



Ref: OIA 2024-045

[REDACTED]  
[REDACTED]

30 October 2024

Tēnā koe

Thank you for your request of 1 October 2024 seeking the following information under the Official Information Act 1982 (the Act):

- “1. Any information relating to changes in staffing/staffing structures made so far in 2024, or are intended to be made later in 2024.*
- 2. Were any of these changes made as a result of any reviews or restructures driven by the current Government's crack down on public sector jobs? Was anyone offered redundancy?*
- 3. A copy of your organisational staffing chart showing the structure of teams and team members, including job titles. Please include all roles including full-time, part-time, fixed-term, contractors, vacancies etc.*
- 4. Any information relating to the financial implications of staffing changes or staffing structure changes. E.g. a forecast of savings as a result of job changes”*

The Commission has considered your request in accordance with the Act and can advise as follows.

### Response

- 1. Any information relating to changes in staffing/staffing structures made so far in 2024, or are intending to make later in 2024.*
- 2. Were these changes made as a result of any reviews or restructures driven by the Government's crack down on public sector jobs? Was anyone offered redundancy?*

In early 2024, the Commission undertook a review of the Executive Leadership Team to consider whether the leadership structure at this level remained fit-for-purpose, and to consider how best to deliver on our statutory responsibilities. The decisions on this were communicated on 4 April 2024 and two roles were disestablished.

However, this review has since been superseded by a Commission-wide restructure that took effect on 1 October 2024. This restructure was in response to a 7.5% reduction in the Commission's budget, 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 a result of this restructure, there have been some role and vacancy disestablishments, voluntary redundancies, and resignations; and an Expression of Interest process for some roles, all of which were finalised on 1 October 2024.

3. *A copy of your organisational staffing chart showing the structure of teams and team members, including job titles. Please include all roles including full-time, part-time, fixed-term, contractors, vacancies etc*

Please find attached the Commission's current organisation chart (as at 1 October 2024) showing the team structures, and job titles. The chart includes all roles including full-time, part-time, fixed term employees and vacancies, where indicated [Document 1]. As at 1 October 2024, we had two contractors providing services, noting that these are not captured in the chart.

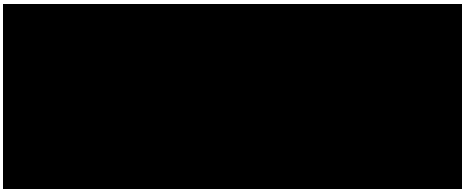
4. *Any information relating to the financial implications of staffing changes or staffing structure changes. E.g. a forecast of savings as a result of job changes*

As a result of the restructure, the cost of salaries is expected to go down. The cost of salaries in the year ended 30 June 2024 was \$12.2M. In the year ending 30 June 2025, the cost of salaries is expected to be \$10.7M. As at the date of your request, the forecasted saving is estimated as \$1.5M.

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](http://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



Grant Blackwell  
**Chief Science Adviser**

**Enc:** 1. Copy of CCC Organisation Chart October 2024