

## Proposed DPS Organisational Structure

Earlier this week I made a presentation to the DPS Executive on a proposed new organisational structure for the Department. I was initially asked to look at organisational arrangements for the delivery of ICT services and any consequences for the organisation of the department as a whole. A copy of the presentation can be found at – [Presentation link](#).

As indicated in the early slides, the objectives of the new structure relate to improvements in how we make decisions, allocate resources and interact with our customers. A number of overarching principles are identified, these being that DPS will be:

- Customer focussed;
- Flexible;
- Transparent;
- Responsive;
- Cost effective; and
- Accountable.

The presentation includes some expansion on what sort of behaviour and organisational structure is consistent with those principles. For example, similar processes such as project management should be managed accordingly, and there should be organisational separation of provider and consumer decision making.

It is not being suggested that such behaviours are not present within DPS as much as they need to be more consistently practiced. It should also be emphasised that the proposal is not looking at what we in DPS do, rather how we manage and resource what we do.

The presentation also refers to an implementation process (should the proposal go ahead) which will involve the following:

- Establishment of a change management team which will include staff selected from the various groups within DPS who will be seconded onto the team;
- Consultation by that team more widely with DPS staff in general who are not full time or permanent members of the team;
- Development and publication of a staff management strategy. This will define the process by which staff move into any new positions created as a result of the new structure.

It is not intended to have a spill of existing positions across the Department though as is always the case with organisational change, there may be circumstances where voluntary redundancies will be offered.

While the Executive will consider the possible structure in detail at its next meeting on Tuesday March 29, I would welcome comment and questions on the proposed structure before then. A number of DPS staff have already provided suggestions to me and comments might also be forwarded to group heads.

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18 March 2005