

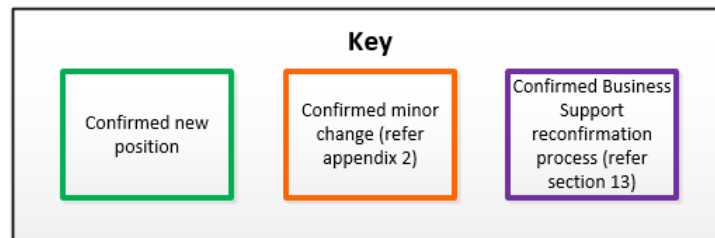
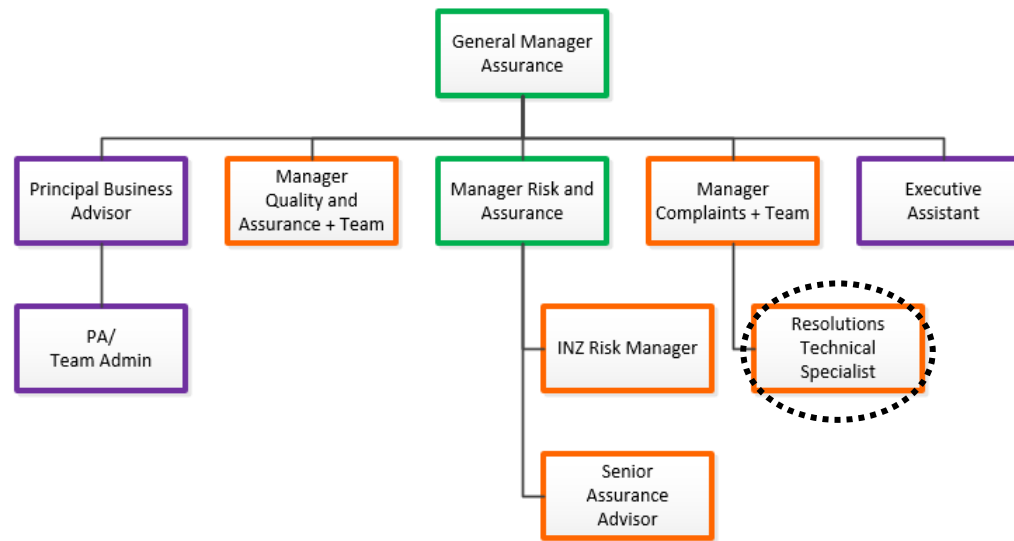
# ADDENDUM TO DECISION DOCUMENT

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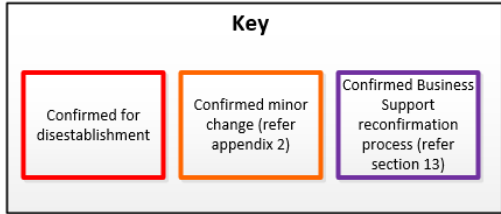
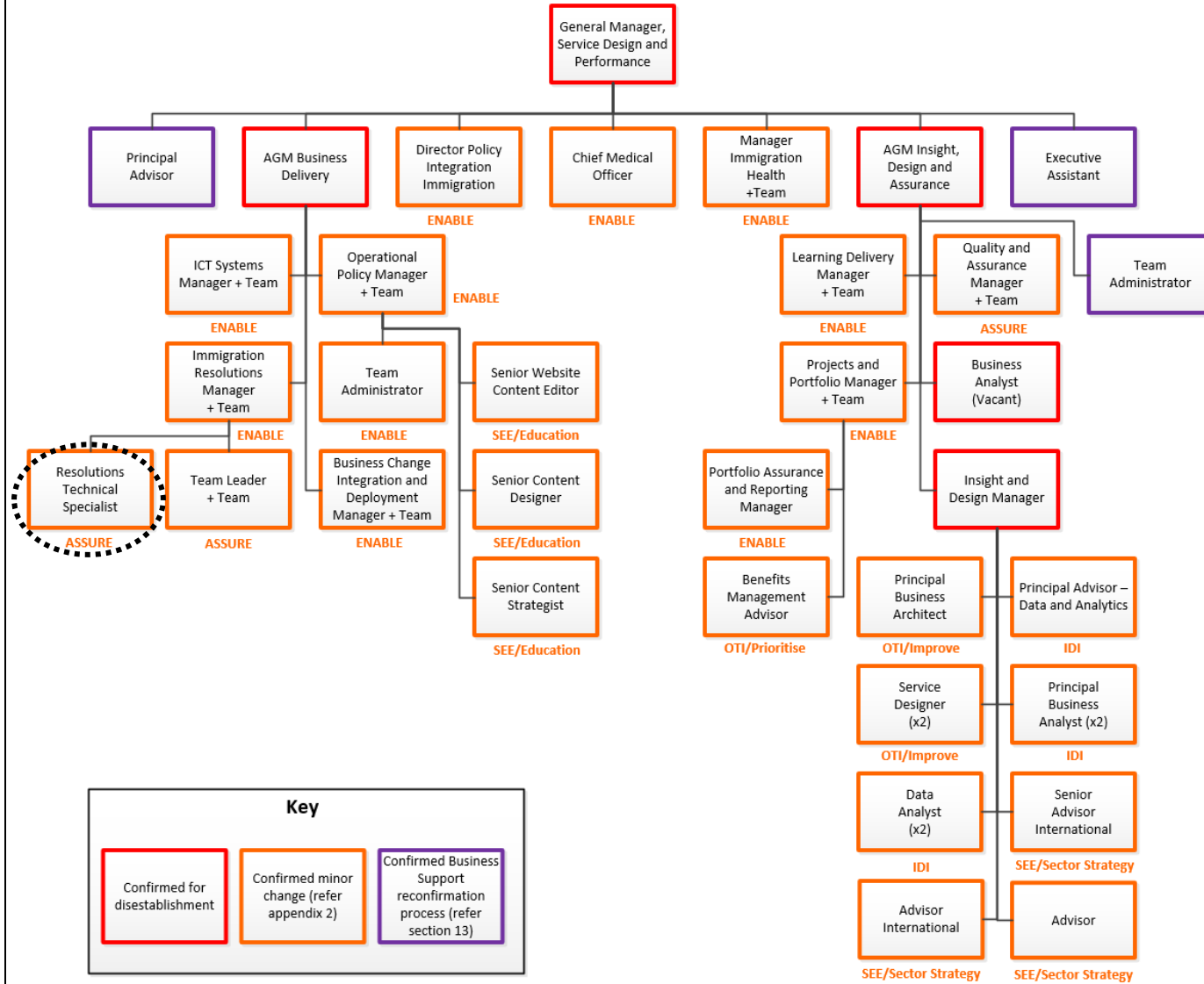
This addendum outlines agreed changes to the INZ Realignment Decision Document issued to all Immigration New Zealand staff on 27 June 2019.

1. Change to the Enablement branch and Assurance branch	
<b>What is the Change?</b>	<b>1 x Resolutions Technical Specialist position for Statutory Complaints will move from the Immigration Resolutions Team to the Complaints Team in Assurance.</b>
<b>Why is it changing?</b>	Clarification was received from the Complaints Team Leader and the role incumbent that the position is dedicated to carrying out the quality checks for Statutory Complaints and it is not a responsibility that is rotated among the team.
<b>How does this change the final design?</b>	<ul style="list-style-type: none"> <li>• There will be one less Resolutions Technical Specialist in the Immigration Resolutions Team in the Enablement branch</li> <li>• There will be a Resolutions Technical Specialist added to the Complaints team in the Assurance branch reporting to the Manager Complaints</li> </ul>
<b>Which section of the Decision Document does this change override?</b>	<ul style="list-style-type: none"> <li>• Page 91, Section: Feedback and Responses, Item 3</li> <li>• Page 93, Section: Final Decisions, Item 2</li> <li>• Page 90, Section: Final and Confirmed Assurance Structure</li> <li>• Appendix 2: Confirmed Impacts to Current Groups</li> </ul>
<b>Final and confirmed decision</b>	<p><b>Feedback:</b></p> <p>The Resolutions Technical Specialist is dedicated to Statutory Complaints and should move with the team.</p> <p><b>Response:</b></p> <p>This change will be made and reflected in the updated organisation charts. One Resolutions Technical Specialist will move from the Immigration Resolutions Team in the Enablement branch to the Complaints Team in the Assurance branch.</p> <p><b>Final decision:</b></p> <p>1 x Resolutions Technical Specialist position from the Immigration Resolutions team will move to report to the Manager Complaints in the Assurance branch.</p>

**Confirmed Future State Structure for the Assurance branch:**



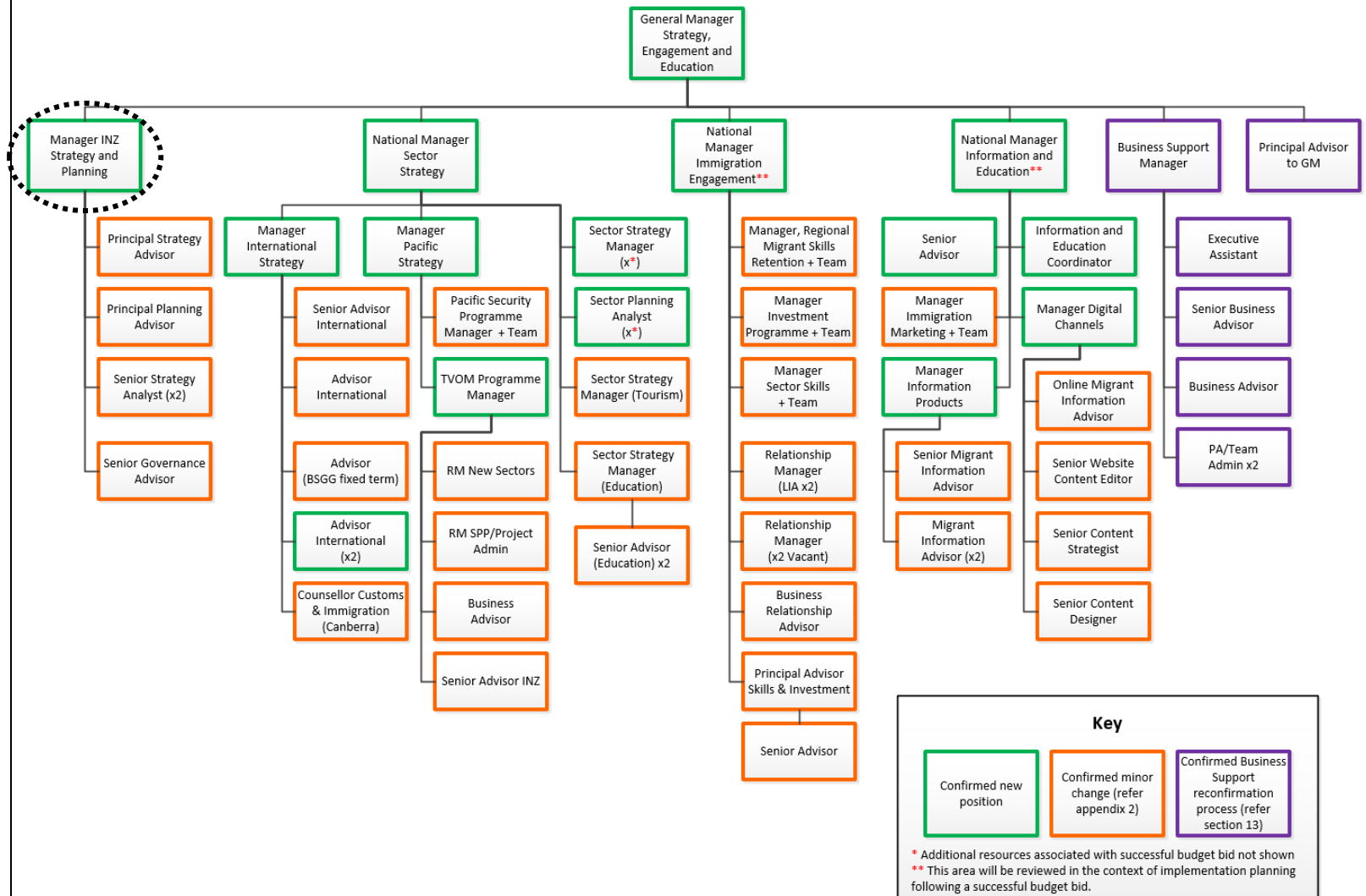
**Impacts to the Current State Structure for the Service Design and Performance branch:**



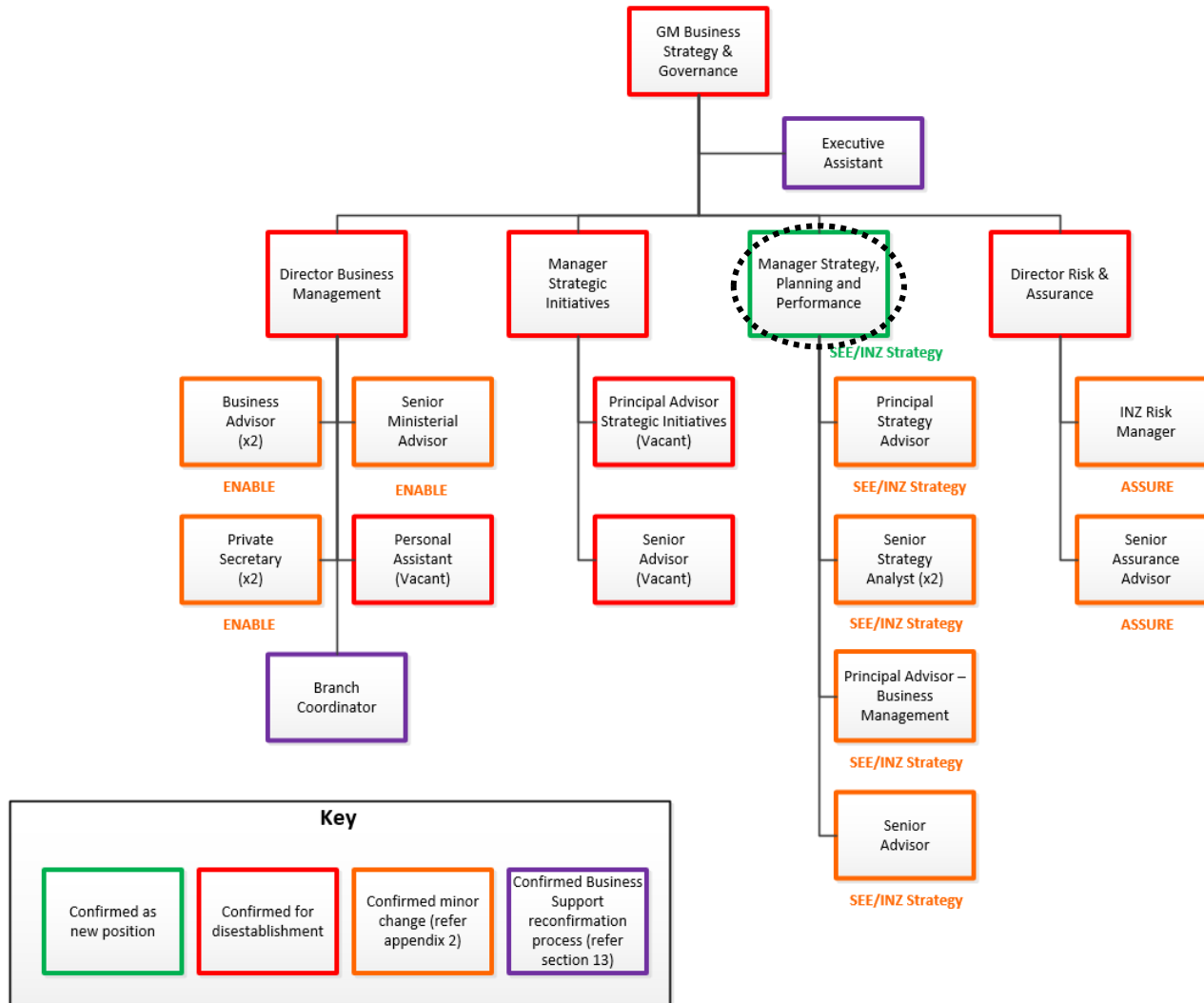
	<p><b>Impact Table:</b> Current position: Resolutions Technical Specialist Current FTE: 1 (out of 4) permanent position Confirmed nature of change: Change of reporting line Description of confirmed change: Reporting line change to Manager Complaints in the Assurance branch</p>
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2. Change to the Strategy, Engagement and Education branch	
<b>What is the Change?</b>	<b>Manager INZ Strategy and Planning position will change from a reporting line change to a permanent position, confirming the ongoing need for the role which is currently fixed term.</b>
<b>Why is it changing?</b>	Clarification was received that the current role is fixed term and is intended to be permanent in the new structure.
<b>How does this change the final design?</b>	<ul style="list-style-type: none"> <li>• There will be one more permanent position in the Strategy, Engagement and Education branch</li> <li>• The Manager INZ Strategy and Planning position will be included in Tranche 2 for appointment and selection</li> </ul>
<b>Which section of the Decision Document does this change override?</b>	<ul style="list-style-type: none"> <li>• Page 30, Section: Final and Confirmed Strategy, Engagement and Education structure</li> <li>• Appendix 2: Confirmed Impacts to Current Groups</li> </ul>
<b>Final and confirmed decision</b>	<p><b>Feedback:</b></p> <p>The Manager INZ Strategy and Planning is currently fixed term and was not clearly indicated as changing to a permanent role in the new structure.</p> <p><b>Response:</b></p> <p>The Manager INZ Strategy and Planning is a pivotal role in setting the strategic foundations for INZ’s business strategy and planning function and the intention is that it is a permanent role.</p> <p>This change will be made and reflected in the updated organisation charts. Manager INZ Strategy and Planning position will be changed from a reporting line change for the current fixed term position, to a new (permanent) position.</p> <p><b>Final decision:</b></p> <p>Manager INZ Strategy and Planning position confirmed as a new position.</p>

**Confirmed Future State Structure for the Strategy, Engagement and Education branch:**



**Impacts to the Current State Structure for the Business Strategy and Governance branch:**

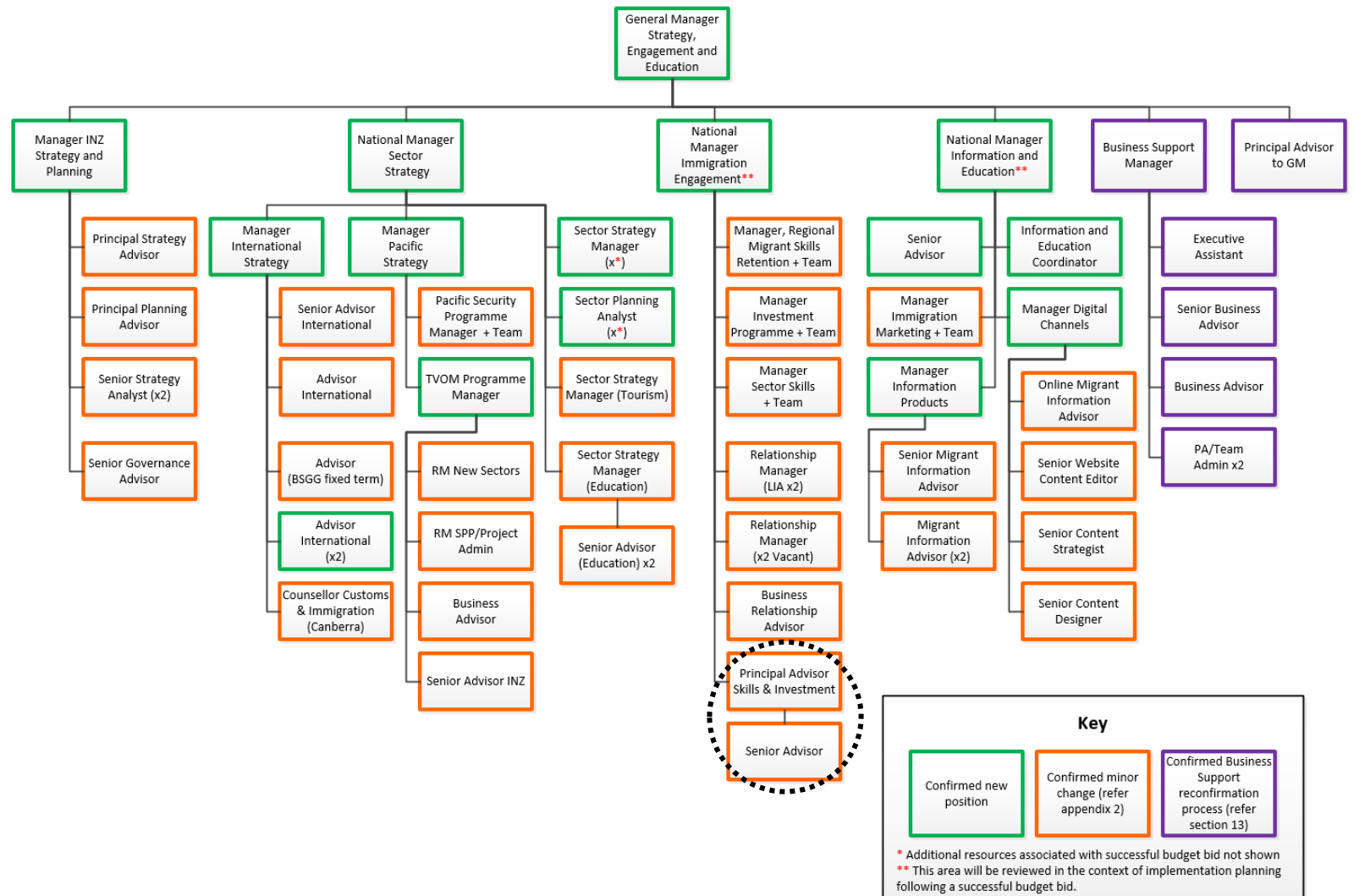




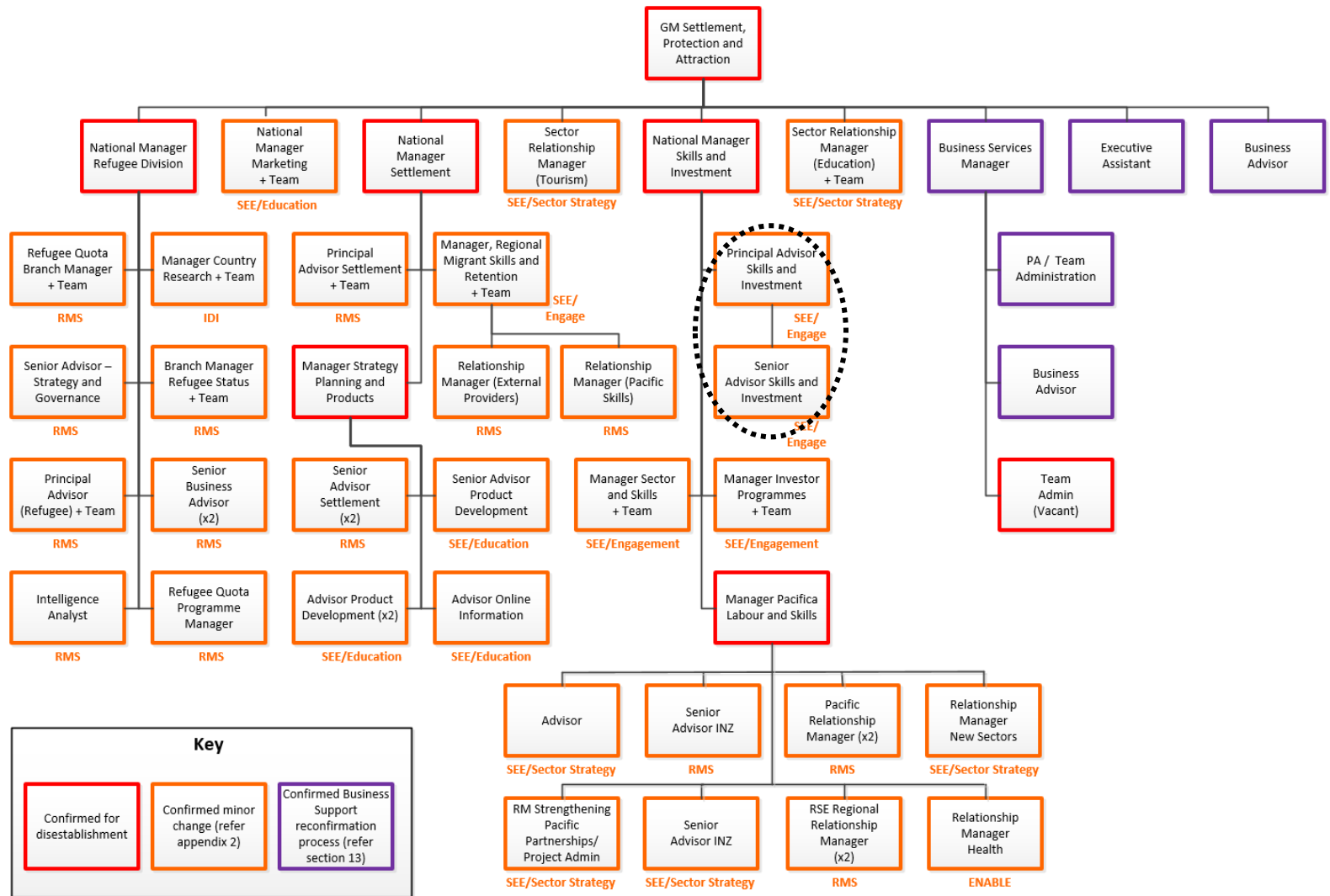
	<p><b>Impact Table:</b></p> <p>Current position: Manager Strategy, Planning and Performance</p> <p>Current FTE: 1 fixed term position</p> <p>Confirmed nature of change: Change of position status</p> <p>Description of confirmed change: Fixed term position change to new (permanent) position</p>
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3. Change to the Strategy, Engagement and Education branch	
<b>What is the Change?</b>	<b>Senior Advisor Skills and Investment should change from a reconfirmation position back to a minor change, as per the original proposal.</b>
<b>Why is it changing?</b>	Clarification on the nature and external focus of the role was received.
<b>How does this change the final design?</b>	<ul style="list-style-type: none"> <li>• There will be one less incumbent for reconfirmation into a Senior Business Advisor position within the business support model</li> <li>• There will be one more position in the confirmed new structure</li> <li>• The Senior Advisor position will be added to the Immigration Engagement team in the Strategy, Engagement and Education branch reporting to the Principal Advisor</li> </ul>
<b>Which section of the Decision Document does this change override?</b>	<ul style="list-style-type: none"> <li>• Page 10, Section: Summary of change to the original proposal</li> <li>• Page 30, Section: Final and Confirmed Strategy, Engagement and Education structure</li> <li>• Page 37, Section: Final decisions</li> <li>• Appendix 2: Confirmed Impacts to Current Groups</li> </ul>
<b>Final and confirmed decision</b>	<p><b>Feedback:</b></p> <p>The Senior Advisor Skills and Investment has a different focus to the Senior Business Advisor positions within business support.</p> <p><b>Response:</b></p> <p>This change will be made and reflected in the updated organisation charts. The Senior Advisor position will be added back in to the Immigration Engagement team in the Strategy, Engagement and Education branch where it was originally proposed.</p> <p><b>Final decision:</b></p> <p>Senior Advisor Immigration Engagement will report to the Principal Advisor Immigration Engagement in the new Immigration Engagement team in the Strategy, Engagement and Education branch.</p>

**Confirmed Future State Structure for the Strategy, Engagement and Education branch:**



**Impacts to the Current State Structure for the Settlement, Protection and Attraction branch:**



**Impact Table:**

Current position: Principal Advisor Skills and Investment

Current FTE: 1 permanent position

Confirmed nature of change: Change of position title

Description of confirmed change: Position title change to Principal Advisor Immigration Engagement in the Strategy, Engagement and Education branch

Current position: Senior Advisor Skills and Investment

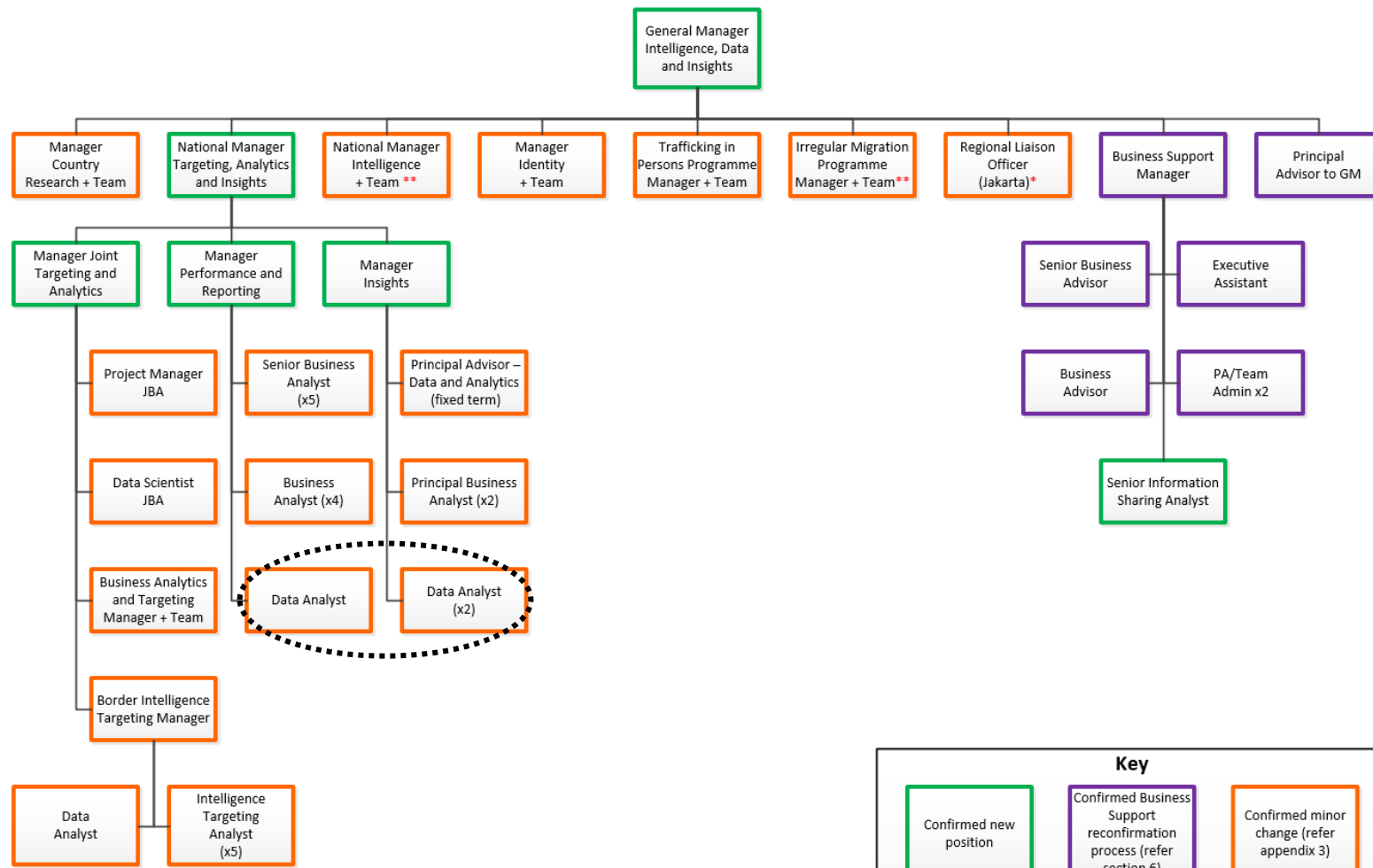
Current FTE: 1 permanent position

Confirmed nature of change: Change of position title

Description of confirmed change: Position title change to Senior Advisor Immigration Engagement in the Strategy, Engagement and Education branch

4. Change to the Intelligence, Data and Insights branch	
What is the Change?	<b>Data Analyst (Intelligence) position will move from the Insights team to the Performance and Reporting team in the Intelligence, Data &amp; Insights branch.</b>
Why is it changing?	The Data Analyst was intended to be reflected in the Performance and Reporting team in the Intelligence, Data and Insights branch confirmed structure.
How does this change the final design?	<ul style="list-style-type: none"> <li>• There will be one less Data Analyst in the Insights team in the Intelligence, Data and Insights branch</li> <li>• There will be one more Data Analyst in the Performance and Reporting team in the Intelligence, Data and Insights branch</li> </ul>
Which section of the Decision Document does this change override?	<ul style="list-style-type: none"> <li>• Page 48, Section: Final and Confirmed Intelligence, Data and Insights structure</li> <li>• Appendix 2: Confirmed Impacts to Current Groups</li> </ul>
Final and confirmed decision	<p>The Data Analyst was intended to be reflected in the Performance and Reporting team in the Intelligence, Data and Insights branch. This change will be made and reflected in the updated organisation charts. One Data Analyst will move from the Insights team to the Performance and Reporting team in the Intelligence, Data and Insights branch.</p> <p><b>Final decision:</b></p> <p>1 x Data Analyst position from the Insights team will report to the Manager Performance and Reporting.</p>

**Confirmed Future State Structure for the Intelligence, Data and Insights branch:**

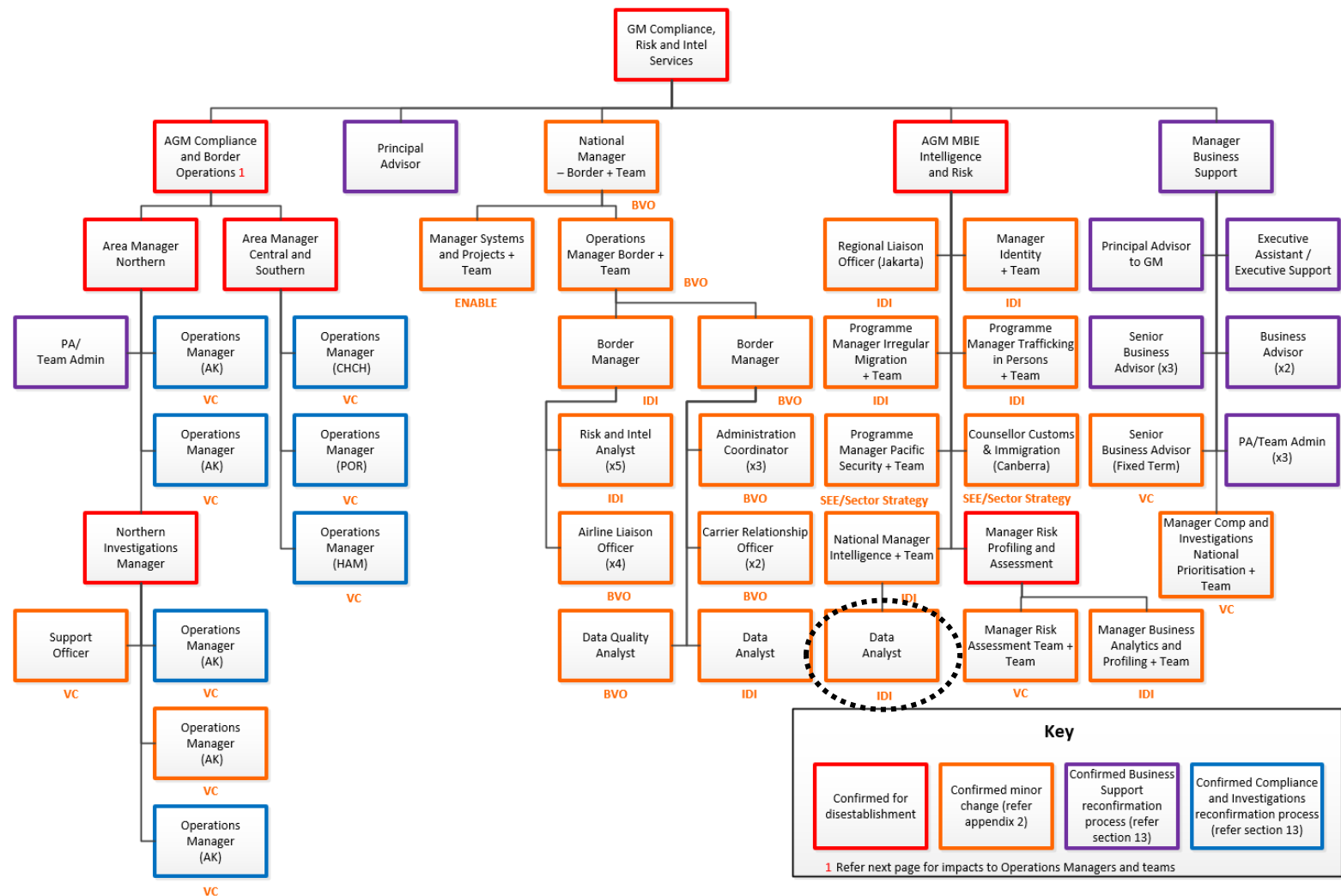


**Key**

- Confirmed new position
- Confirmed Business Support reconfirmation process (refer section 6)
- Confirmed minor change (refer appendix 3)

\* Additional resources associated with successful budget bid not shown  
 \*\* This area will be reviewed in the context of implementation planning following a successful budget bid.

**No change to the Current State Structure for the Compliance, Risk and Intelligence Services branch:**

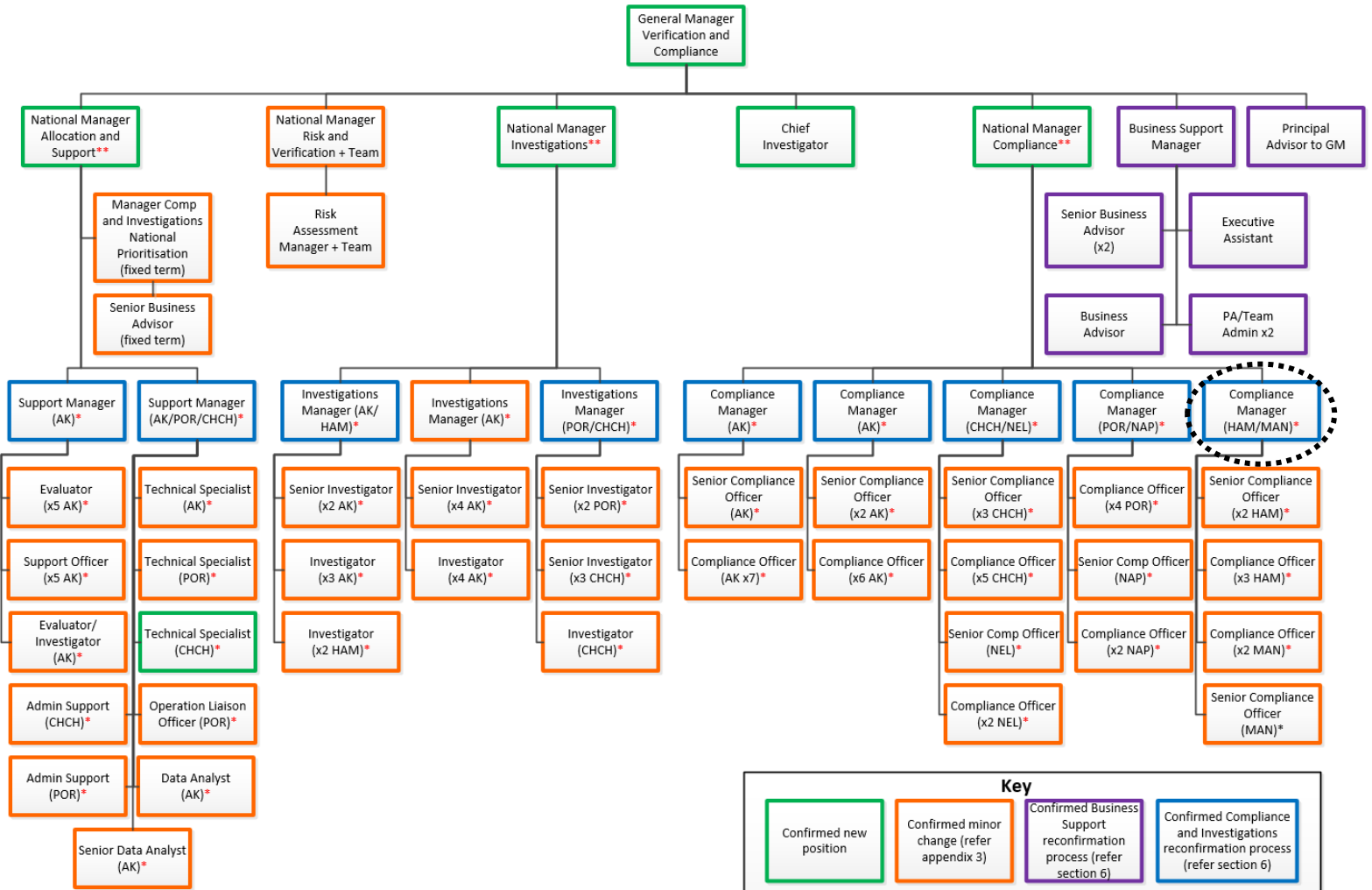




	<p><b>Impact Table:</b></p> <p>Current position: Data Analyst</p> <p>Current FTE: 1 (out of 3) permanent position</p> <p>Confirmed nature of change: Change of reporting line</p> <p>Description of confirmed change: Reporting line change to Manager Performance and Reporting in the Intelligence, Data and Insights branch</p>
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5. Change to the Verification and Compliance branch	
What is the Change?	<b>Compliance Manager (HAM/MAN) position will change from a minor change (title and reporting line) to a reconfirmation compliance and investigations position in Verification and Compliance</b>
Why is it changing?	The Operations Manager (HAM) was initially identified as a title change to Compliance Manager (HAM/MAN), and a reporting line change as were not managing a blended team. Subsequent feedback from the current incumbent, who was on leave during the consultation period, and the manager have advised that this is not the case and the team includes a blend of Compliance Officer and Investigator positions.
How does this change the final design?	<ul style="list-style-type: none"> <li>• There will be one less staff member confirmed as a reporting line change in the Verification and Compliance branch</li> <li>• There will be one more staff member included in the reconfirmation process for the new compliance and investigations model in the Verification and Compliance branch</li> </ul>
Which section of the Decision Document does this change override?	<ul style="list-style-type: none"> <li>• Page 67, Section: Final and Confirmed Verification and Compliance structure</li> <li>• Appendix 2: Confirmed Impacts to Current Groups</li> </ul>
Final and confirmed decision	<p><b>Feedback:</b></p> <p>The Operations Manager (HAM) has a blended team and should be subject to the same reconfirmation process as other Operations Managers with blended teams.</p> <p><b>Response:</b></p> <p>This change will be made and reflected in the updated organisation charts. One Operations Manager from the current structure will be reconfirmed into a compliance and investigations management position in the Verification and Compliance branch.</p> <p><b>Final decision:</b></p> <p>1 x Compliance Manager position will change to a reconfirmation position within the new compliance and investigations model in the Verification and Compliance branch.</p>

**Confirmed Future State Structure for the Verification and Compliance branch:**

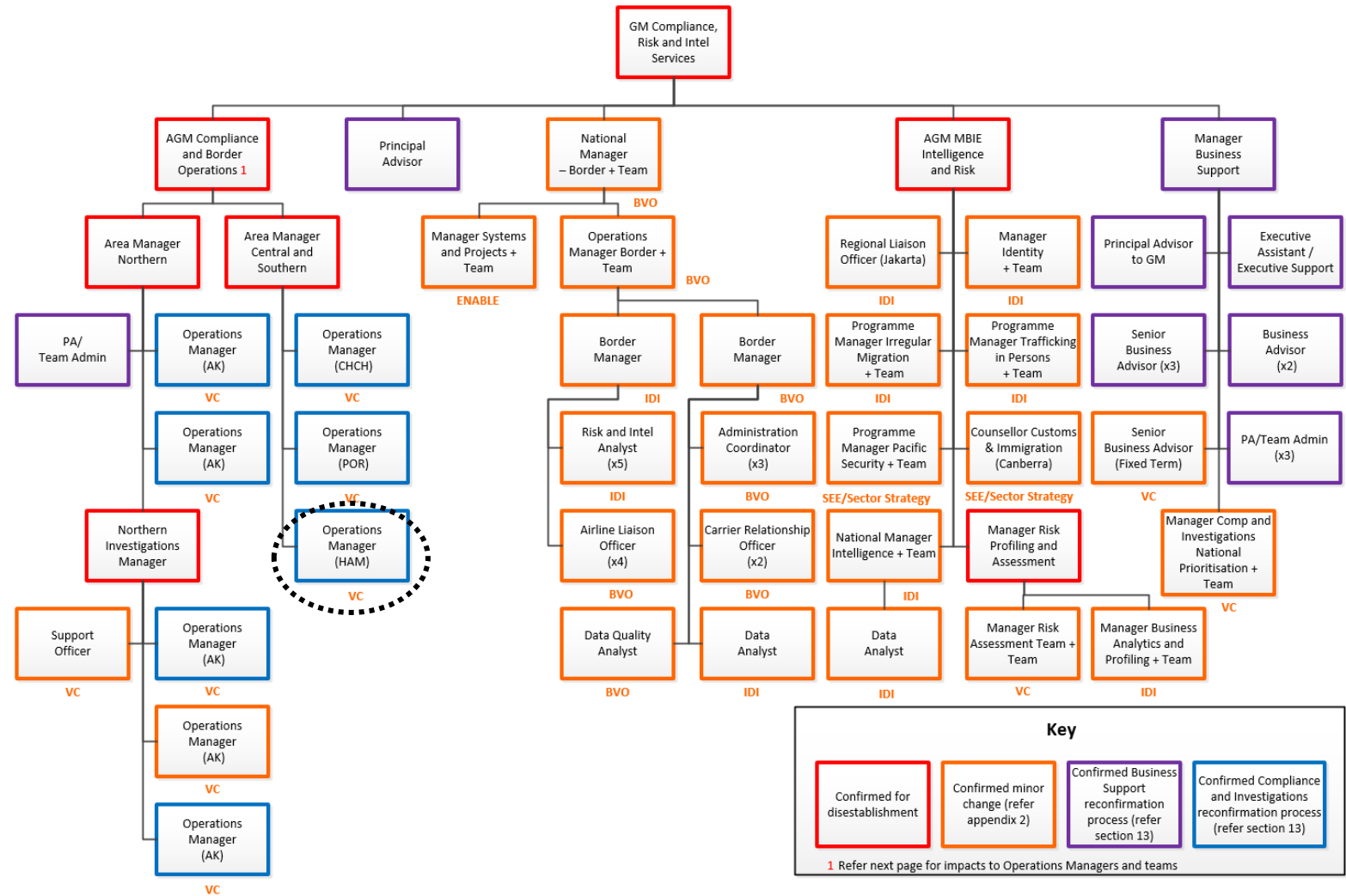


**Key**

Confirmed new position	Confirmed minor change (refer appendix 3)	Confirmed Business Support reconfirmation process (refer section 6)	Confirmed Compliance and Investigations reconfirmation process (refer section 6)
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\* Additional resources associated with successful budget bid not shown  
 \*\* This area will be reviewed in the context of implementation planning following a successful budget bid

**Impacts to the Current State Structure for the Compliance, Risk and Intelligence Services branch:**

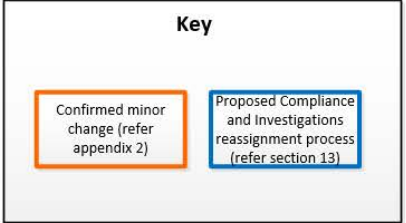
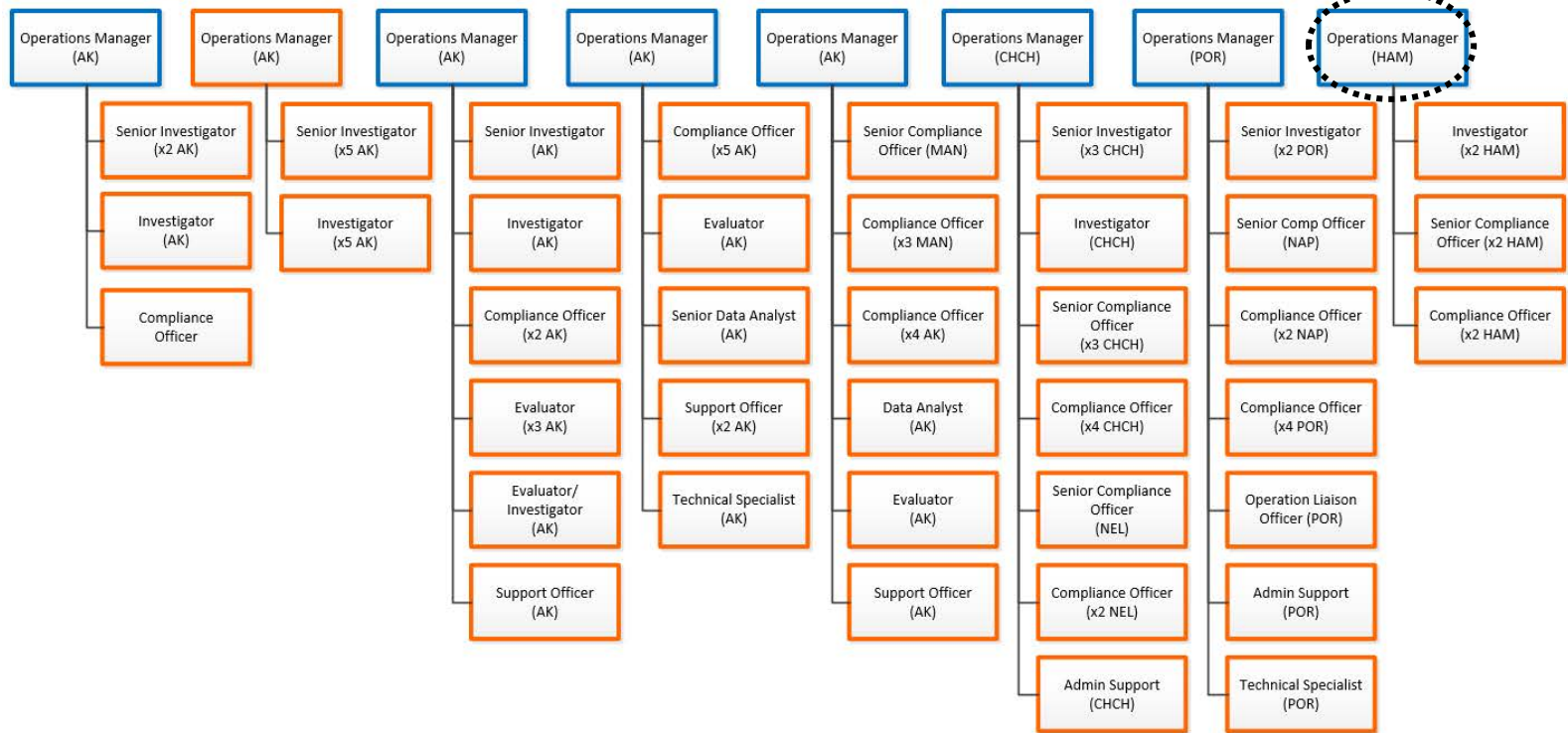


**Key**

Confirmed for disestablishment	Confirmed minor change (refer appendix 2)	Confirmed Business Support reconfirmation process (refer section 13)	Confirmed Compliance and Investigations reconfirmation process (refer section 13)
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<sup>1</sup> Refer next page for impacts to Operations Managers and teams

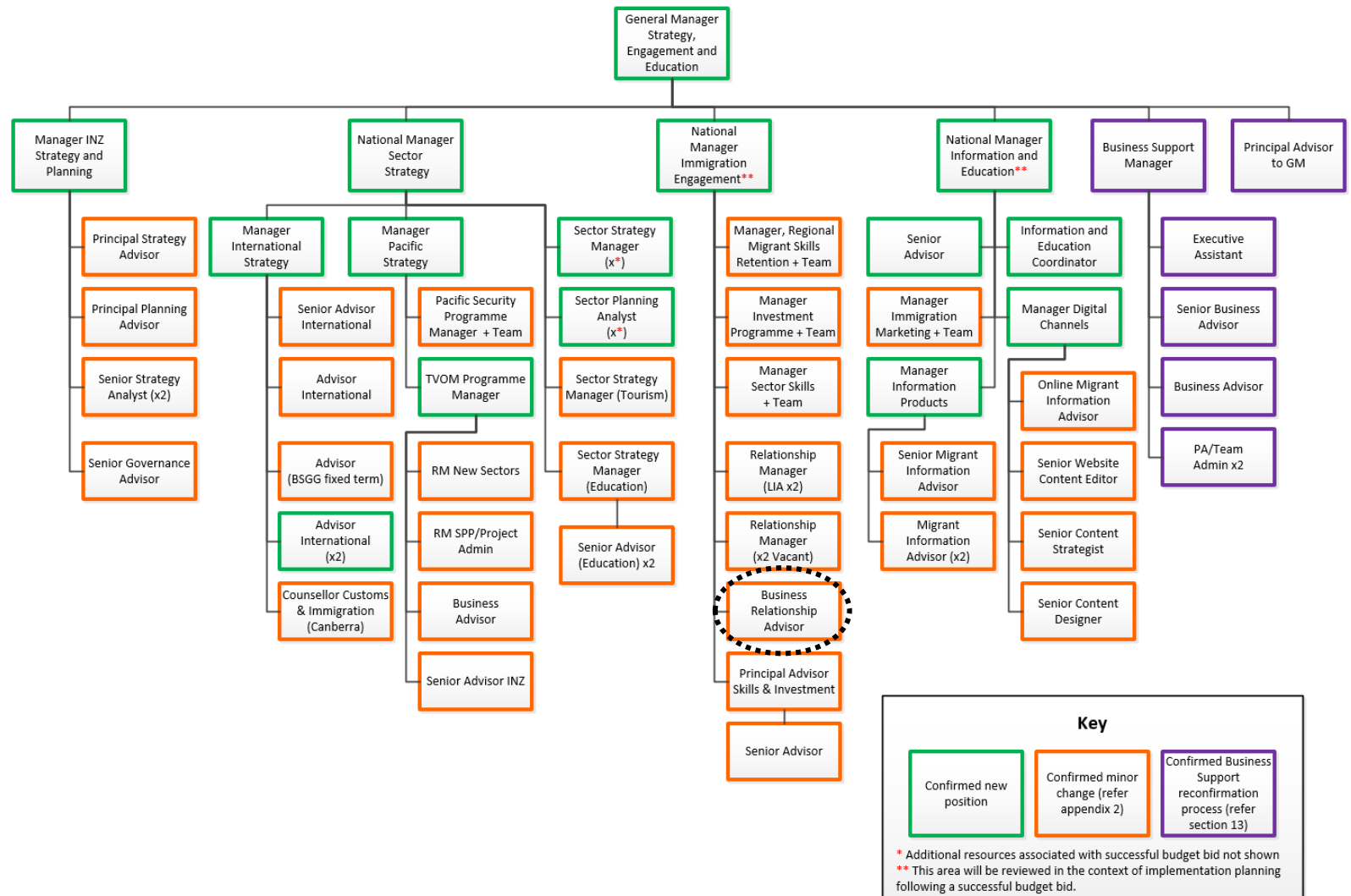
All positions move to VC



	<p><b>Impact Table:</b></p> <p>Current position: Operations Manager</p> <p>Current FTE: 1 (out of 8) permanent position</p> <p>Confirmed nature of change: Change of impact to reconfirmation (compliance and investigations)</p> <p>Description of confirmed change: Reconfirmation into a position within the new compliance and investigations model in the Verification and Compliance branch</p>
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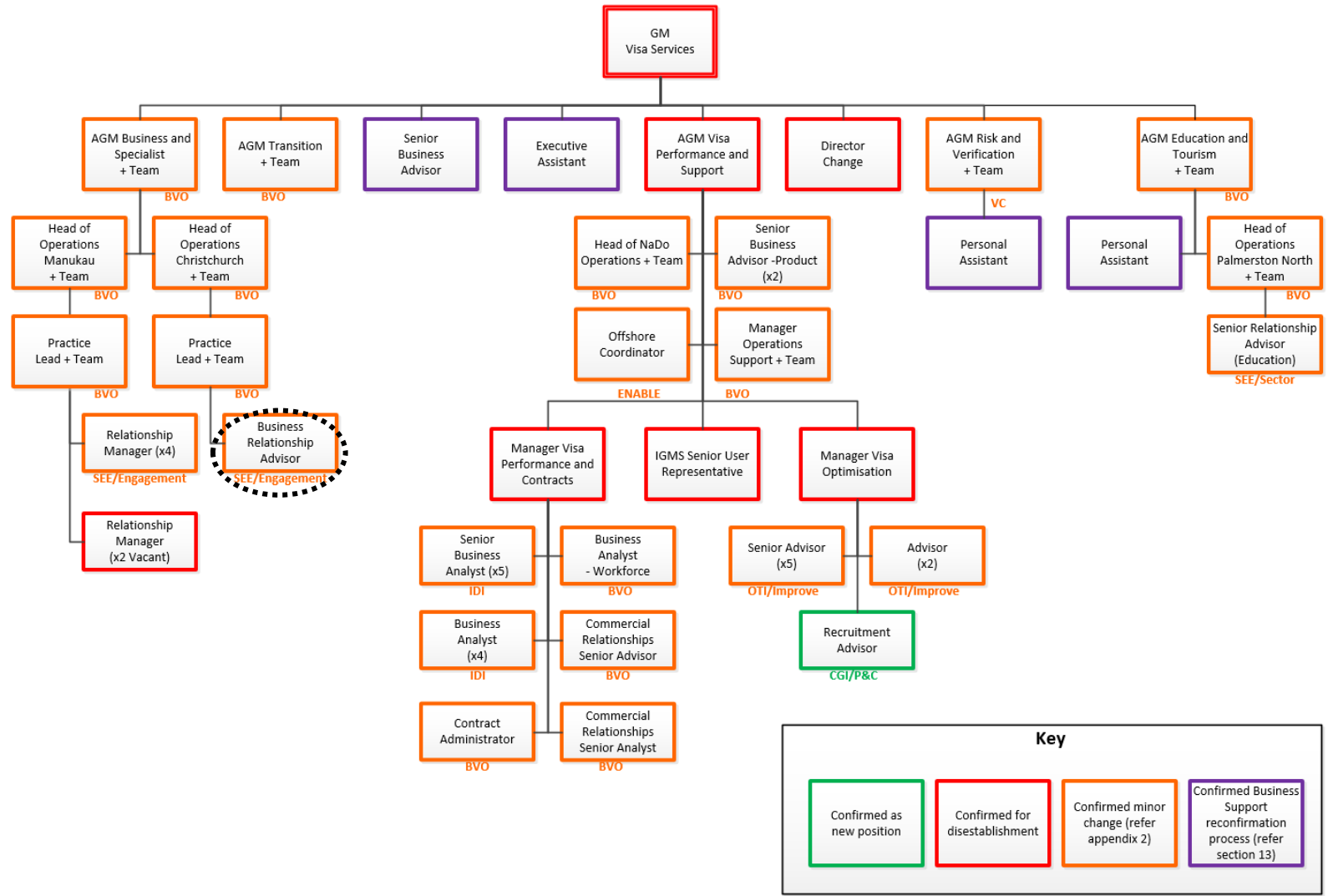
6. Change to the Strategy, Engagement and Education branch	
<b>What is the Change?</b>	<b>Business Relationship Advisor position within the Business and Specialist team in Christchurch will move from Border and Visa Operations to the Immigration Engagement team in Strategy, Engagement and Education.</b>
<b>Why is it changing?</b>	Clarification was received from the Practice Lead and Head of Operations Christchurch that the Business Relationship Advisor position is a relationship-based role that has similar responsibilities to the Relationship Manager positions within the Immigration Engagement team.
<b>How does this change the final design?</b>	<ul style="list-style-type: none"> <li>• There will be one less position in the Border and Visa Operations branch</li> <li>• There will be one more position in the Immigration Engagement team in the Strategy, Engagement and Education branch</li> </ul>
<b>Which section of the Decision Document does this change override?</b>	<ul style="list-style-type: none"> <li>• Page 30, Section: Final and confirmed Strategy, Engagement and Education structure</li> <li>• Appendix 2: Confirmed Impacts to Current Groups</li> </ul>
<b>Final and confirmed decision</b>	<p><b>Feedback:</b> The Business Relationship Advisor was not identified as a reporting line change along with all other relationship management positions.</p> <p><b>Response:</b> This change will be made and reflected in the updated organisation charts. The Business Relationship Advisor will move from the Business and Specialist team in the Border and Visa Operations branch to the Immigration Engagement team in the Strategy, Engagement and Education branch.</p> <p><b>Final decision:</b> Business Relationship Advisor position from the Business and Specialist team will move to report to the National Manager Immigration Engagement in the Strategy, Engagement and Education branch.</p>

**Confirmed Future State Structure for the Strategy, Engagement and Education branch:**





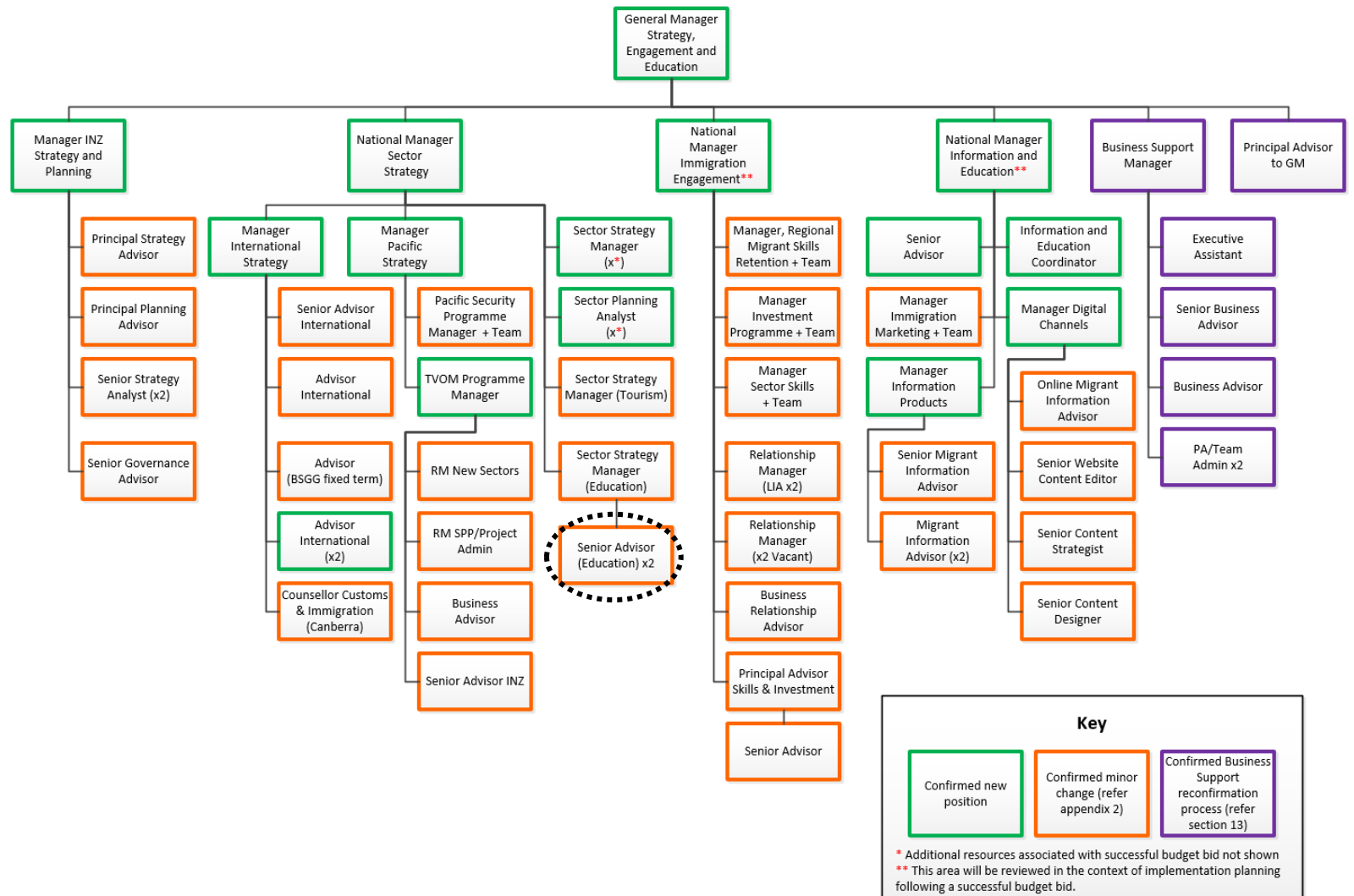
**Impacts to the Current State Structure for the Visa Services branch:**



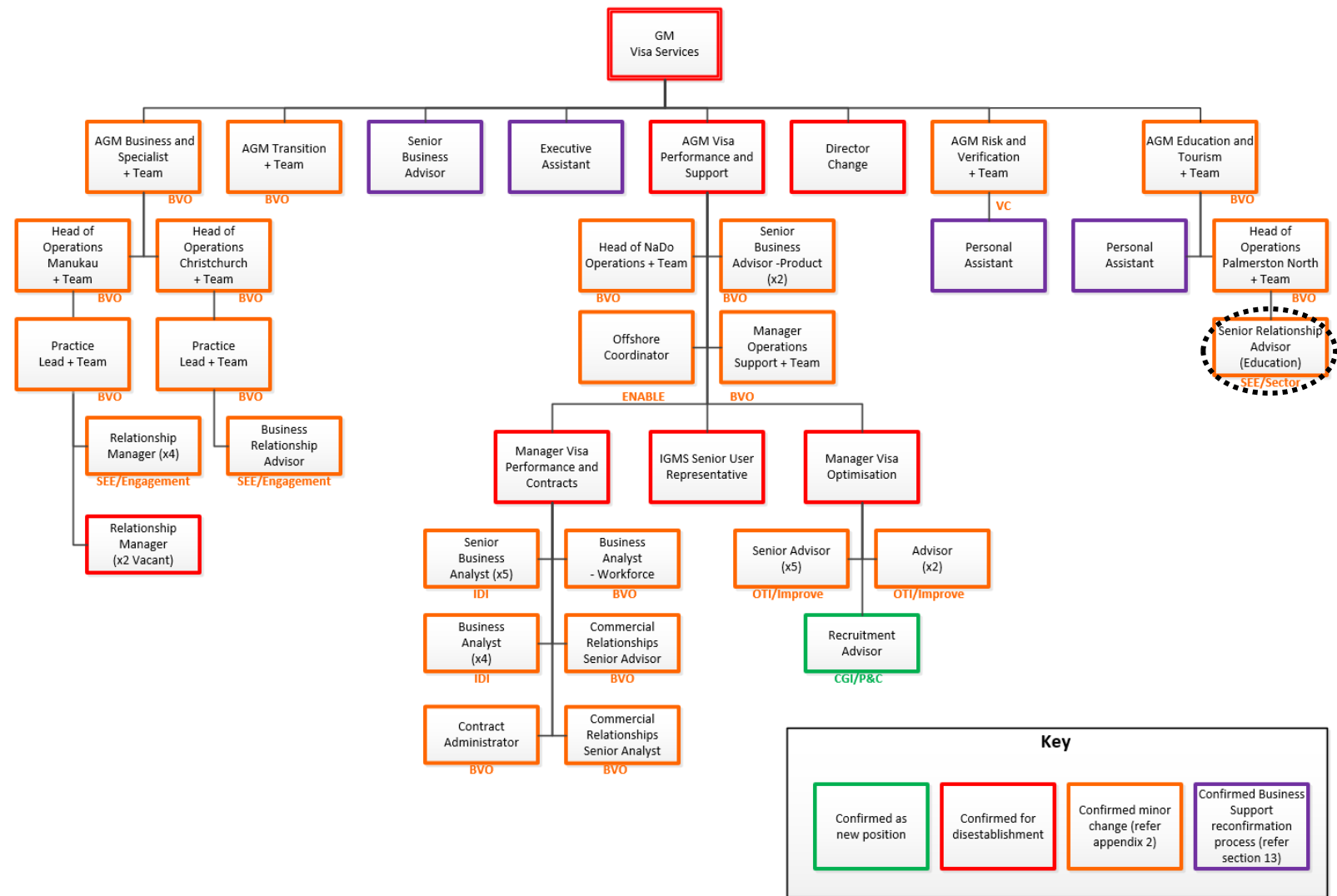
	<p><b>Impact Table:</b> Current position: Business Relationship Advisor Current FTE: 1 permanent position Confirmed nature of change: Change of reporting line Description of confirmed change: Reporting line change to National Manager Immigration Engagement in the Strategy, Engagement and Education branch</p>
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7. Change to the Strategy, Engagement and Education branch	
<b>What is the Change?</b>	<b>Senior Relationship Advisor (Education) position within the Education and Tourism team in Palmerston North will move from Border and Visa Operations to the Sector Strategy team in Strategy, Engagement and Education.</b>
<b>Why is it changing?</b>	Clarification was received from the Assistant General Manager Education and Tourism that the Senior Relationship Advisor (Education) position currently reports to Visa Services, however the reality is that it is a support role for the work of the Sector Strategy Manager (Education) position within the Sector Strategy team.
<b>How does this change the final design?</b>	<ul style="list-style-type: none"> <li>• There will be one less position in the Border and Visa Operations branch</li> <li>• There will be one more position in the Sector Strategy team in the Strategy, Engagement and Education branch</li> <li>• The Senior Relationship Advisor (Education)</li> </ul>
<b>Which section of the Decision Document does this change override?</b>	<ul style="list-style-type: none"> <li>• Page 30, Section: Final and confirmed Strategy, Engagement and Education structure</li> <li>• Appendix 2: Confirmed Impacts to Current Groups</li> </ul>
<b>Final and confirmed decision</b>	<p><b>Feedback:</b> The Senior Relationship Advisor (Education) was not identified as a reporting line change along with all other sector positions. This role is however not a Relationship Manager but rather operates in an advisory capacity to the Sector Strategy Manager (Education).</p> <p><b>Response:</b> This change will be made and reflected in the updated organisation charts. The Senior Relationship Advisor (Education) will be renamed to Senior Advisor (Education) and will move from the Education and Tourism team in the Border and Visa Operations branch to the Sector Strategy team in the Strategy, Engagement and Education branch.</p> <p><b>Final decision:</b> Senior Advisor (Education) position from the Education and Tourism team will move to report to the Sector Strategy Manager (Education) in the Strategy, Engagement and Education branch.</p>

**Confirmed Future State Structure for the Strategy, Engagement and Education branch:**



**Impacts to the Current State Structure for the Visa Services branch:**



**Impact Table:**

Current position: Senior Relationship Advisor (Education)

Current FTE: 1 permanent position (currently vacant)

Confirmed nature of change: Change of position title and reporting line

Description of confirmed change: Position title change to Senior Advisor (Education) , and reporting line change to Sector Strategy Manager (Education) in the Strategy, Engagement and Education branch