



**Te Tāhū Hauora**  
Health Quality & Safety  
Commission

6 September 2024

[REDACTED]  
email: [REDACTED]

Tēnā koe [REDACTED]

Thank you for your Official Information Act 1982 request of 3 September 2024. Each part of your request is addressed in turn below:

**1. How many roles have been or will be disestablished overall? How many have been established?**

The below table outlines how many roles have been disestablished and how many have been created. Noting that 12 roles were vacant at the time of the change process.

<b>Roles</b>	<b>Headcount</b>
Disestablished	40
New Roles	22
<b>Net Impact</b>	<b>18</b>

**2. Any communication internally regarding concerns on the impact to the frontline from 1 March to 16 August 2024.**

There are no records of any communication regarding impacts on the frontline and Te Tāhū Hauora Health Quality & Safety Commission (Te Tāhū Hauora) does not provide frontline health services. This request is refused under Section 18(e) of the Official Information Act as the information requested does not exist.

**3. Any communication between management and leadership regarding leaks around the change process, from 1 March to 16 August 2024.**

There was no communication regarding leaks. All relevant information and updates were handled by the Chief Executive and the People, Culture and Capability team. This request is refused under Section 18(e) of the Official information Act as the information requested does not exist.

**4. All communication between the CE and the Minister from 1 March to 16 August 2024 regarding the change process.**

The following updates were provided to the Minister of Health by Te Tāhū Hauora in preparation for its regular quarterly meetings:

- *16 April 2024: Realigning our work*

We continue to work through a process with other health agencies to ensure we are not duplicating work across the system while maintaining a focus on our core business.

We are also going through an internal change process in response to cost pressures across the public service. We are confident we will continue to add value to the system as we consolidate any changes.

- *24 July 2024: Change process – strengthening our path to secure our future*

We have recently undertaken a significant change process across the organisation, commencing the new structure 8 July 2024.

This change was to ensure our financial viability into the future as well as ensure we are structured appropriately to deliver on our priorities in coming years. This change has resulted in an overall reduction of 18 positions (40 positions disestablished; 22 new positions created), approximately 15 percent of funded FTE.

We are cognisant that this has been a challenging time for staff, and we are turning our attention to ways to support our people and the culture of the organisation in the coming months. This is integral as we progress work on our priorities and deliver our work programme over 2024/25.

**5. How much has been spent on leadership leaving/arriving events or parties in 2024?**

There was no spend on leaving events or parties to date in 2024. There was one arriving event for leadership that is within scope of this request, for which catering was provided at a total cost of \$63.38.

**6. How much has been saved on the contractors and consultant spend through the change process?**

Contractor and consultant spend was not assessed through this change process. The change process focussed on adjusting permanent and fixed-term roles to align with updated fiscal constraints and ensure we are structured appropriately to deliver on our priorities in coming years.

**7. How many times was the counselling service used between 1 March to 16 August 2024, compared to the same time in 2023?**

Between 1 March to 16 August 2024, we have seen an increase in usage of the Employment Assistance Programme (EAP). During this period, we updated EAP on our organisational restructure and added onsite/online EAP availability during key dates.



Timeframe	Clients	Sessions
1 March 2023 to 16 August 2023	6	16
1 March 2024 to 16 August 2024	9	33

**8. The change process decision document.**

Attached.

**9. Any reviews conducted after the change process was implemented, regarding the change process.**

No reviews have been conducted since the change process was implemented in July 2024.

You are entitled, under section 28(2) of the Official Information Act, to seek an investigation and review of this decision by the Ombudsman.

Nāku noa, nā



Dr Peter Jansen

Chief Executive Officer

**Te Tāhū Hauora Health Quality & Safety Commission**

