

Our Ref DOIA 25-005

Wellington OfficeRadio New Zealand House
155 The Terrace
PO Box 5501
Wellington 6145
New Zealand

T 0800 665 463

F +64 4 472 2244

E customersupport@linz.govt.nzW www.linz.govt.nz

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[REDACTED]
Research and Policy Advisor
Green Party of Aotearoa New Zealand
Email [REDACTED]@parliament.govt.nz

Tēnā koe [REDACTED]

Response to your official information request

Thank you for your official information request received on 2 July 2024 for:

- *All advice, reports, memos, aides-memoire, or similar documents sent to your responsible Minister regarding hiring and staffing changes in your department since November 2023*
- *All information documents, consultation documents, and surveys sent to multiple staff regarding hiring and staffing changes in your department since November 2023*
- *All correspondence between senior leaders regarding the use of Te Reo Maori, Maori cultural capability, and Te Tiriti obligations in your department since November 2023*
- *All advice, reports, memos, aides-memoire, or similar documents sent to your responsible Minister regarding the use of Te Reo Maori, Maori cultural capability, and Te Tiriti obligations in your department, since November 2023*
- *All changes to guidelines or policies regarding the use of Te Reo Maori, Maori cultural capability, and Te Tiriti obligations within your department since November 2023*

I am releasing a range of documents to you in response to your request. The documents being released in response to each part of your request, as well as any relevant contextual or explanatory information, is set out below.

Requests relating to hiring and staffing changes

1 *All advice, reports, memos, aides-memoire, or similar documents sent to your responsible Minister regarding hiring and staffing changes in your department since November 2023*

I am releasing the two Ministerial briefings listed below that are relevant to your request. The briefings are released in full.

- a. BRF 24-384 Upcoming organisational Change proposal
- b. BRF 24-416 Further organisational Change proposal

2 *All information documents, consultation documents, and surveys sent to multiple staff regarding hiring and staffing changes in your department since November 2023*

I am releasing 14 documents listed below.

This includes consultation and decision documents for four separate change processes, including the final part of LINZ's multi-year organisational change and transformation programme called Organising Ourselves.

In the interests of focusing our response on the most relevant information, I have not included appendices for the Organising Ourselves documents. These appendices set out the impacts of change proposals on individual roles, as well as structural diagrams, and change processes. The appendices are very detailed and largely administrative in nature. If you would like to receive the appendices, please contact us and they can be released to you.

Also included are copies of information articles published on LINZ's intranet (Whatukura), extracts from the Chief Executive's newsletter (Kōrero Rautaki) and extracts from the Leaders' News.

Kōrero Rautaki and Leaders' News both cover a range of issues relating to the leadership and operations of LINZ. Most of the content is outside the scope of your request. The information you have requested is released as extracts of the relevant information in accordance with section 16(1)(e) of the Official Information Act 1982 (OIA).

- a. Organisational Change proposals - People function
- b. Organisational Change proposals – People function - Decision document
- c. Organisational Change proposal - Customer Engagement and STEP Enablement Practice functions
- d. Organisational Change proposal - Customer Engagement and STEP Enablement Practice functions - Decision document
- e. Organisational Change proposal – Māori Crown Relations
- f. Organisational Change proposal – Māori Crown Relations – Decision Document
- g. Consultation on Design Phase Part Three – Organising Ourselves
- h. Decisions on Design Phase Part Three – Organising Ourselves

- i. Design Phase Part Three - Q&A
- j. Design Phase Part Three - Updated Q&A
- k. Property Rights - work squad case study
- l. Whatukura articles
- m. Kōrero Rautaki extracts
- n. Leaders' News extracts

I have decided to withhold the job titles of individual employees whose roles are disestablished or proposed to be disestablished by a change process from the documents. This applies to documents a-f listed above.

I have decided to withhold in full four documents (not listed above) relating to two further change processes, each of which relates to a single employee.

Information relating to affected individual roles where the person in that role could be identifiable has been withheld under section 9(2)(a) of the OIA to protect the privacy of natural persons.

I consider that the withholding of the information is not outweighed by the public interest in making that information available.

Requests relating to use of Te Reo Maori, Maori cultural capability, and Te Tiriti obligations

We are interpreting your requests to apply to correspondence relating to the functioning of LINZ as a Public Service Department and to not apply to discussions around the operational delivery of agreed settlements between the Crown and Iwi.

LINZ has over 2800 settlement commitments relating to 77 Treaty settlements recorded at different stages of the settlement process. There are also over 500 commitments where there is a requirement for other agencies to first initiate their commitment and where LINZ then has a statutory role in the process (for example, by recording memorials for land title registration).

LINZ is responsible for the Treaty settlements Landbank. There are around 900 properties in the portfolio. LINZ engages with iwi claimant groups as it is responsible for managing and preparing properties, including remediation and demolition work, for transfer to these groups as part of settlements.

If you wish to request correspondence relating to the operational delivery of negotiated settlements between the Crown and Iwi, please contact us. Due to the large number of commitments, many of which are complex in nature, this is potentially a large amount of information requiring substantial collation and research. We will need to work with you to clarify the scope of your request.

3 *All correspondence between senior leaders regarding the use of Te Reo Maori, Maori cultural capability, and Te Tiriti obligations in your department since November 2023*

I am releasing one email with two attachments relating to the Waitangi Tribunal's inquiry into te reo Māori in the public sector (WAI3327). This email was sent to LINZ's Chief Executive on 13 June 2024, and was subsequently forwarded to LINZ's Tier Two leaders.

The attachments included are:

- a) A letter from Minister for the Public Service, Hon. Nicola Willis, to the Acting Public Service Commissioner.
- b) Acting Public Service Commissioner Heather Baggott's Brief of Evidence to the Waitangi Tribunal for WAI3327.

Contact details of Public Service Chief Executives has been withheld under section 9(2)(a) of the Official Information Act to protect the privacy of natural persons.

I consider that the withholding of the information is not outweighed by the public interest in making that information available.

4 *All advice, reports, memos, aides-memoire, or similar documents sent to your responsible Minister regarding the use of Te Reo Maori, Maori cultural capability, and Te Tiriti obligations in your department, since November 2023*

No such documents have been provided to LINZ's responsible Minister. I am therefore refusing your request under section 18(e) of the Official Information Act as the information does not exist.

5 *All changes to guidelines or policies regarding the use of Te Reo Maori, Maori cultural capability, and Te Tiriti obligations within your department since November 2023*

No such changes to guidelines or policies regarding the use of Te Reo Maori, Maori cultural capability, and Te Tiriti obligations have been made. I am therefore refusing your request under section 18(e) of the Official Information Act as the information does not exist.

Please note, this response letter, with your personal details withheld, and the attached documents will be published on the LINZ website (<https://www.linz.govt.nz/resources>). This is likely to be published by 16 August 2024.

If you wish to discuss this decision with us, please feel free to contact ministerialsupport@linz.govt.nz.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Nāku noa, nā



Louise Hornabrook
Acting Director
Office of the Chief Executive

Proactive Release