



National Headquarters

Level 12
80 The Terrace
PO Box 2133
Wellington
New Zealand

Phone +64 4 496 3600

10 January 2022

A Boocock

By email: fyi-request-16938-c4960986@requests.fyi.org.nz

Dear A Boocock

Information Request – Adverts for Group Manager positions

I refer to your official information requests dated 16 and 17 October 2021 and your follow-up questions to our subsequent response on 11 November 2021, in which you seek information about the recent restructure at Fire and Emergency New Zealand.

In accordance with the provisions of the Official Information Act 1982 (OIA), we have set out your requests and our responses below.

Request 1

It would seem that the response to Qn 7 (copied in below) is incomplete. A common theme communicated by RMs to 'affected' GM applicants who were unsuccessful in the first round, was that the unsuccessful applicant could not reapply along with 'affected' people in the second round of GM appointments. For this to have been so commonly conveyed by RMs throughout NZ, there must have been some form of communication prior to 23 April 2021, to, from or between RMs and/or senior management - verbal, written or other - which conveyed or discussed this. Please provide this communication or records.

Fire and Emergency's response

The Tranche 2 project team managed the recruitment process for the Group Manager positions that you are referring to. No decision was made outside of the project team to exclude those who had previously applied for positions from the recruitment round. Once this inclusion in the job advert was brought to the attention of Senior Managers the job advert was changed and the deadline for applications was extended to allow time for those who had previously applied to

reapply. On this basis your request is declined under sections 18(g) and 18(e) of the OIA, in that it is not held by Fire and Emergency and the document alleged to contain the information does not exist.

Request 2

Additionally, please supply the advertisement posted for Group Manager positions in Hawkes Bay and Taranaki which stated that anyone who had previously applied for a GM position in any region was ineligible to apply for those positions.

- *Please provide the rationale for this.*
- *Please provide any communication between FENZ and the NZPFU regarding this matter.*

Fire and Emergency's response

In response to this aspect of your request, please find *enclosed*:

- Appendix *One* – The original advertisement posted for the Group Manager positions in Hawke's Bay and Taranaki.
- Appendix *Two* – The updated final advertisement for the Group Manager positions in Hawke's Bay and Taranaki.
- Appendix *Three* – Correspondence between Fire and Emergency and NZPFU regarding this matter. Some information has been redacted to protect the privacy of individuals identified in the documents under section 9(2)(a) of the Official Information Act 1982.

The original advertisements were replaced on 6 August 2021. Because of the amendment, Fire and Emergency extended the close off date to 16 August 2021.

Request 3

Further to the response received, this question has not been answered:

1. The ETP (Final, Jan 2020, para 47, p. 10) states that "... the organisation will clearly set out who will be able to apply and be considered for these [new and vacant] positions, and in what order". Please provide the document (and the reference within) which outlines who could apply for the Group Manager positions and in what order, as well as the order of preference for redeployment.

Fire and Emergency Response

In response to this aspect of your request, please find *enclosed*:

- Appendix *Four* – Group Manager advert used in the first redeployment round.
- Appendix *Five* – Group Manager advert used in the second round of redeployment but the first round of recruitment.
- Appendix *Six* – Job overview for Group Manager advert – Hawke's Bay. This was used in the second round of redeployment and for open recruitment.

- Appendix Seven - Updated final advert for Group Manager – Hawke’s Bay. This was used in the second round of redeployment and open recruitment.

Appendix Six is an example of wording used for all the remaining Group Manager roles.

The wording “if you have already applied for a GM position in any region, you are ineligible to reapply at this time”, was removed from the appendix six advert and any future updates, as per the directive from the Deputy Chief Executive Service Delivery. This allowed personnel who had previously applied and were not deemed suitable to be able to reapply for the role.

Further to this, please find *enclosed* email communications to personnel nationwide indicating who could apply for the Group Manger role – see Appendix *Eight*.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Yours sincerely



Raewyn Bleakley
Deputy Chief Executive, Office of the Chief Executive

encl

