



# Weekly Report

<b>Week ending:</b>	30 August 2024	<b>Priority:</b>	Medium
<b>Security classification:</b>	In confidence	<b>Tracking number:</b>	MFR2024-111
<b>Recipient</b>	<b>Action sought</b>		
Hon David Seymour MINISTER FOR REGULATION	Note the contents of this report		
Aisling Risdon Contact: s9(2)(a) Ministry for Regulation			
<b>Minister's comments:</b>			

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## Actions

Action	Due date	Status update	
s9(2)(f)(iv)			
A2024-017	Provide further advice on the proposal for the 'hook' in the plan for early-stage analysis	TBC	Completed and closed
s9(2)(f)(iv)			
A2024-032	Include in future advice how MfR plans to raise RIA standards prior to the enactment of the RSB	TBC	In progress
A2024-036	Consider and advise office on an action for Q4 Government Quarterly Plan	27 Aug	Completed and closed
s9(2)(f)(iv)			
s9(2)(f)(iv)			
s9(2)(f)(iv)	and how we can best reflect its role here	TBC	

## Briefings & Aides-Mémoire

Papers under development	Due date
MFR2024-103	4 September
MFR2024-104	4 September
MFR2024-105	Summary of initial engagement on the Agricultural and Horticultural Products Regulatory Review 12 September

Papers under development		Due date
MFR2024-	s9(2)(f)(iv)	13 September

## Upcoming events/announcements

Date	Location	Event	Opportunity
Week of 2 September	Wellington	Engagement on ECE review has closed – opportunity to acknowledge and thank for participation and feedback, and outline anticipated next steps.	Speech at ECAC meeting on 4 Sep PR
19 September	Ministry for Regulation office, Wellington	Informal meet and greet with the team to acknowledge the Ministry is six months old	

Contact: Denise Mackay, Communications and Engagement Lead. Ph. s9(2)(a)

## Updates

### Recruitment

*For information*

We have provided a current workforce and recruitment update in the A3 at the end of this report (Appendix 1). This includes the Ministry’s organisational chart showing progress of recruitment to permanent roles.

#### Deputy Chief Executive (DCE) Recruitment

We received 171 applications for the three DCE vacancies. Due to the number of high calibre applicants, *INSIDE* Recruitment undertook the longlisting process and carried out pre-screening interviews. Following the pre-screening process, the Ministry and *INSIDE* Recruitment shortlisted eight candidates across the three roles. Formal panel interviews are due to commence 11 September 2024.

#### Chief Economist

The draft job description for the Chief Economist has been finalised following consultation with key economic experts. This is attached in Appendix 2 for your reference.

We will commence developing a Ministry led recruitment strategy for this role in the week beginning 2 September. This is likely to include standard recruitment channels (e.g. Seek, LinkedIn), niche international economics networks, and relevant job boards that have been recommended to the Ministry.

Contact: Abbey Macalister, Head of People and Operations, Ph. **s9(2)(a)**

## Agricultural and Horticultural Products Regulatory Review

*For information*

This week the team has undertaken the second week of substantive direct engagements. This has included meetings with a range of groups representing public health, research & development, major exporters, and environmental interests. Some of the points raised by stakeholders included:

- **s9(2)(f)(iv)**
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On 27 August, members of the review met with A Lighter Touch, a Sustainable Food and Fibre Futures partnership programme between the Ministry for Primary Industries and Horticulture New Zealand, who are undertaking a project to identify regulatory barriers to the approval of biological products. We are considering how to best align work and avoid duplication between these projects.

The review team also had a two-hour workshop with the regulatory subcommittee of Animal and Plant Health New Zealand on 28 August. This provided an opportunity to understand in more detail the issues they're experiencing, and their view of root causes and options to address, and to gain an initial understanding of what to expect from their submission on behalf of their 90 member organisations.

Collectively, the team has directly engaged with around 50 organisations in the past fortnight. The Senior Officials Advisory Group for the review met on 27 August to update agencies on the progress of the review and discuss overlapping and intersecting work programmes currently underway by agencies. We also provided an update on engagement to date and risks for the review.

Contact: Peter Clark, Agricultural and Horticultural Products Review Lead. Ph. **s9(2)(a)**

## Early Childhood Education Regulatory Review

*For information*

The engagement phase of the ECE regulatory review has now finished and the Ministry for Regulation review team will now shift focus to analysing and processing all the input. The next phase of the review project focuses on using a systematic approach to make accurate assessments and extract insights that will inform decision making on any future regulatory settings including governments expectations for good regulatory practice.

The level of interest was high and as of 29 August, the Ministry had received over 2000 submissions through its online portal, including over 700 submissions from parents, and 700 submissions from people who work in early childhood education centres. We will provide final numbers to your office on Monday, after submissions close over the weekend.

Over the past few months, the review team has also held meetings with groups representing parents, teachers, centre owners, child advocacy groups, unions, research bodies, and others connected to the sector. The Ministry has participated in workshops with:

- The Early Learning Advisory Committee
- The Early Childhood Council annual conference
- The Office of Early Childhood Education National Summit
- Kōhanga Reo National Trust
- Ngā Puna Reo o Aotearoa,
- Pacific ECE and home-based leaders and workers in Auckland
- NZEI Te Riu Roa – who also collected 350 submissions from their members

The review team visited a variety of private and non-profit centres to better understand the day-to-day work of teachers and workers and see the requirements of the regulations in action. They visited centres in: Auckland, Waikato, Kāpiti, Manawatū, Wellington and Canterbury regions.

Contact: David Wansbrough, Sector Reviews Lead. Ph. s9(2)(a)

### Regulatory Response Team

*For information*

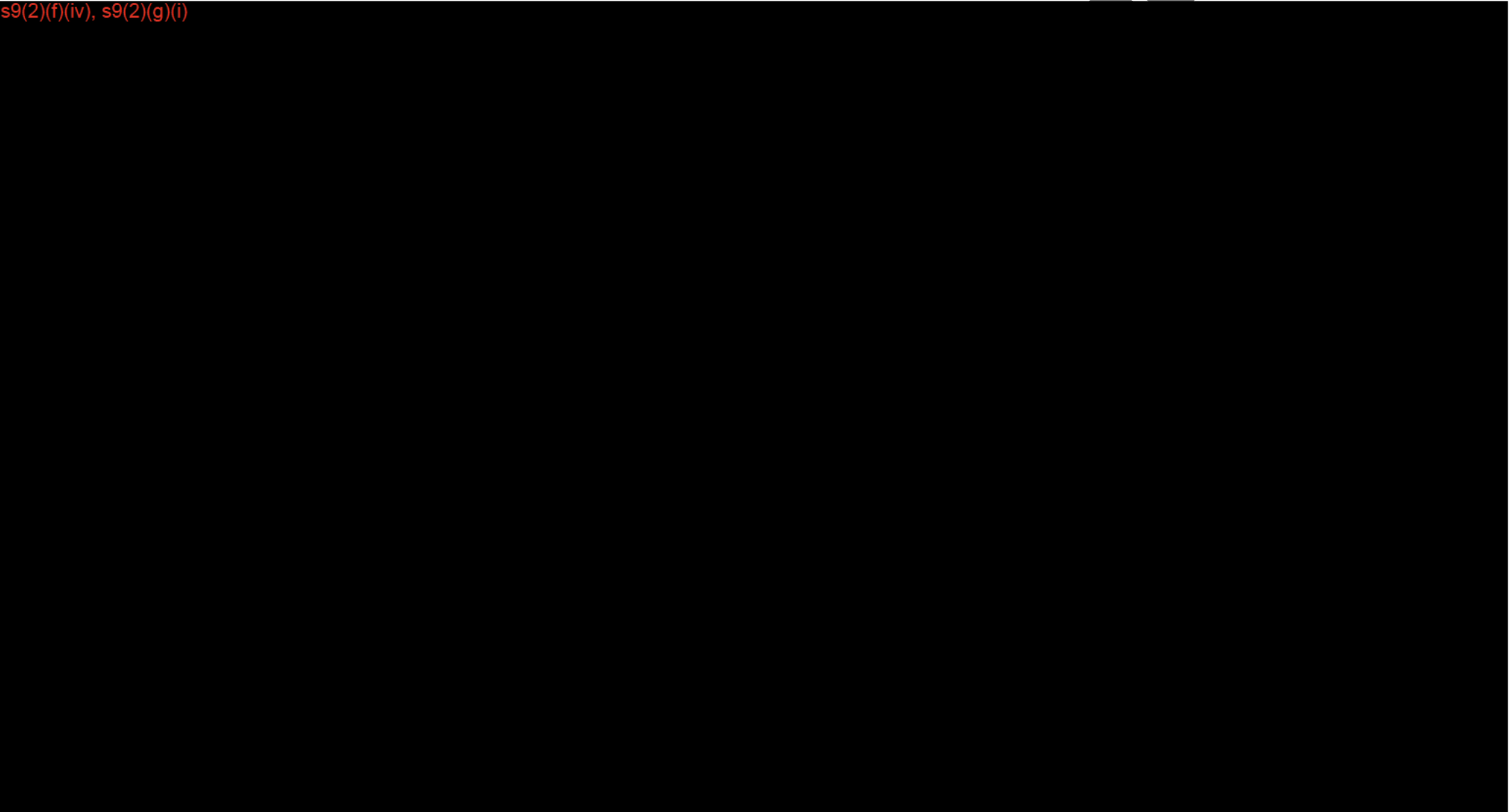
There one new matter that the team has received.

Source	Update
Individual	Concerns were raised about duplication of nitrogen reporting for dairy farmers, and the time and costs imposed on small accountants and their clients by Anti-Money Laundering and Counter Financing of Terrorism requirements.  RRT is looking into these issues.

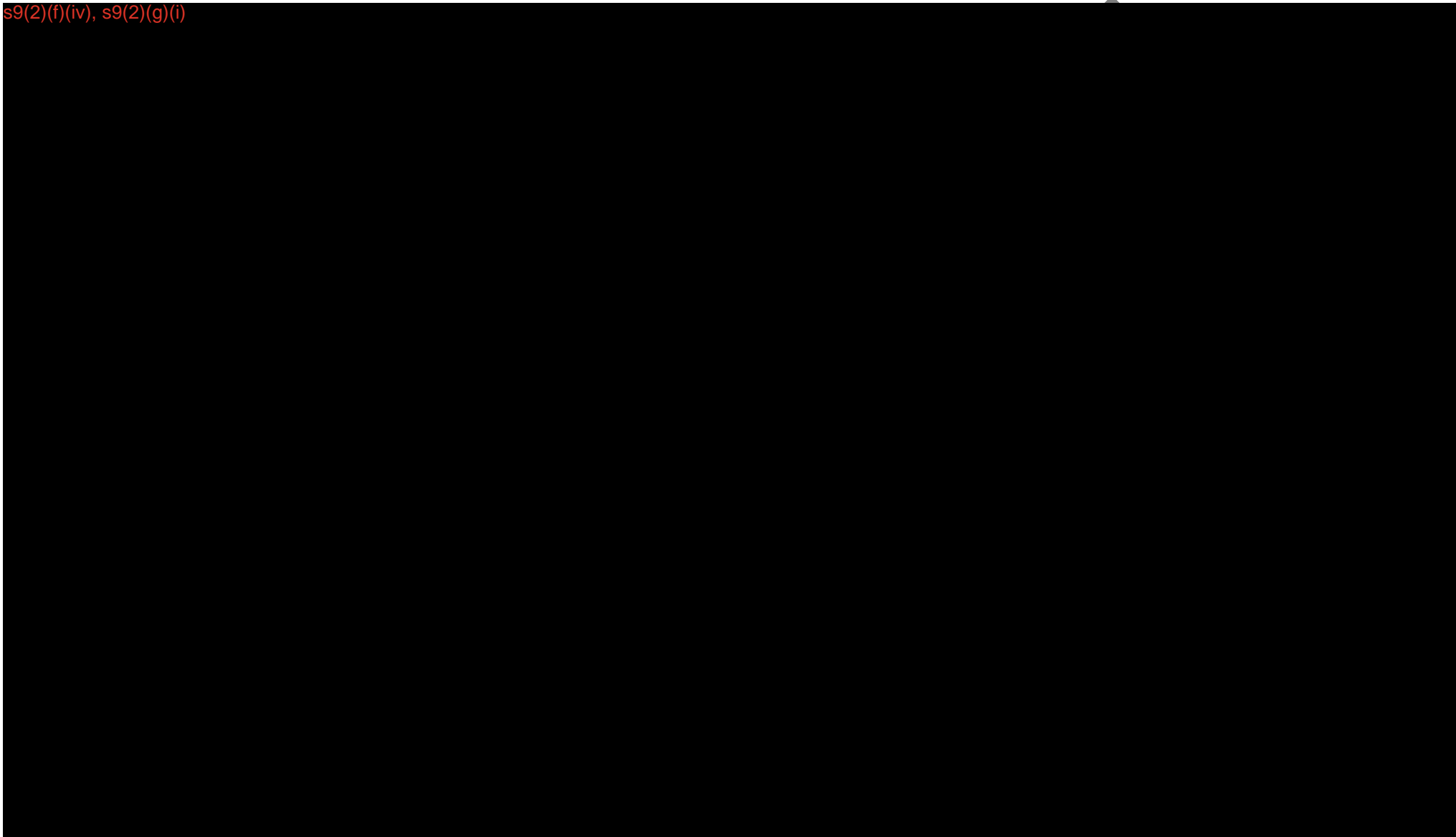
Contact: Andrew Royle, Legal Lead. s9(2)(a)

## Draft Cabinet paper consultations

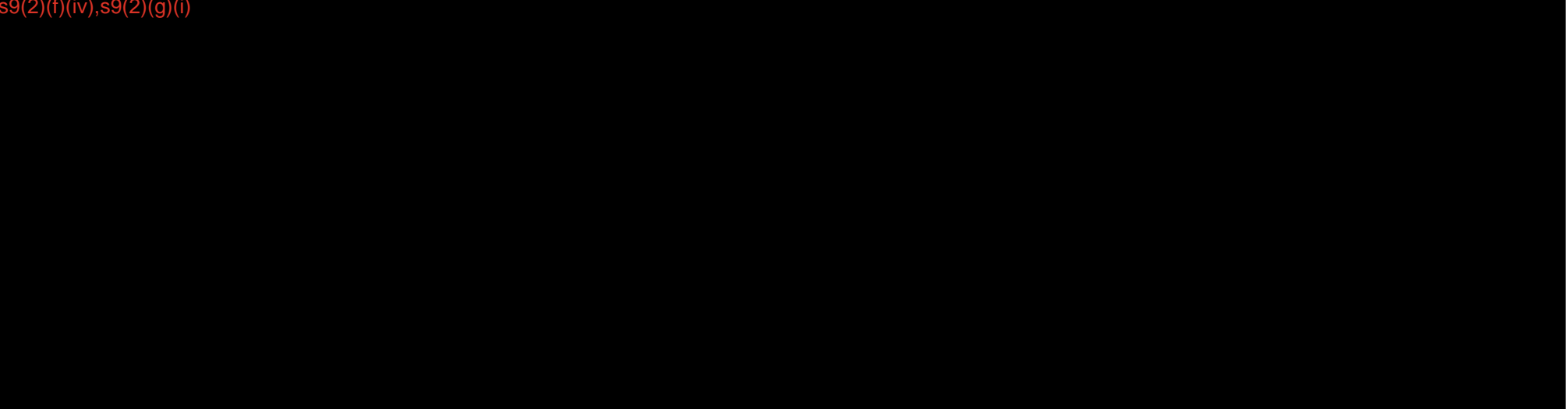
s9(2)(f)(iv), s9(2)(g)(i)



s9(2)(f)(iv), s9(2)(g)(i)



s9(2)(f)(iv),s9(2)(g)(i)



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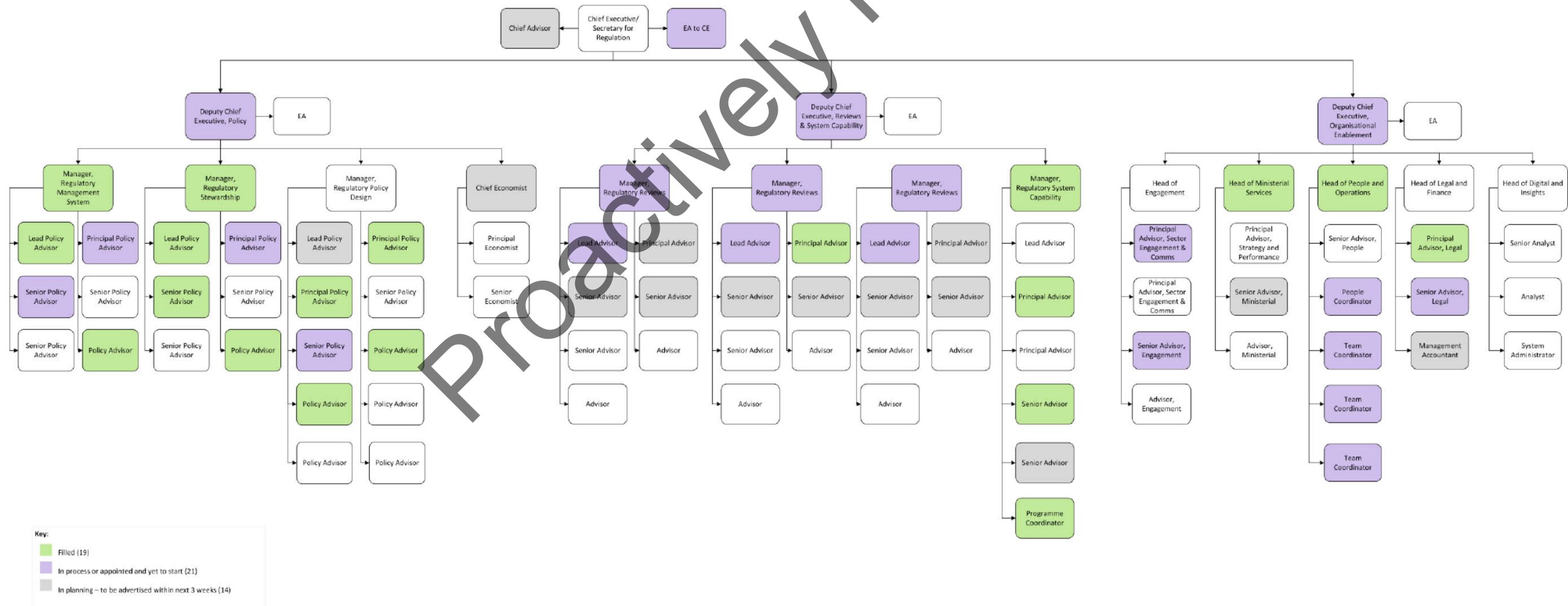
# Recruitment Update

30 August 2024

Current staffing breakdown	
Total staff	67
Permanent	19
Fixed-term	25
Secondments	13
Contractors	10

Permanent recruitment progress	
Total permanent roles in Ministry structure	91
Filled	19 (21%)
Appointed but not started	4 (4%)
Recruitment in progress	17 (19%)
Vacant positions	51 (56%)

- 882 people have registered their interest with the Ministry’s Careers Hub
- The MfR Careers Hub job conversion rate – the percentage of people who view the ad and go on the apply for the job - is 5%; this is a strong rate
- We have had 16.5k visitors to the Careers Hub since its launch on 2 July
- The highest number of registrations were on 2 July and 21 August 2024



**Key:**  
 Green: Filled (19)  
 Purple: In process or appointed and yet to start (21)  
 Grey: In planning – to be advertised within next 3 weeks (14)



<b>Job Title</b>	Chief Economist
<b>Band</b>	21
<b>Location</b>	Wellington
<b>Last reviewed</b>	August 2024
<b>Team</b>	2 direct reports
<b>Delegations</b>	Level 3

## About the Ministry

The Ministry for Regulation (the Ministry) is a small government agency with a big job to do. The Ministry works to improve the efficiency and effectiveness of regulation and regulatory systems for New Zealanders by:

- Ensuring the quality of new regulation
- Improving the functioning of existing regulatory systems
- Raising capability of those who design and operate regulatory systems
- Providing continuous and enduring improvement of the regulatory management system.

## Our values



We make a difference  
**Ka whakaaweawe tātou**



We empower  
**Ka whakamana tātou**



We are courageous  
**Ka whakamanawanui tātou**



We put people at the centre  
**Ka manaaki tātou**

## About the role

The Chief Economist plays a crucial role in the work of the Ministry by providing informed economic perspectives and advice. They lead and direct the Ministry's economic analysis. Leading a small team, this role ensures that high-quality regulatory economic analysis and advice are central to the Ministry's work. Additionally, the Chief Economist provides strategic leadership both across the Ministry and to other agencies across NZ Government.



## About you

- A PhD or master's degree in economics
- Extensive experience in regulatory economics, including experience of the relationship between law and economics
- A broad base of regulatory economic knowledge, with the ability to apply regulatory economic principles and insights across a wide range of domains, and the willingness to proactively contribute across the Ministry's functions
- Ability to critically evaluate economic literature and quantitative evidence, especially relating to policy design and the impact of economics, law, and regulation on productivity, competition, and economic growth
- Proficiency in analysing complex data and using econometric models and a sound understanding of the practice of conducting microeconomic research
- Skill in negotiating and influencing policy decision makers
- Demonstrated ability to build and maintain productive relationships within and across organisations
- Excellent written and verbal communication skills, with the ability to clearly and persuasively communicate complex economic concepts and findings to non-economists, including policy professionals, lawyers, stakeholders, and leadership
- Demonstrated experience in providing guidance, mentorship, and oversight

## Key Accountabilities

<b>Regulatory Economic Analysis</b>	<ul style="list-style-type: none"><li>• Provide a first-class regulatory economics perspective to the work of the Ministry and advice to the Minister for Regulation</li><li>• Filter and integrate knowledge from other agencies and external sources (including international) to ensure that the Ministry's recommendations are informed by a broad and nuanced understanding of regulatory trends and impacts</li><li>• Oversee, review, and promote detailed cost-benefit analyses to evaluate the economic implications of regulatory changes and policy proposals, ensuring thorough and accurate assessments. Act as a quality assurance resource, providing guidance and support to enhance the analytical skills of team members in performing cost-benefit analyses.</li><li>• Evaluate and interpret research findings</li><li>• Develop and oversee the long-term strategy for delivering high quality regulatory economic analysis to the Ministry and Minister, ensuring that our work is consistently informed by thorough and rigorous economic insights</li><li>• Act as the escalation point for economic advice for the Policy, and Reviews and System Capability business groups regarding significant risks, issues, and challenges</li></ul>
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<b>Planning and Leadership</b>	<ul style="list-style-type: none"><li>• Be a thought leader on regulatory economic issues, representing the Ministry as required in public forums, media, and industry events</li><li>• Lead the long-term strategy, approach, and work planning for the economics function, including prioritisation and accountability for delivering economic insights and analysis to the senior leadership team and the Minister</li><li>• Provide leadership, quality assurance, oversight, and accountability for the successful execution of the team's work programme</li><li>• Develop an understanding of all key operational areas within the Ministry, provide expert advice, and make significant contributions to collective decision-making processes related to your areas of responsibility and expertise</li><li>• Lead by example to embed the desired organisational culture, values, and behaviours</li></ul>
<b>Relationship Management</b>	<ul style="list-style-type: none"><li>• Drive and foster effective engagement between crucial external organisations and contacts and the Ministry by identifying, cultivating, and maintaining an appropriate network of contacts</li><li>• Work closely with the managers across the Ministry to identify and oversee critical relationships at all levels and mitigate any identified risks effectively</li><li>• Serve as an effective role model for connecting, collaborating, and sharing knowledge, while fostering trusted and productive working relationships across the Ministry</li></ul>

The duties and responsibilities in this document are not exhaustive. The incumbent may be required to perform other work which is consistent with the nature of the role.

## Key relationships

### Internal

- Secretary and Chief Executive - Ministry for Regulation
- Members of the Senior Leadership team
- Managers and staff across the Ministry

### External

- The Minister for Regulation and the Minister's office
- Other central agencies
- Senior executives and staff in other government departments
- Key stakeholders/industry groups
- Regulatory organisations across the public sector



## **Health, Safety and Wellbeing**

The Ministry for Regulation is committed to providing a healthy and safe work environment and safe management practices for all employees. Employees are expected to share this commitment as outlined in the Health and Safety at Work Act 2015 by taking all practicable steps to ensure their safety at work and that no action or inaction causes harm to others while at work.

## **Changes to Position Description**

Positions in the Ministry may change over time as the organisation evolves and priorities change. Job descriptions may be updated accordingly to reflect those changes in consultation with you.

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