

BRF 24-416 Further organisational Change proposal

Ki / To: Hon Chris Penk, Minister for Land Information

Rā / Date: 9 May 2024

Ngā mahi matua kia mahia/key actions required

Minita/Minister	Key action required: Agree/note/forward	Deadline when this action should be completed by
Hon Chris Penk, Minister for Land Information	Note that LINZ will soon consult affected staff on proposed organisational changes in its Location Information function that would, if confirmed, result in a small number of roles being disestablished.	17 May 2024
Hon Chris Penk, Minister for Land Information	Note that LINZ will stop two unfunded cross-government co-ordination programmes and make changes to the mix of expert skills in the positioning area.	17 May 2024
Hon Chris Penk, Minister for Land Information	Advise if you would like to discuss the change proposals further or receive more information.	17 May 2024

Toitū Te Whenua Land Information New Zealand Whakapā/contacts

Ingoa/Name	Tūnga/Position	Nama waea/ Contact number	Whakapā tuatahi/first contact
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Ngā kōrero a te Minita/Minister's comments

Pūtake/Purpose

This briefing is to update you on further upcoming organisational change proposals that Toitū Te Whenua Land Information New Zealand (LINZ) will consult on with affected staff. These proposed changes would, if confirmed, result in four currently filled roles in its Location Information function being disestablished.

The changes aim to redirect resources into higher priority work and would replace some of the disestablished roles with new roles with different skill sets.

Tohutohu/Recommendations

Toitū Te Whenua Land Information New Zealand recommends that you:

- 1 **Note** that LINZ will soon consult affected staff on proposed organisational changes that would, if confirmed, result in a small number of roles being disestablished in its Location Information function. *Noted*
- 2 **Note** that these changes involve LINZ stopping two unfunded cross-government co-ordination programmes and proposing changes to the mix of expertise in the positioning area. *Noted*
- 3 **Advise** if you would like to discuss the change proposals further or receive more information *Request / decline*
- 4 **Note** that LINZ is providing details of the change proposals to the Public Service Commission and Public Service Association *Noted*
- 5 **Note** that LINZ will provide your office with copies of our communications in advance *Noted*



Dr Richard Hawke

Toitū Te Whenua Land Information New Zealand

Rā/Date: 9 May 2024

Hon Chris Penk

**Te Minita mō Toitū te Whenua/
Minister for Land Information**

Rā/Date:

Taipitopito/Details

Change proposal

- 1 LINZ will soon propose an organisational change process affecting the Location Information Function.
- 2 The change proposal is required to respond to a changing need for particular specialist skills while remaining within current funding and staffing levels and focusing our resources on core activities.
- 3 Our change proposals are based around two key areas:
 - increasing our geodetic expertise and capability (see para 5 below), and
 - stopping unfunded cross-government co-ordination work.
- 4 The proposed changes would result in disestablishment of four currently filled roles, which would be re-purposed to engage staff with different specialist skills focused on higher priority work.

Geodetic capability

- 5 Geodesy is the science of measuring and understanding the earth's shape, orientation in space and gravity field. Geodesy is an important part of understanding and precisely plotting location on the earth's surface, which underpins cadastral surveying and accurate geographic information (such as mapping and charting).
- 6 LINZ has a small team of geodesists who provide expertise, advice, and analysis.
- 7 The recent retirement of the Chief Geodesist has reduced our capability in this important specialist field.
- 8 We plan to rebalance our skill mix in this area by disestablishing a small number of roles focused on maintaining our physical geodetic network (precise positioning of reference marks used by surveyors) where advancing technology is reducing demand. This resource will then be used to engage two more geodesists to replace and grow geodetic capability to address reduced capacity.

Cross-government co-ordination work

- 9 LINZ has been taking a system leadership role working with other government agencies and organisations on two initiatives (described below) to improve geospatial information availability and co-ordination.
- 10 These initiatives are funded by LINZ and we are the most appropriate agency to lead this work if it is to be carried out. The work has received non-financial 'in-kind' support from other sources, but there is no future funding agreed. Both initiatives are future focused and there are no contractual obligations in place.

- 11 While the initiatives are both aligned with our strategic intentions, will add value over the longer-term, and have received non-financial support from other organisations; in a resource-constrained environment they are lower priority than providing our core services.
- 12 Stopping this work will reduce workload across the Location Information function and enable the disestablishment of two roles and free up capacity in other parts of Location Information currently allocated to supporting these initiatives. Stopping this work will mean resources can be redirected into higher priority activities that more directly support LINZ's core business.
- 13 LINZ will engage with stakeholders of both these initiatives to explain the decision.

CODEM

- 14 The Common Operational Datasets for Emergency Management (CODEM) work involves LINZ creating a dedicated data catalogue of geospatial datasets for use by the emergency management sector to improve efficiency.
- 15 Stakeholders for this work include National Emergency Management Agency, Fire and Emergency, NZDF, Stats NZ, a small number of local government emergency management groups, and Eagle Technology Ltd on the development of the CODEM prototype.
- 16 CODEM is still in development and is not being used as part of responding to any actual emergency. To move CODEM to being a live service, additional permanent funding would need to be obtained for its ongoing management and operation.
- 17 In stopping this work there will be no change in LINZ's current emergency response role of providing location information support and co-ordinating geographic and location information needs.

Marine Geospatial Information Working Group

- 18 LINZ facilitates the Marine Geospatial Information Working Group, which brings together agencies with an interest in this area to work together to identify and leverage opportunities to grow the value of marine geospatial information investments and benefits.
- 19 Other organisations involved in the Working Group include GNS Science, NIWA, Department of Conservation, Ministry for Primary Industries, Te Arawhiti, New Zealand Defence Force, Maritime NZ, and regional councils.
- 20 The Working Group is not LINZ's core business. There is no government mandate and there is no central funding for the work.

Process and timeline

- 21 In line with employment law and obligations in employment agreements, we must consult with affected staff on proposed changes and consider the feedback we receive before making decisions.
- 22 We plan to release details of the proposed changes to affected teams in a consultation document in the week of 27 May and advise the organisation about the proposals.
- 23 The planned consultation period with affected staff will run from Wednesday 29 May to Wednesday 12 June 2024.

- 24 We will engage with the Public Service Commission and provide details of the proposals and our planned communications. We understand the Commission is updating the Minister for the Public Service about agency change processes.
- 25 LINZ has significant union membership and will engage with the Public Service Association about the proposed changes in advance.

Potential further organisational change

- 26 LINZ senior leaders are continuing to closely examine our priorities and identify opportunities to make savings and achieve efficiencies.
- 27 We have identified future issues in the Location Information area with experts approaching retirement and a cartographic (map drawing and updating) system at end-of-life and requiring replacement. These issues require a management response, which is still being worked through.
- 28 These processes may result in a need for further organisational change.
- 29 We will ensure you are advised of any further change proposals in advance.

Other change programmes

Organising Ourselves

- 30 LINZ is in the final stages of a multi-year transformation programme called Organising Ourselves. This has not aimed to reduce staff numbers but has given enhanced flexibility and a good understanding of our workforce, capability, and priority services.
- 31 Decisions have been made on the final part of the Organising Ourselves change programme, and the expression of interest process for newly created roles has now been completed. The changes are on track to be implemented on 1 July 2024.

Organisational Change Underway

- 32 LINZ has completed consultation on an organisational change process affecting the People (Human Resources) and Customer Engagement (Communications) functions.
- 33 We provided a briefing about this change process dated 4 April 2024 (BRF 24-384).
- 34 The proposed changes would result in the disestablishment of five currently filled roles, as well as combining teams and changing reporting lines.
- 35 You will be notified about final decisions and the effective date for any confirmed redundancies.