$3,272,000, a difference of \$5,706,000. As noted above, these additional costs support functions which were not already in place including those that have been created in Te Mahau to rebalance our delivery towards more regional and local support.

Question 3 - *individual "Briefings for the Incoming Deputy Secretary" or any documents with a similar name or purpose*

We have identified nine briefings to incoming Deputy Secretaries in scope of your request. I am providing two of these to you in full and seven in part. Some information has been withheld under the following sections of the Act:

- 9(2)(a) – to protect the privacy of individuals
- 9(2)(b)(ii) - to avoid prejudice to the commercial position of third parties
- 9(2)(ba)(i) – to protect information subject to an obligation of confidence and where release would prejudice the public interest in its future supply
- 9(2)(f)(iv) – to protect the confidentiality of advice tendered by Ministers of the Crown and officials
- 9(2)(g)(i) to maintain the effective contact of public affairs through the free and frank expression of opinions
- 9(2)(j) – to enable a Minister of the Crown or any public service agency or organisation holding the information to carry on, without prejudice or disadvantage, negotiations

In accordance with section 9(1) of Act we have considered the public interest in the information being withheld and consider the above reasons to outweigh any public interest at this time.

Question 4 - *direct external costs of preparing any such briefing materials for deputy secretaries*

There were no external costs relating to the development of the briefings or documents created for the same purpose for incoming Deputy Secretaries within Te Mahau and Te Tāhuhu. The development of the briefings was completed using existing in-house capabilities.

Additional information

You may be interested in the following links which provide additional information relating to the Future Education work programme:

- Briefings to the Minister of Education, and Cabinet Paper material:
 - <https://assets.education.govt.nz/public/Uploads/Cabinet-Pack-Education-Work-Programme-2021-Redacted.pdf>
 - https://assets.education.govt.nz/public/Documents/our-work/information-releases/Advice-Seen-by-our-Ministers/September-2021/1271572-Update-Future-Education_Redacted.pdf
 - https://assets.education.govt.nz/public/Documents/our-work/information-releases/Advice-Seen-by-our-Ministers/September-2021/1272636-Te-Tahuhu-o-te-Mataraunga-and-Te-Mahau-branding_Redacted.pdf
- Ministry of Education information relating to Te Mahau
 - <https://www.education.govt.nz/our-work/changes-in-education/establishment-of-te-mahau-within-a-redesigned-te-tahuhu-o-te-mataraunga-ministry-of-education/>
 - <https://www.education.govt.nz/news/the-future-of-education/>

Please note, the Ministry now proactively publishes OIA responses on our website. As such, we may publish this response on our website after five working days. Your name and contact details will be removed.

Thank you again for your email. You have the right to ask an Ombudsman to review this decision. You can do this by writing to info@ombudsman.parliament.nz or Office of the Ombudsman, PO Box 10152, Wellington 6143.

Nāku noa, nā

A handwritten signature in blue ink, appearing to be 'MO' followed by a flourish.

Melissa O'Carroll
Hautū | Acting Deputy Secretary
Te Puna Rangatōpū | Corporate