



All Budget Group Staff

Copies to:
Executive Board

Report on Review of Budget Group's Work Practices






The attached report was commissioned by the Secretary and General Manager, Budget Group. It addresses Budget Group's capacity to manage a large and growing work load within existing resources whilst providing an attractive environment for staff to pursue long-term careers.

The consultants who conducted the review had extensive consultations with a wide range of Budget Group stakeholders, including a large number of Budget Group staff. Budget Group Directors and SES devoted their offsite meeting in June to discussing issues raised in the review. This input has played a major role in shaping the review's recommendations and is highly valued.

The review has confirmed the complex and demanding environment in which we work. It has highlighted the positives associated with our efforts, including our outcomes and the hard work and dedication of staff, and has identified a significant number of areas where we need to do better, particularly in the ways we organise ourselves and our work and the ways we deal with each other.

As a first step, Ms Trixie Makay has been appointed for a period of up to two years as a Special Adviser, reporting to the General Manager, Budget Group with specific responsibilities for managing the implementation of the review's recommendations. Ms Makay's initial tasks will be to develop a detailed implementation plan and to put together a small unit to support her in this role.

The Secretary and the Budget Group Executive are serious about addressing the issues raised by the review. This will require dedicated and sustained effort, not just by the implementation unit, but by all of us. Your ongoing involvement and support will be vital to the success of this initiative.

    
Phil Bowen Lembit Suur Jackie Wilson Peter Saunders John Ignatius

Budget Group Executive
28 September 2006