



01 July 2024

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Kia ora Robert

**Your Official Information Act request, reference: GOV-032798**

Thank you for your email of 30 May 2024, asking for the following information under the Official Information Act 1982. Please find our responses to each of your questions below.

**1. Who is involved in the change proposal process? Including what ACC staff (titles not names), and any externally contracted consultants.**

ACC's Chief Executive has sponsored and led the change process, supported by the Deputy Chief Executive, People & Culture. Day-to-day work on the change process has been completed by a small internal team with the following titles:

- Head of People and Culture
- Manager, Deputy Chief Executive Office
- Finance Lead
- Engagement Lead
- Communications Lead
- Project Coordinator
- Organisational Design Advisors

The internal team has been supported by a small number of external consultants:

- Engagement Lead
- Programme Manager
- Project Manager
- Organisational Design Specialist
- Business Analyst

A number of subject matter experts across ACC have also contributed to the work but were not involved day-to-day. Final decisions were made on the change proposal on 26 June. Some changes were made to the proposal after feedback from ACC staff.

**2. How much money has ACC spent on external consultants, lawyers or other 'experts' to work on the structural change proposal to date?**

Please find below the amounts paid to two external firms who were engaged to provide specialist advice.

Organisation	Cost (GST exclusive)
Dundas Street Employment Lawyers	\$9,160
Inside Consulting	\$468,390

**3. Since 2017, how many additional staff have been employed? Both amount and percentage.**

The total growth of employees (permanent and temporary) from 1 January 2017 was 1027 (29.2 percent).

**4. Since 2017 what increase has injury prevention had in staff numbers? Both amount and percentage.**

Since 2017 there has been an increase of 10 employees in Injury Prevention, or 10.4 percent.

**5. What percentage of proposed job losses are roles with direct reports (including of those vacant) compared to roles with no direct reports?**

Of the roles that were proposed to be disestablished, 24 percent of them have direct reports and 76 percent do not have direct reports.

**6. In the current structure, what percentage of ACCs total staffing numbers, including vacancies, are in injury prevention?**

In ACC's current structure (June 2024) 1.81 percent of employees are in injury prevention (1.79 percent if including vacancies across ACC).

**7. How many Māori focused roles are proposed to be disestablished (roles targeted at improving Māori health and rehabilitation outcomes)**

There are four Māori specific roles that were proposed to be disestablished, noting ACC is shifting to an approach where all areas have a responsibility to achieve equitable outcomes for Māori. This approach is guided by ACC's 10-year enterprise strategy, for which improving equity of access, service experience and outcomes for Māori is a key priority.

**As this information may be of interest to other members of the public**

ACC may decide to proactively release a copy of this response on ACC's website. All requester data, including your name and contact details, will be removed prior to release. The released response will be made available [www.acc.co.nz/resources/#/category/12](http://www.acc.co.nz/resources/#/category/12).

**If you have any questions about this response, please get in touch**

You can email me at [GovernmentServices@acc.co.nz](mailto:GovernmentServices@acc.co.nz).

Ngā mihi



Christopher Johnston  
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Government Engagement