

24 September 2009

Dear Chief Executive

I am writing to inform Chief Executives of our progress on work relating to the development of the operational structure of the Auckland Council and associated staff transition protocols and processes.

This letter is intended to be shared with employees and will be referenced in our Transition Times. Please also ensure that it is passed to CCOs within your structure.

Any questions regarding this communication should be directed to Laila Harré, Advisor, workforce/HR work stream, Auckland Transition Agency (ATA).

Staff engagement on organisational structure and workstream processes

We have developed the following description of the expectations we have for staff engagement in the design and strategy work being undertaken in ATA work streams:

“Making sure that staff have a say on the organisational structure and how each function or organisation will look after 1 November 2010 is important. To provide this input each Council has nominated work stream contacts and other staff to work alongside the ATA work stream leaders in the design and strategy work that they are doing. One of the roles of these contacts is engagement with local staff and union representatives so that the contribution that they make in the workgroup is well informed by local knowledge and opinion. The ATA will also engage with unions at a regional level on options under consideration in areas identified by unions as having a significant impact on their members, and across work streams when considering the employment and employment relations implications of strategy and design options.”

As the above suggests, local government organisations have the primary responsibility for supporting staff engagement through your work stream nominees.

Release of Discussion Document – late October

We intend to release a discussion document in later part of October as a basis for engagement on:

- An organisational structure (through to at least group manager level)
- Staff transition protocols and processes

The discussion document will include a general description of the extent of reorganisation expected across the organisational structure so that staff can assess and provide feedback on the structure and the transition protocols and processes in the context of potential employment impacts.

We will arrange with you to brief local government organisations on this document and the feedback process.

This will be a high level document. It will be reviewed in the light of feedback before finalising the levels of organisational structure included and staff transition protocols and processes. A report will follow late in the year or early in the New Year.

A comprehensive engagement process will follow in relation to the planning of reorganisations arising from these decisions, including full consultation on any proposals which have an employment impact.

Transport Agency and Watercare

Our aim is to operate as seamless a process as possible in relation to the staff transition. The discussion document will include information regarding the organisational structure of the Transport Agency and Watercare and protocols and processes relating to the filling of positions in these entities.

Recruitment to senior management levels below the ICE

Consultation with those who will be impacted by decisions on the establishment of new senior management roles will also commence in October or early November.

I would like to take this opportunity to thank you and your staff for the tremendous support being provided to the ATA in our task.

Yours sincerely



Mark Ford
Executive Chairman
Auckland Transition Agency

CC

Their Worships the Mayors of Auckland City Council, Manukau City Council, North Shore City Council, Waitakere City Council, Franklin District Council, Papakura District Council, Rodney District Council
The Chairman, Auckland Regional Council.