

19 Feb 2024

Organising Ourselves Part 3 – Questions and answers

Design proposals

What if I disagree with the design proposed for my area?

This is a consultation process for proposed designs, and we welcome your feedback and suggestions. All feedback will be carefully considered by the Chief Executive, Kaihautū and Heads of Function before decisions are made.

Will there be enough roles for everyone in the new design?

Yes. As with all other parts of Organising Ourselves there is no aim to reduce the number of roles through the Part Three process. There will be a role for everyone.

Why can't everyone who meets Customer Regulatory Specialist Level Rua capabilities move into Rua now?

The proposed design moves away from a flat structure and introduces levels into the Property Rights and Contact centre areas.

The design needed to specify the number of roles required at Level Rua to make the design work, and so we could carry out the modelling needed to ensure affordability.

Once an organisation-wide progression process is developed, this will give further opportunity for people to move into Level Rua.

What if more than 30 people demonstrate the capabilities for Level Rua?

The design has 30 Level Rua roles available for people to express interest in through an opt-in process. All EOIs will be considered by a panel.

If more than 30 EOIs are received, the people who the panel considers most clearly demonstrate the required capabilities via a scoring process will be appointed.

If my expression of interest is unsuccessful will I get feedback?

Yes, feedback will be provided by the panel or your team manager.

This feedback can be used to identify areas for further development in your Whakawhanke.

Team make-up

Will I stay with my current team and manager?

The new designs propose changes to structures and reporting lines.

We are consulting on the proposed designs to give you the opportunity to consider the changes and provide feedback.

Who will my manager be?

Team Managers roles are also proposed to change with an Expression of Interest process for which leader role those people are interested in.

We cannot pre-determine whether to proceed with the proposals by suggesting who would be in which role.

Will I get a say in who my leader will be?

If we proceed with the proposals, people will be allocated to home teams. We are not proposing a preference matching process for which home team people will be placed in.

You will be advised who your manager will be as far in advance as possible.

Broad-based roles

Will Part Three designs use the same broad-based roles as those in the previous parts?

Yes, the Part 3 proposals have been developed using the broad-based roles and levels that were agreed in previous parts. The broad-based roles and levels used in the proposed designs reflect the work of the various functions and teams in Property Rights, the Contact Centre, and Learning and Training.

What if I disagree with the proposed broad-based roles?

We welcome feedback on the broad-based roles proposed to be used in the designs, however the broad-based roles themselves and the levels have all been consulted on and agreed in previous OO consultations.

Broad-based role remuneration

Will my pay change when I transition to a broad-based role?

As with previous parts of Organising Ourselves, most people will retain their current salary and remain on their current pay band when moving to broad-based roles.

If, as a result of the change process, you move to a broad-based role and level that does not include your current pay band then you would move to the appropriate pay band that sits within your new broad-based role level. In some cases, this may also result in an increase in your remuneration to ensure your salary is in line with your new pay band.

Will the 7-year movement to pay band midpoint still apply when moving to broad-based role?

Yes, assuming you move to a broad-based role on your current pay band and remuneration.

If as a result of the change process you move to a higher pay band and your remuneration is increased as a result, then the 7-year movement to midpoint would reset.

Will I still get Public Service Pay Adjustment (PSPA)?

Yes. All Toitū Te Whenua people will receive the Public Sector Pay Adjustment that was agreed in 2023. This will apply from 3 April 2024.

If I take on a bigger role, will I get paid more?

If you were to move into a broad-based role and level which has a greater level of accountability, then you can expect your remuneration to reflect this.

In line with our commitments and usual remuneration practice, this would be looked at on a case-by-case basis depending on the individual's circumstances.

Role progression

When will a role progression process take place?

Role progression will be available between levels one and two, where that aligns with Ngā Pūkenga IC1 and IC2. This is a different process to pay progression.

A role progression process for the organisation is under development.

There has been an initial pilot process for the Digital Specialist role within Digital Delivery. The learnings from this, along with input from squads and feedback we have received so far, are being considered as part of the development process.

We cannot give a date for when the role progression process will be rolled out in Survey and Title, but we are targeting the 2024/25 financial year – most likely in 2025.

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