

Question	Response
<p>What is the Transformation Office and what is it meant to do?</p>	<p>A Transformation Office is a structure used to lead and coordinate significant organisational change that cannot be delivered through business-as-usual activity. It provides the focus, capability, and oversight needed to support organisation wide improvement.</p> <p>At Waikato District Council, the Transformation Office was established to support the organisational change programme linked to the Chief Executive’s mandate to improve organisational performance, financial sustainability, and service delivery.</p> <p>The Office brings together dedicated capability to plan, prioritise, coordinate, monitor and deliver improvement initiatives across the organisation in a structured and transparent way.</p> <p>Its purpose is to support delivery of Long Term Plan commitments, prepare for and respond to local government reform, and strengthen systems, processes, and ways of working to support sustainable and efficient services for the community.</p> <p>The Transformation Office also helps ensure change improvement work is prioritised appropriately, reduces duplication of effort across the organisation, and supports better outcomes for ratepayers</p>
<p>2. How many people currently work in the Transformation Office?</p>	<p>The Transformation Office currently consists of 10 personnel, comprising a mix of seconded employees, contractors, and fixed-term employees. This includes both delivery and specialist capability roles.</p>
<p>3. How many more staff or contractors are planned or approved?</p>	<p>The Transformation Office has been established as a transitional structure to support organisational change and capability uplift. Over time, some functions are expected to transition into permanent business functions as the future operating model is implemented.</p> <p>Some existing contractor roles may also transition to fixed-term or permanent employment arrangements where there is an ongoing business need or will be ended.</p> <p>3 additional functions have been approved for recruitment.</p>

4. How much money has been spent so far on staff and contractors?	As of 30 April 2026, total expenditure on Transformation Office staff and contractors was \$834,688.
5. What is the total budget for this financial year and next financial year?	<p>The total approved budget for the Transformation Office is:</p> <ul style="list-style-type: none"> • 2025-2026 \$1,104,296 • 2026-2027 \$ 418,610
6. Can you provide a breakdown of that budget?	<p>The Transformation Office budget is currently managed within programme and project budgets rather than as a standalone budget.</p> <p>Expenditure relates primarily to personnel costs, including fixed-term employees, seconded staff, and specialist contractor support associated with organisational transformation and capability uplift activities.</p>
7. Is the Transformation Office funded by ratepayers?	<p>The Transformation Office is funded through Waikato District Council’s operational budgets, which are funded through rates and other council revenue sources.</p> <p>Of the current financial year budget, approximately \$809,000 reflects existing funding transferred from prior organisational budgets established in the previous financial year. Approximately \$295,000 is currently funded through general rates.</p>
8. Was the Transformation Office included in Long-Term Plan consultation?	<p>The Transformation Office was not consulted on as a standalone item within the Long Term Plan consultation process.</p> <p>However, the Long Term Plan consultation included matters relating to organisational performance, financial sustainability, service delivery, and council efficiency, which the Transformation Office supports.</p> <p>Decisions relating to organisational structure and staffing sit within the Chief Executive’s operational responsibilities.</p>