



Infrastructure Acceleration Fund (IAF) – Final Decisions Document

July 2024

Released under the Official Information Act 1982

Foreword

Kia ora tātou,

Thank you for your patience over the last few weeks as we have worked through a change proposal to reorganise the IAF Team in response to the reduction in the funding available for the operation of the IAF team for the 2024/25 Financial Year.

I appreciate that this has been a difficult time, particularly for those directly impacted by the change proposal.

I want to acknowledge and thank for your professionalism and for the way you have continued to diligently perform your mahi through this difficult time.

As I said at the outset of this process, it is important that you know that the changes we proposed were not a reflection of the performance of the team, the individuals, or even the fund but rather reflected the direction and policy of the government.

As we transition from the consultation phase into implementing the changes to structure and our ways of working, I want to reiterate that there are many resources available to you and that both Kathleen and I are available, and committed, to supporting you through the next phase of this process.

Ngā mihi

Caroline McDowall

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Introduction

On Thursday 13 June 2024, we released a consultation document that proposed changes to the resourcing model and organisational structure of the IAF team in response to new government direction and policy, reduced funding for the operations of the IAF Team, and the need to refocus our work programme.

As was outlined in the Consultation document, moving forward the work of the IAF Team needs to be focused only on what is essential to meet our obligations in IAF Agreements and adhere to our commitments in the Agency Agreement between Kāinga Ora and the Crown.

This requires that we significantly scale down some activities and stop doing others. A revised resourcing model and organisation structure was proposed, which reflected the change in the Team's scope and focus.

Summary of proposed changes

The proposed changes to the IAF Team resourcing and structure, as outlined in the Consultation document, included to:

1. Retain the role of the Director – IAF, which remains accountable for ensuring the IAF achieves the best outcomes for Crown in line with new Government direction including delivery of the revised work programme and maintaining collaborative and effective relationships with key external stakeholders across government.
2. Disestablish the position of Senior Programme Manager, which would not be required with a future focus on contract management and payment to recipients, and to transition any programme control functions to the Director, and data management and reporting tools functions to the Senior Advisor.
3. Reduce the number of Senior Commercial Lead roles from three positions to two, with a future focus on the core commercial aspects of the role including contract and variation management and well as payment validation.
4. Disestablish the Principal Advisor role, with the IAF Director to take responsibility for any residual Principal Advisor functions.
5. Disestablish the Commercial Coordinator role with IAF Team members to undertake their own administration and coordination activities.
6. Retain the Senior Advisor role to provide support to the Senior Commercial Leads and the Director-IAF, and mentor the Advisor but with a change in reporting line to the Director-IAF.

7. Retain the Advisor role to continue to support the Senior Commercial Leads but with a change in reporting line to reporting line to the Director - IAF.

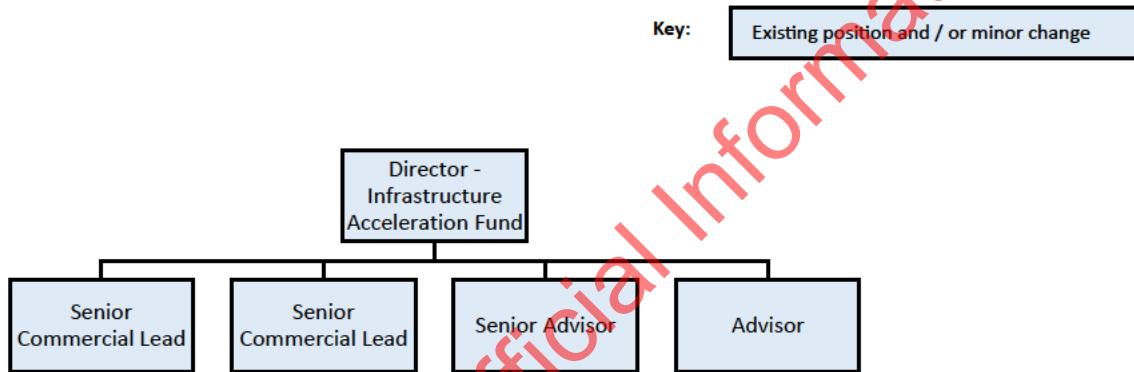
Final Decision

There was no feedback received through the consultation process that suggested any alternatives to what was initially proposed in the Consultation document.

Therefore, the final decision is to confirm all the changes as originally proposed.

Confirmed IAF Structure

The following structure chart shows the confirmed IAF structure moving forward.



Confirmed impacts on existing positions

The table below describes the confirmed impact on existing positions.

Role	No	Confirmed Impact
Director – Infrastructure Acceleration Fund	1	Reconfirmed with minor change
Senior Programme Manager – Infrastructure Acceleration Fund	1	Position disestablished
Senior Commercial Lead – Infrastructure Acceleration Fund	2	Reconfirmed with minor change
Senior Commercial Lead – Infrastructure Acceleration Fund (vacant)	1	Position disestablished
Principal Advisor – Infrastructure Acceleration Fund	1	Position disestablished
Senior Advisor – Infrastructure Acceleration Fund	1	Reconfirmed with minor change
Advisor – Infrastructure Acceleration Fund	1	Reconfirmed with minor change
Commercial Coordinator – Infrastructure Acceleration Fund	1	Position disestablished

Next Steps and timetable for implementation

As outlined in the Consultation document, we are aiming to commence the new structure from 1 August 2024.

Between now and the 1 August, we will commence more detailed planning for the transitioning of work and changes to our ways of working, and we will be working with our people affected by this decision to explore redeployment opportunities across the broader organisation.

Table 1: Final decisions & implementation timeline

Activity	Dates
Embargoed Final Decisions document provided to PSA	Mon, 8 July 2024
Final Decisions document released to the IAF Team	Tues, 9 July 2024
Transition planning	Wed, 10 July – Wed, 31 July
New structure effective	Thurs, 1 August 2024

Appendix A – Support for our people

Confidential Employee Assistance Programme (EAP) is a professional and confidential counselling support available to our people to use at any time – it is not necessary to inform anyone, you just contact them directly on 0800 327 669 (0800 EAP NOW), or you can make an appointment online.

Clearhead (through Unimed) - a nationwide network of 500+ mental health professionals (counsellors, psychologists, psychotherapists) who provide confidential support when you need it. You can book an appointment via an online booking tool [HERE](#) and choose a therapist based on their profile. Sessions must be booking via the online booking tool, not directly with your chosen mental health professional, in order for it to be funded through UniMed. You will need your UniMed Policy ID to complete the booking. If you can't find the right person to meet your needs, you can get in touch with Clearhead - 0800 257 433 or contact@clearhead.org.nz.

Navigating Change Atamai page - a dedicated page which provides information on all the different support services available and on offer during this period. This page is being regularly updated with information, resources and upcoming sessions to help you prepare and support you through a period of change and uncertainty, so make sure to visit the page regularly [Navigating change \(sharepoint.com\)](#).

Expression of Interest/CV support

There will be support on offer for affected people, to assist with the Expression of Interest process including assistance and support with CV and interviewing, through FuturePath. More information on this will be in the final decision document if the proposal proceeds and there are affected employees.