



29 May 2018

Ref: DOIA 1718-1549

Mr Phil Pennington
Radio New Zealand News
Email: Phil.pennington@radionz.co.nz

Dear Mr Pennington

Thank you for your email of 1 May 2018 to the Ministry of Business, Innovation and Employment (the Ministry) requesting, under the Official Information Act 1982 (the Act), the following information:

It is six months on from when RNZ sought info on jobs following the restructure at BSP; meantime MBIE has announced a review of building product assurance

RNZ requests the following info from MBIE (pls also break down Mkt Services response into 2 parts, for building assurance and for determinations

- *Total redundancies resulting from BSP/Mkt Services review*
- *Total staff turnover in BSP since review changes kicked in (Oct 2017?); in Mkt Services*
- *Staff attrition rate in BSP annually for the 2 years before the review*
- *Staff attrition rate since the review*
- *How many vacant positions are there currently in BPS? In Mkt Svcs?*
- *How many vacant positions are at the level of a unit manager or above?*

Total redundancies resulting from BSP/Mkt Services review

There have been seven redundancies in total (four from the Building Systems Performance Branch (BSP), three from teams transferring to Market Services).

Total staff turnover in BSP since review changes kicked in (Oct 2017?); in Mkt Services

There have been 11 members of staff leave BSP since the review in October 2017. A monthly breakdown can be found on page three of the response.

Since the review to the time of your request, no permanent staff members have exited from Market Services.

Staff attrition rate in BSP annually for the 2 years before the review

Please note the attrition rate is calculated as a percentage of the number of leavers per month divided by the branches' headcount per month.

From October 2015 to September 2016 there was an average attrition rate of 2.01 per cent in BSP. From October 2016 to October 2017 (the month in which the review occurred) the average attrition rate in BSP was 3.45 per cent. Please see below for the monthly breakdown of this data.

Month	Headcount	Number of Leavers	Attrition Rate
Oct-2015	58	1	1.7%
Nov-2015	57	2	3.5%
Dec-2015	56	0	0.0%
Jan-2016	57	1	1.8%
Feb-2016	59	1	1.7%
Mar-2016	61	0	0.0%
Apr-2016	64	3	4.7%
May-2016	65	2	3.1%
Jun-2016	64	2	3.1%
Jul-2016	64	1	1.6%
Aug-2016	68	1	1.5%
Sep-2016	70	1	1.4%
Oct-2016	70	0	0.0%
Nov-2016	70	1	1.4%
Dec-2016	68	1	1.5%
Jan-2017	71	4	5.6%
Feb-2017	71	1	1.4%
Mar-2017	71	4	5.6%
Apr-2017	69	0	0.0%
May-2017	73	3	4.1%
Jun-2017	72	6	8.3%
Jul-2017	70	4	5.7%
Aug-2017	70	1	1.4%
Sep-2017	66	4	6.1%
Oct-2017	54	2	3.7%

**The data in the table includes redundancies but excludes fixed term and contractors.*

Staff attrition rate since the review

From November 2017 to April 2018, the average attrition rate in BSP was 3.48 per cent.

Please see below for the data on which the above attrition rate is based.

Data Date	Headcount	Number of Leavers	Attrition Rate
Nov-2017	52	4	7.7%
Dec-2017	53	2	3.8%
Jan-2018	51	1	2.0%
Feb-2018	54	2	3.7%
Mar-2018	54	1	1.9%
Apr-2018	57	1	1.8%

**The data in the table includes redundancies but excludes fixed term and contractors.*

How many vacant positions are there currently in BPS? In Mkt Svcs?

How many vacant positions are at the level of a unit manager or above?

The table below outlines the number of current vacancies in BSP and Market Services. The Ministry is actively recruiting for 17 vacancies, and these are at various stages of the recruitment process. We have interpreted 'unit manager or above' to refer to tier four positions which report directly to the General Manager of a Branch.

Vacancies	BSP	Market Services
Positions	15	3
Unit manager or above	3	1
Total	18	4
Actively recruiting	13	4

Please note a number of the above positions are currently under offer.

You have the right to seek an investigation and review by the Ombudsman of our response to your request. Information about how to make a complaint is available at: www.ombudsman.parliament.nz or freephone: 0800 802 602.

Yours sincerely



Chris Bunny
Deputy Chief Executive
Building, Resources and Markets