

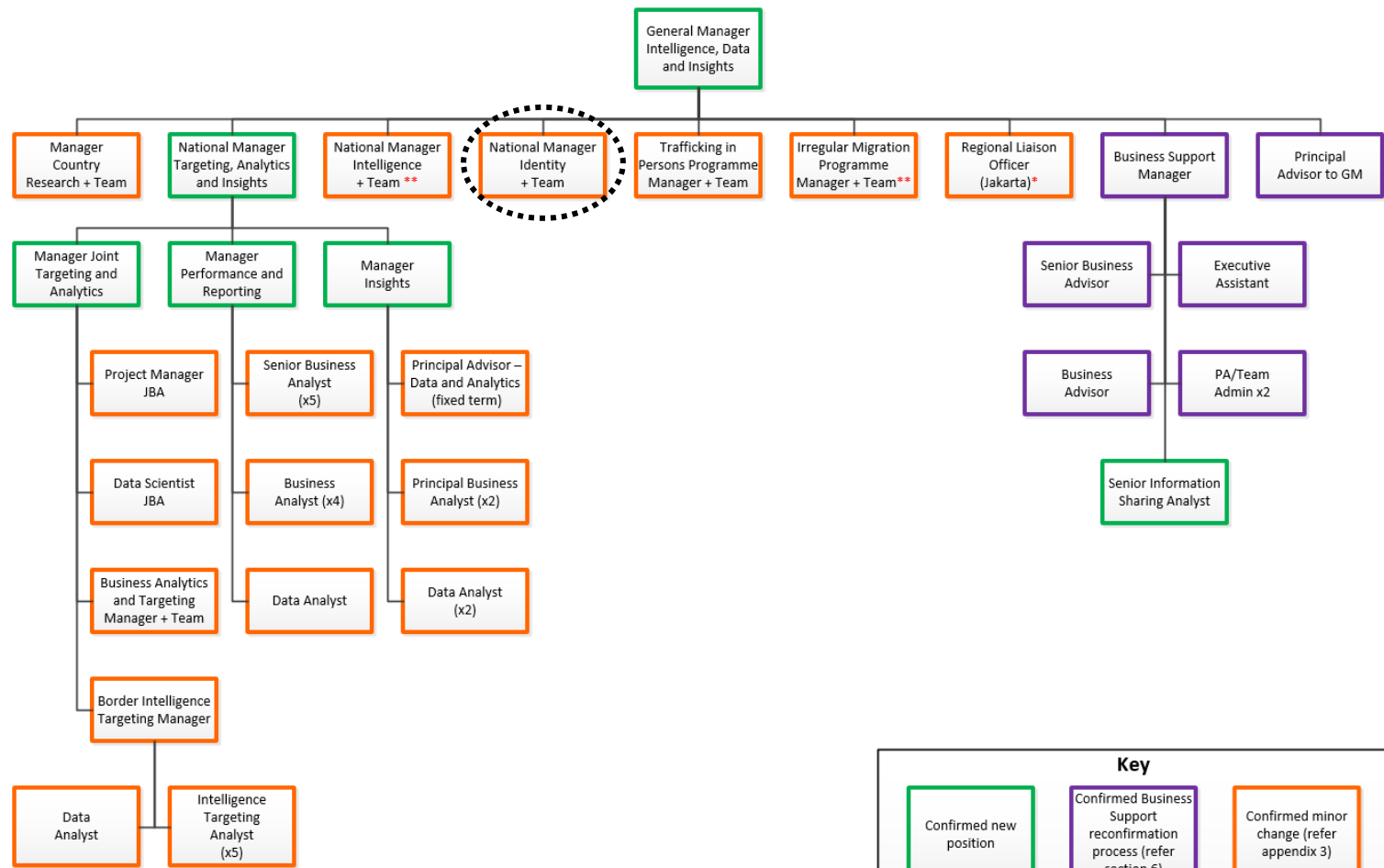
# ADDENDUM TO DECISION DOCUMENT

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

1. Change to the Intelligence, Data and Insights branch	
<b>What is the Change?</b>	<b>Manager Identity position will change to include a title change to National Manager Identity, in addition to the approved reporting line change</b>
<b>Why is it changing?</b>	The overarching criteria used for determining which roles would be called National Manager versus Manager was where the position managed multiple teams with different responsibilities. The Manager Identity position meets this criteria through the management of three different teams; biometric, biographic, and data sharing.
<b>How does this change the final design?</b>	<ul style="list-style-type: none"> <li>• The Manager Identity position title will change to National Manager Identity</li> </ul>
<b>Which section of the Decision Document does this change override?</b>	<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>
<b>Final and confirmed decision</b>	<p><b>Feedback:</b></p> <p>The Manager Identity position was not identified as a title change during consultation.</p> <p><b>Response:</b></p> <p>This change will be made and reflected in the updated organisation charts. Manager Identity position title will be changed, as per the criteria for National Manager, to the National Manager Identity.</p> <p><b>Final decision:</b></p> <p>Manager Identity position title change to National Manager Identity.</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)
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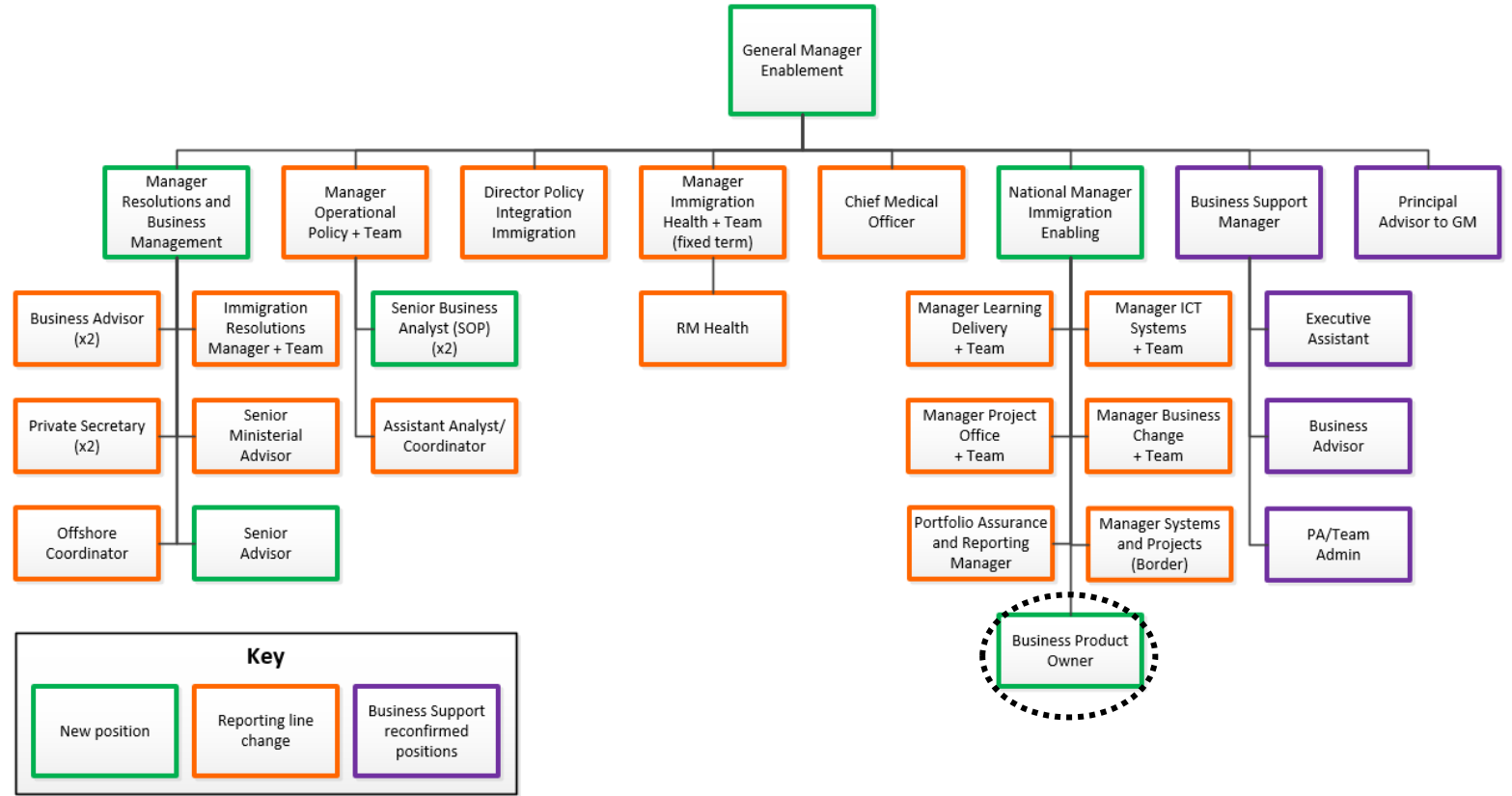
\* Additional resources associated with successful budget bid not shown  
 \*\* This area will be reviewed in the context of implementation planning following a successful budget bid.

	<p><b>Impact Table:</b></p> <p>Current position: Manager Identity</p> <p>Current FTE: 1 permanent position</p> <p>Confirmed nature of change: Change of position title</p> <p>Description of confirmed change: Position title change to National Manager Identity in the Intelligence, Data &amp; Insights branch</p>
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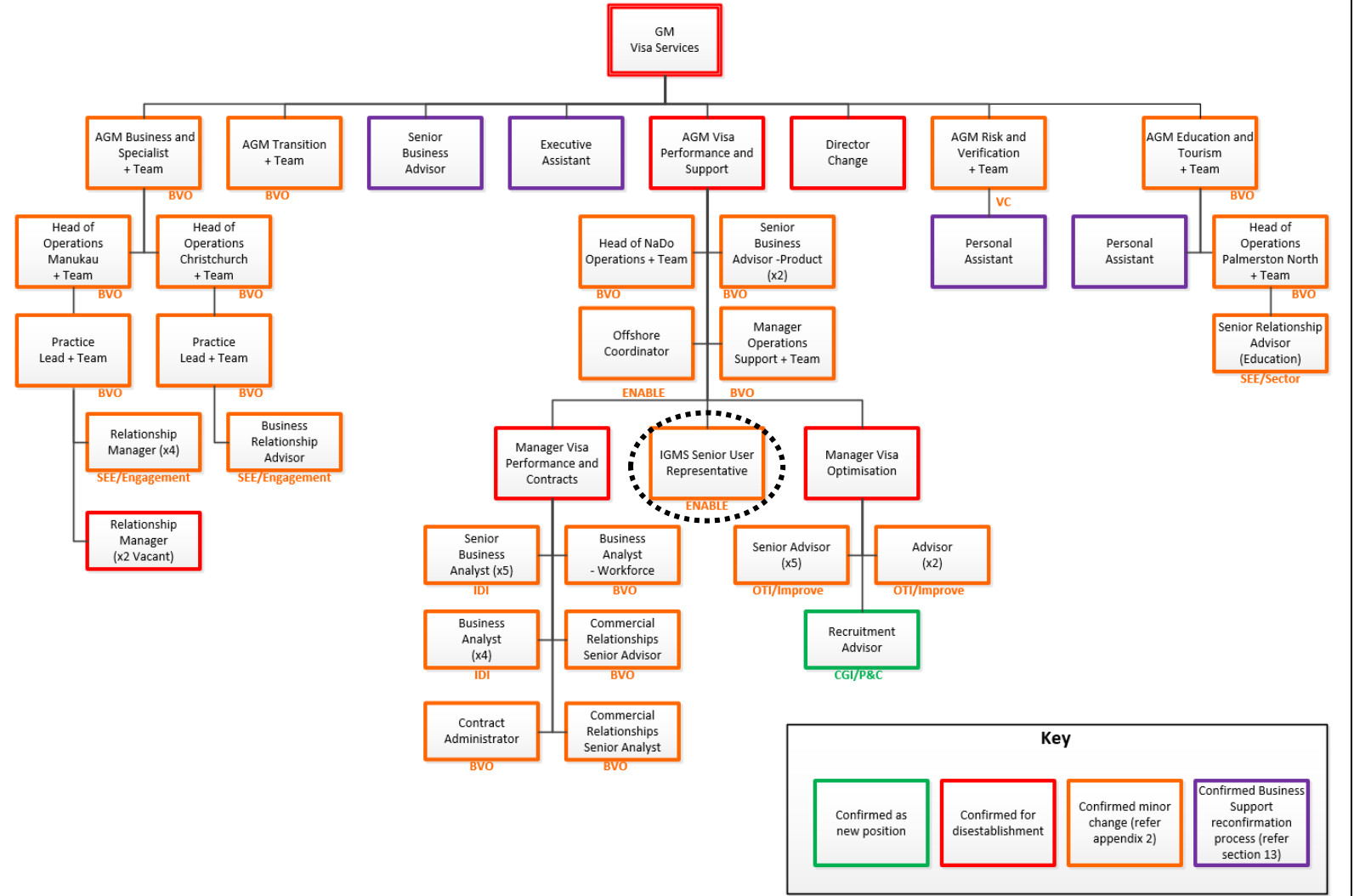
2. Change to the Enablement branch	
<b>What is the Change?</b>	<b>IGMS Senior User Representative position will change from disestablishment to a permanent position, confirming the ongoing need for the role which is currently fixed term. The position title will also be updated to better reflect the accountabilities of the role.</b>
<b>Why is it changing?</b>	The General Manager Enablement has validated the need to retain this position.
<b>How does this change the final design?</b>	<ul style="list-style-type: none"> <li>• There will be one less position for disestablishment</li> <li>• There will be one more permanent position in the Enablement branch reporting to the National Manager Immigration Enabling</li> <li>• The position title will change from IGMS Senior User Representative to Business Product Owner</li> <li>• The current incumbent will be reconfirmed for permanent appointment to the role of Business Product Owner</li> </ul>
<b>Which section of the Decision Document does this change override?</b>	<ul style="list-style-type: none"> <li>• Page 59, Section: Final and Confirmed Enablement 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 IGMS Senior User Representative position is being disestablished, however there is significant risk for the delivery of change without a dedicated resource to represent the business.</p> <p><b>Response:</b></p> <p>The IGMS Senior User Representative position is a vital role to ensure successful delivery of change and is being confirmed as a permanent role with a more appropriate position title of Business Product Owner.</p> <p>This change will be made and reflected in the updated organisation charts. IGMS Senior User Representative position will be changed from disestablishment, to a new (permanent) position.</p> <p><b>Final decision:</b></p> <p>Business Product Owner position confirmed as a new position.</p>
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**Confirmed Future State Structure for the Enablement branch:**



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



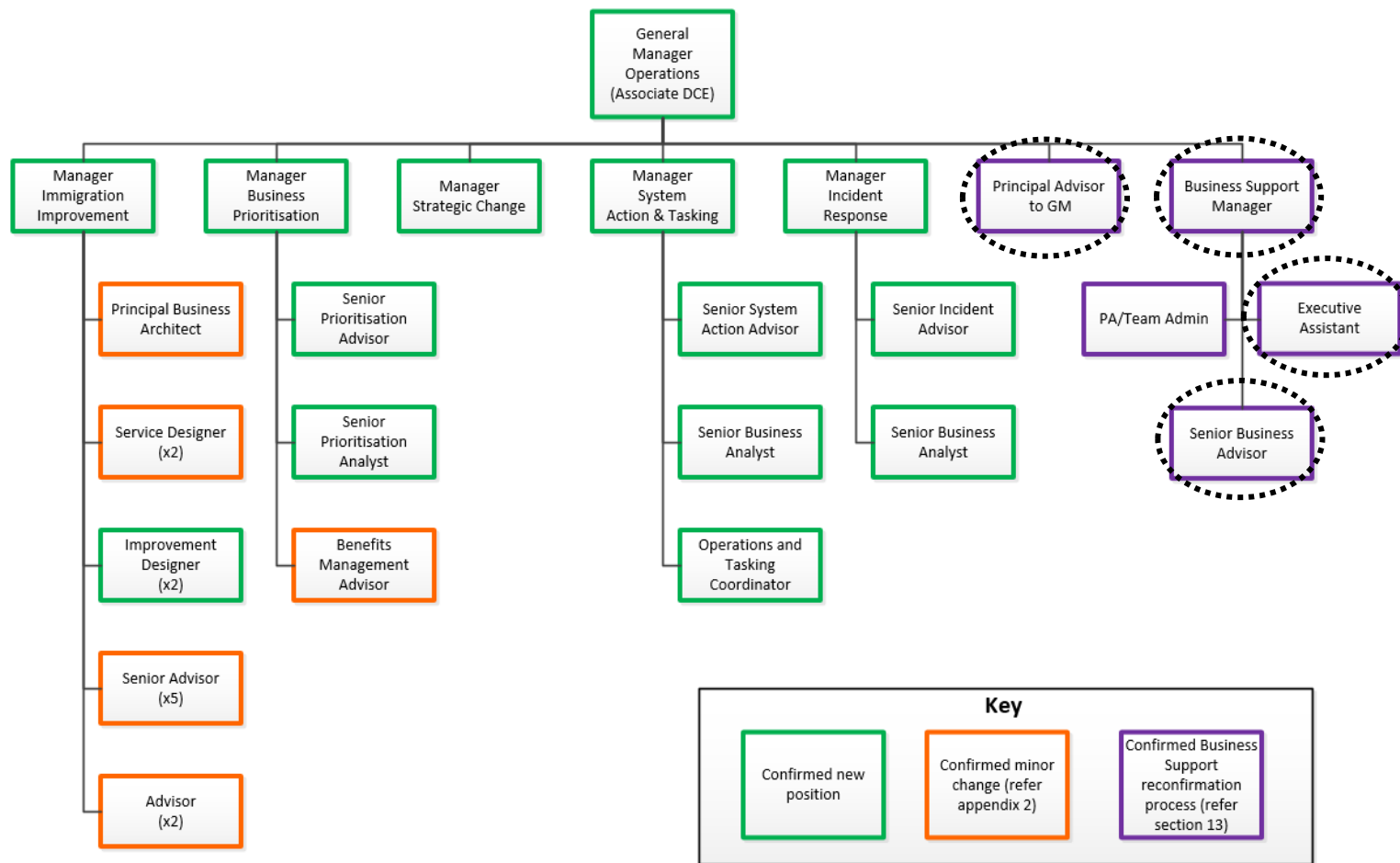
	<p><b>Impact Table:</b></p> <p>Current position: IGMS Senior User Representative</p> <p>Current FTE: 1 fixed term position</p> <p>Confirmed nature of change: Change of position status (disestablishment to new)</p> <p>Description of confirmed change: Fixed term position change to new (permanent) position and reporting line change</p>
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3. Change to the Operations, Tasking & Improvement branch	
<b>What is the Change?</b>	The business support function will be strengthened by replicating the structure from our other larger branches. It will now include a Principal Advisor to General Manager, conversion of the Principal Business Advisor position to a Business Support Manager and conversion of the Business Advisor position to a Senior Business Advisor.
<b>Why is it changing?</b>	<p>As we have moved through transition it has become apparent that we need to provide additional support to the Operations, Tasking and Improvement branch in order to successfully implement this new function which is a key intervention in the new model and for the branch to provide the right level of support to the DCE INZ.</p> <p>The Operations, Tasking and Improvement function plays a vital role to ensure INZ delivers strategy led operations informed by intelligence and data, as well as ensuring cross system integration across the rest of MBIE and INZ partners. This will require additional advisory and business management support.</p>
<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 Operations, Tasking and Improvement branch reporting to the General Manager Operations (Associate DCE)</li> <li>• A Principal Advisor to General Manager position will be included in the reconfirmation process for appointment and selection</li> <li>• The Principal Business Advisor position title will change to Business Support Manager</li> <li>• The Business Advisor position title will change to Senior Business Advisor</li> <li>• The Executive Assistant position will report to the Business Support Manager</li> </ul>
<b>Which section of the Decision Document does this change override?</b>	<ul style="list-style-type: none"> <li>• Page 40, Section: Final and Confirmed Operations, Tasking and Improvement structure</li> </ul>



<b>Final and confirmed decision</b>	<p><b>Feedback:</b></p> <p>The Operations, Tasking and Improvement function requires additional management support in order to support establishment and ongoing management of the new tasking function.</p> <p><b>Response:</b></p> <p>This change will be made and reflected in the updated organisation charts. Principal Advisor to General Manager will be a new position in the Operations, Tasking and Improvement branch, the Principal Business Advisor position will be changed to a Business Support Manager position, and the Business Advisor position will be changed to a Senior Business Advisor.</p> <p><b>Final decision:</b></p> <p>Principal Advisor to General Manager position confirmed as a new position.</p> <p>Principal Business Advisor position will be changed to a Business Support Manager position.</p> <p>Business Advisor position will be changed to a Senior Business Advisor position.</p> <p>Executive Assistant will have a reporting line change from the General Manager Operations to the Business Support Manager.</p>
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**Confirmed Future State Structure for the Operations, Tasking & Improvement branch:**



	<p><b>Impact Table:</b></p> <p>Current position: Principal Business Advisor  Current FTE: 1 permanent position  Confirmed nature of change: Change of position title  Description of confirmed change: Position title change to Business Support Manager in the Operations, Tasking and Improvement branch</p> <p>Current position: Business Advisor  Current FTE: 1 permanent position  Confirmed nature of change: Change of position title  Description of confirmed change: Position title change to Senior Business Advisor in the Operations, Tasking and Improvement branch</p> <p>Current position: Executive Assistant  Current FTE: 1 permanent position  Confirmed nature of change: Change of reporting line  Description of confirmed change: Reporting line change to Business Support Manager in the Operations, Tasking and Improvement branch</p>
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