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27 May 2026

Ref: 21066

M Quicken

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Tēnā koe Miss Quicken

Thank you for your request of 29 April 2026 to Fire and Emergency New Zealand for the following information under the Official Information Act 1982 (OIA):

- *On 12 November 2025 at 4pm, the Strategic Leadership Team ("SLT") opened consultation on proposed structural changes to ensure FENZ are well-positioned to deliver on our strategy.*

*Under the Q&A FENZ was posed a question:*

*How will you identify those eligible for RECONFIRMATION? And how will you ensure that you don't fail to reconfirm anyone (due to your not knowing what their JD is, or what actual functions they perform)? What tool(s) are you using to identify those eligible for reconfirmation? (AI perhaps)?*

*And FENZ then replied:*

*To support efficiency given the large number of roles being reviewed we have used AI tools to help with wording comparison which was done in accordance with the Government Chief Digital Officer's Public Service AI Framework and the Responsible AI Guidance for the Public Service: GenAI, which encourages the responsible use of AI to enable a more efficient and high-performing public service.*

*Recently there has been news on how public sector uses AI e.g.:*  
<https://newsroom.co.nz/2026/03/06/how-ministers-use-ai/>

*Given the genAI framework recognizes to not destroy official information (just like emails are not destroyed)*

Please provide:

A) The prompts used for this "we have used used AI tools to help with wording comparison" under the consultation

B) The responses generated provided by the AI tools to these prompts through the consultation project resulting in re-structure

We wish to clarify and expand on our previous response to a Q&A regarding the tools and processes used to determine whether a person should be reconfirmed in their role.

To support efficiency, given the large number of roles being reviewed, we have used AI tools to assist with wording comparison. This has been undertaken in accordance with the Government Chief Digital Officer's Public Service AI Framework and the Responsible AI Guidance for the Public Service: GenAI, which supports the responsible use of AI in the public service.

To clarify the role of AI in this process, its use is limited to identifying areas of similarity and difference between position descriptions. It is used solely as an efficiency aid and does not make decisions or determine outcomes.

Reconfirmation decisions are guided by established organisational processes and policy. In particular, we apply the protocol *Managing the Impacts of Organisational Structure Change on Employees*, which outlines the criteria for assessing eligibility for reconfirmation.

This process includes:

- Reviewing the employee's current position description;
- Comparing this with the proposed role description; and
- Undertaking a position impact assessment (PIA) to evaluate the degree of change between roles.

These assessments consider the overall alignment of responsibilities, skills, and requirements to determine whether reconfirmation criteria are met.

In light of that, and in response to the specific questions you have asked, we can confirm that we do not hold or retain outputs generated by AI tools, nor do we hold records of prompts used, as this information is not saved. For this reason, we are refusing this aspect of your request under section 18(e) of the OIA, as the document alleged to contain the information requested does not exist.

The formal record of the assessment process is the position impact assessment (PIA) documentation which were prepared for relevant roles. Please be advised that AI tools are not used to make or influence final employment decisions. All final decisions are made by the appropriately authorised managers, based on these assessments and in line with organisational policy.

We trust that the information being provided is of assistance. If you require further information, please email [officialinformationrequests@fireandemergency.nz](mailto:officialinformationrequests@fireandemergency.nz)

Please note that because of the identified public interest in the information that you have requested, we intend to publish this response (with your personal details removed) on our website.

Nāku noa, nā

A handwritten signature in black ink, appearing to read 'A. Saunders', written in a cursive style.

Aidan Saunders  
Manager, Information Requests

