



Ref: OIA 2024-038

[REDACTED]

24 September 2024

Tēnā koe [REDACTED]

Thank you for your request of 27 August 2024 seeking the following information under the Official Information Act 1982 (the Act):

“Could I please request, under the Official Information Act, information on any job cuts at the Climate Change Commission in the 2024 calendar year.

Please could this include:

- 1. the number of FTEs employed on 1 June 2024 and 27 August 2024*
- 2. the title and role description of any positions that have been disestablished since 1 January 2024*
- 3. the title and role description of any vacant positions that have been disestablished since 1 January 2024”*

The Climate Change Commission has considered your request in accordance with the Act.

Response

The information you have requested is as follows.

Question 1

As at 1 June 2024, the number of FTE at the Commission was 90.6, and as at 27 August 2024 the FTE was 77.68. Note that this number includes those employed under fixed term contracts but does not include vacancies.

Questions 2&3

In April 2024, the Commission undertook a review of the Executive Leadership Team to consider whether the leadership structure at this level remained fit-for-purpose.



Two roles were disestablished at this time, as follows:

Title	Description
Kaiwhakahaere Matua Māori (General Manager, Māori)	Leads the incorporation of te ao Māori across the Commission and ensures the Commission has strong foundations to support the Crown as a partner under te Tiriti o Waitangi and the Treaty of Waitangi and meet its statutory obligations to Iwi/Māori.
Kaiwhakahaere Rangahau (Team Leader, Deliver)	Leads and manages the Commission's Māori 'Deliver' function to bring Māori specific approaches, advice, and guidance to the Climate Change Commission.

The disestablishment of these roles has led to te ao Māori capability being embedded through all functions at the Commission to ensure we continue to meet our statutory obligations.

The April 2024 review has since been superseded by a Commission-wide restructure that has been undertaken in order to align with the Government's priority for fiscal sustainability and to support the changing focus of the Commission's work programme, as set out in the Climate Change Response Act 2002. As at 27 August 2024, the Commission is in the final stages of this restructure. There have been some role and vacancy disestablishments, voluntary redundancies and resignations; and an Expression of Interest process for some roles, at the date of your request, was still underway.

The new structure, to be implemented on 1 October 2024, will consist of 75 roles (70 of which are permanent, and 5 of which are employed on fixed-term contracts that will continue until their expiry).

Although the effect of this restructure process has not yet been implemented, we are able to advise that the following roles and vacancies will be disestablished:

Roles Disestablished:

Title	Role description
General Manager Emissions Budgets, Adaptation and Mitigation	Provide analytical oversight, leadership and professional development across mitigation, adaptation and the emissions trading scheme teams.
Manager, People and Culture	Lead a small team to build and implement people and organisational development strategies in line with the Commission's goals.
Manager, Markets	Provide leadership and management oversight for the development and delivery of high-quality analysis and advice.
Coordinator, Channels	Provide logistics and administrative support across the communications and engagement programme.

Senior Advisor, Comms and Engagement	Contribute to the engagement work programme, ensuring quality relationships are established and maintained.
Executive Assistant	Provide administrative support to the Executive Leadership Team.
Advisor, People and Culture	Provide appropriate and timely advice on people management policy, process and employment legislation.
Principal Analyst (x3)	Create and champion the use of evidence in analysis and provide guidance on the delivery of the Commission's objectives
Senior Analyst (x4)	Contribute to the creation and use of evidence in analysis and assist in providing guidance on the delivery of the Commission's objectives.
Project Coordinator	Provide project, logistical and general co-ordination support to projects.
Project Advisor	Support successful project outcomes across a number of projects that are part of the Commission's statutory programme of work.
Senior Scientist	Deliver high quality scientific advice and support to the Commission's people and work programme.
Principal Strategy, Engagement and Consultation	Responsible for the design, development and delivery of the Commission's stakeholder strategy and external engagement programme.

Vacancies Disestablished:

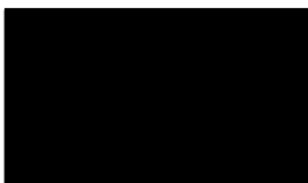
General Counsel	Provide high-quality, robust, and pragmatic legal advice and support to the Commission's Board, Senior Leadership Team, and the wider Commission team.
Senior Solicitor	Supporting the General Counsel with the provision of high quality, robust, and pragmatic legal advice and support to the Commission's Board, Senior Leadership Team, and the wider Commission team.
Senior Advisor, Procurement & Contracts	Provide commercial leadership and guidance in relation to the Commission's procurement needs.

Advisor, Government Services & Performance Reporting	Prepare high quality and timely responses to requests for information and support the delivery of the Commission's strategy, planning and performance products and processes.
Executive Assistant (General Manager Māori, and Pou Herenga)	Provide administrative support to the Kaiwhakahaere Matua Māori (General Manager Māori) and provide effective secretariat support to Pou Herenga.
Senior Analyst (x2)	Contribute to the creation and use of evidence in analysis and assist in providing guidance on the delivery of the Commission's objectives.
Analyst (x3)	Assist in the creation and use of evidence in analysis and support the delivery of the Commission's objectives.
General Manager, Corporate Services	Oversee the provision of high quality corporate services and support.

Although no information has been withheld from you, you have the right to seek an investigation and review of this response by the Office of the Ombudsman, in accordance with section 28(3) of the Act. Contact details for the Ombudsman can be found on their website at: www.ombudsman.parliament.nz

Please note that the Commission proactively releases its responses to requests made under the Act. This is to help ensure others can also have access to this information. As such, this letter will shortly be published on our website with your name and contact details redacted to protect your privacy.

Nāku noa, nā



Astrid Nunns
General Manager, Strategic Operations