

Attachment – WPQ – 52094

Permanent FTE	30 November 2023	31 July 2024	Nov-23 to Jul -24 % FTE Changes	
Group	Permanent FTE	Permanent FTE	Permanent	
Biodiversity Heritage and Visitors	382.04	367.22	-14.82	▼ 4.0%
Office of the Director-General	5.00	6.8	1.8	▲ 26.5%
Organisation Support	380.38	409.95	29.57	▲ 7.2%
Policy and Regulatory Services	250.38	243.78	-6.6	▼ 2.7%
Public Affairs	115.94	109.78	-6.16	▼ 5.6%
Regional Operations	1164.80	1077.57	-87.23	▼ 8.1%
Treaty Relationship	41.10	46.00	4.9	▲ 10.7%
Grand Total	2,339.64	2,261.10	-78.54	▼ 3.5%

Summary of decisions from Department of Conservation's 2024 Organisational Change

Biodiversity, Heritage and Visitors

- Disestablish the Monitoring and Evaluation Directorate and create a Monitoring and Insights Directorate with additional reporting line changes.
- Disestablish the Social Science component of Social Science and Monitoring Team.
- Reduce the size of Geospatial Services Team.
- Disestablish the Aquatic Delivery Manager but retain the Freshwater Coordinator positions and function in the Biodiversity System and Aquatic Directorate.
- Transfer the Predator Free team to National Programmes and reduce the size of the function.
- Disestablish vacant roles in Terrestrial Biodiversity.
- Retain the Plant Pathogens team in their current state.
- Move teams and functions within the Heritage and Visitors Directorate and disestablish some positions.

Director General and Office of the DG

- Disestablish Chief Science Advisor.
- Disestablish Chief Advisor.
- Move Internal Governance function from Business Services to Office of the D-G.

Organisation Support

- Move roles doing asset related work into the Asset Management Directorate, establish fewer managers than proposed, and establish dedicated Team Leads for Inspectors.
- Establish a specialised Enterprise Portfolio Management Office (EPMO) and move project delivery-related roles (for complex projects) into this Office.
- Merge the Property and Fleet Teams.

- Reduce FTE in Information Systems and Services (ISS), replace some roles with specialist positions, and establish a new Radio Engineer role.
- Disestablish one position in the Leadership Team, vacant positions in Business Support, and one vacant position in Finance.

Policy and Regulatory Services

- Retain all filled Resource Management Act Planner and Senior Planner positions and disestablish some vacancies in the RM Regulatory Delivery team and Legal Services teams.
- Reduce from two RM Regulatory Delivery Team Lead positions to one and change reporting lines in the team.
- Fill the Senior National RMA Advisor vacancy.
- Change reporting lines in other regulatory services teams, to align better with organisational design principles.
- Disestablish other vacancies across the group to enable permanent appointments to areas of particular priority or need.

Public Affairs

- Disestablish positions in Strategic Communications and Engagement, Conservation Assurance and Governance and Government Services.
- Reset the Strategic Partnership and Investment (SPI) Directorate and reduce the overall number of positions.

Regional Operations

- Move Asset Inspectors, Asset planning functions and Senior Works Officers to the Asset Management Directorate in the Organisation Support Group.
- Disestablish Planning Manager and Improvement Manager positions.
- Establish a smaller integrated planning and performance function in each of the regions, with generic planners and an advisor.
- Establish a smaller National Operations Directorate with realigned functions.
- Disestablish the existing Improvement Manager and create a new National Improvement Manager position.
- Disestablish the national Issues team and create an Issues Manager role in the Western South Island region.

Treaty Relationships

- Disestablish a position in Treaty Systems Oversight.