

2 Feb 2024

Organising Ourselves Part 3 – Questions in advance of consultation

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

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

Will I stay with my current team and manager?

The new designs are likely to propose some changes to structures and reporting lines. We will consult on the proposed designs to give you the opportunity to consider the changes and provide feedback.

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 will 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?

There will be a consultation process for proposed designs, and we welcome your feedback and suggestions. 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.

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.

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 our number of roles through the Part Three process. There will be a role for everyone.

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