

Health New Zealand

Te Whatu Ora

28 August 2024

Kia ora,

You will have heard a lot recently about our financial situation, and to be sustainable we need to live within our budgets. That means we need to move towards being a more efficient organisation, focusing our resources on the delivery of frontline healthcare.

It is now clear the initiatives already in place will not, by themselves, resolve the financial issue or ensure we have the right people in the right place.



Margie Apa, Chief Executive

As the majority of our expenditure is on people costs, we need to review our size and structure as part of our reset. We are therefore providing the opportunity for eligible staff to consider voluntary redundancy, ahead of more formal change consultation processes likely over the coming months.

At this stage, the option of expressing interest in voluntary redundancy is available to employees who are:

- employed under individual employment agreements which are not covered by collective employment agreements, or
- in a role covered by the new PSA Policy Advisory Knowledge and Specialist (PAKS) Workers collective agreement 21 December 2023-17 February 2025 (PSA PAKS CA), or
- in a role covered by the PSA National Health Administration Workers collective agreement 1 January 2023-31 December 2024 (PSA Admin CA) or,
- employed on individual employment agreements with terms and conditions derived from the PSA PAKS CA or PSA Admin CA.

You can find more information on [Te Haerenga](#) or your local intranet.

Expressions of interest are open from Thursday 29 August 2024 and close on Friday 13 September 2024.

Inviting expressions of interest for voluntary redundancy is not a reflection on any individual's performance.

Applications for voluntary redundancy will be assessed on a case-by-case basis and leaders will have sole discretion over whether an **expression of interest** is accepted or not. We expect the outcome of any **expression of interest** to be communicated to those that apply by mid to late September.

We are not opening up voluntary redundancy more widely at this stage. However, we will enable any staff to pre-register their interest if they were to become eligible to apply in the future. This would not amount to a formal 'expression of interest'. You can find more information [here](#) or on your local intranet.

We want impacted staff to be treated fairly and with respect, and other staff in their areas to feel supported following any changes.

I know situations like this can be difficult. Please continue to support each other – talk to your manager or a colleague if you have concerns. Please respect the privacy and any decisions made by those involved.

I'll talk more about this at [tomorrow's All-Staff Hui](#).

Ngā mihi,

Margie

Margie Apa
Tumu Whakarae (Chief Executive Officer)
Health New Zealand - Te Whatu Ora

[Click to join the All-Staff Hui, 2pm - 3pm this Thursday, 29 August.](#)