

National Office

People & Business Capability
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File: OIA 388810

31 October 2009

Karen Whibley
NZ Educational Institute
P O Box 466
WELLINGTON 6140

Dear Karen

Thank you for your letter of 6 October 2009 requesting any response or further communication between the Ministry and SSC relating to the provision of front line service delivery by Ministry staff.

Your request has been considered under the Official Information Act 1982.

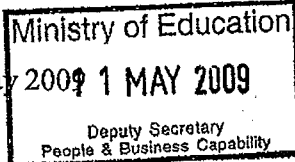
There is one document covered by your request which is enclosed.

Material not within the scope of this request has been deleted from the letter.

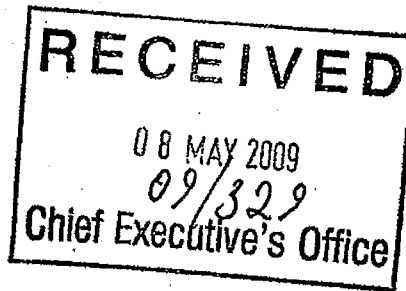
Yours sincerely



Kristine Kilkelly
Deputy Secretary
People & Business Capability



Karen Sewell
Secretary for Education
Ministry of Education
PO Box 1666
WELLINGTON



Dear Karen

Capping the Size of Core Government Administration and Giving Priority to Front-line Service Delivery

Thank you for your letter to the State Services Commissioner dated 27 April raising two issues regarding your Ministry's staffing return as at December 2008 related to capping.

Special Education Support Workers and Field Staff

You have requested that the Special Education support workers and field staff employed by the Ministry be treated as outside of the staffing cap on core government administration – in same way as Cabinet agreed for Child Youth and Family (CYF) and Work and Income – because staffing levels are highly variable depending on a range of external factors and the workforce is “highly casual”.

In the case of CYF and Work and Income, Government wanted to make explicit provision for potential staffing increases given possible increases in demand for their services in view of the economic situation. The services that were excluded from within the Corrections department had forecast staffing increases in line with policy decisions. However, most of the agencies within core government administration provide a mix of front-line and back office functions. Government's intention, over time, is to see an overall shift from back office to front-line services. As the cap is a global one, the Government does not expect to see each agency necessarily keeping its staff numbers within its own establishment level. Staff numbers may fluctuate, and decreases in some agencies can be balanced by increases in others within the global cap.

We note that your forecast to December 2009 was for a small reduction from 2834 positions as at December 2008, to 2813 positions in December 2009. If frequent large fluctuations in Special Education Service staff numbers mean notifications of staff changes above or significantly below your establishment level will be problematic, I suggest that your HR team follow this up with Robyn Rendall (495 6667) or Malcolm Macaskill (495 6632) at the Commission. You may also wish to note that the SSC collects data through the Human Resource Capability survey on open-term and fixed term employees, but not on casual employees.

Yours sincerely



Peter Brown
Deputy Commissioner, People Capability

RELEASED UNDER THE
OFFICIAL INFORMATION ACT