

**Te Whatu Ora**  
Health New Zealand

# Data & Digital Consultation Document

13 April 2023

## CONTENTS

- SECTION 1:** Executive Summary & Foreword
  - SECTION 2:** Our Proposal
  - SECTION 3:** New Positions
  - SECTION 4:** Impact of Proposal – Existing Positions
  - SECTION 5:** Proposed Disestablishment, Recruitment & Selection Processes
  - SECTION 6:** Getting involved – using the ‘What Say You’ tool to provide feedback
  - SECTION 7:** Indicative Timeframe
  - SECTION 8:** Support & Well-being
- 
- APPENDIX 1:** Proposed New Positions
  - APPENDIX 2:** Proposed Impacts to Existing Positions
  - APPENDIX 3:** Q&A
  - APPENDIX 4:** Engagement Plan



## SECTION 1: Executive Summary & Foreword



**Stuart Bloomfield**  
Interim Chief Data & Digital

Kia ora tātou e te whānau

The purpose of this document is to share with you a proposal for change for the Data and Digital function, which has been designed to support the delivery of the recently agreed operating model. This discussion document commences a consultation process for which we seek your feedback, and outlines the process and timeline. Following Unify to Simplify late last year, we now have a single Data and Digital team working towards delivering services that are nationally planned and coordinated, regionally implemented and integrated and locally tailored.

Our core purpose is to ensure that we have the data and digital systems, services and processes in place to deliver our vision and strategic priorities; to support the health system to achieve Pae Ora, healthy futures for all New Zealanders, in partnership with Te Aka Whai Ora. We will give voice to consumers, whānau and communities, and support delivery of greater equity of outcomes. Te Pae Tata has laid down the initial steps required to deliver a better, fairer health system for everyone. Even this is no small task. There are many obstacles to overcome, both in the way we plan and deliver our services and in the way we set ourselves up for success.

We have highly fragmented ICT systems, multiple legacy applications and a complex supplier landscape. There are huge tasks ahead to improve this, while still delivering much needed modern solutions across the motu. We want to get this right. We believe that we also have great wealth that will aid us in this task: our greatest resource is our people. We believe that across the length and breadth of Aotearoa there are experienced, passionate people who still strive to improve the quality of health care, despite past setbacks and roadblocks.

We also have a lot that is sound: structures like the National Health Index, the Health Provider Index, the NZ Universal List of Medicines, and computerised infrastructure that despite limitations still gets by. To improve equity, efficiency and sustainability within the health system we will need to evolve based on sound systems architecture and continuous quality improvement. Data and Digital will be at the forefront of enabling the health system of the future.

A huge amount of collaboration has already gone into the Data and Digital operating model beginning in July last year, particularly with the development of our Digital Strategy and Roadmap. So far we have engaged with 20 key customer groups including consumers, whānau, clinical and non-clinical workforce, partners and stakeholders, to hear their experiences and perspectives. We also worked with 13 sector domain leads and 140 subject matter experts to understand how their areas could best work together in the future. An Operating Model Working Group was established, consisting of membership from across Te Whatu Ora, Te Aka Whai Ora, and clinical and independent experts. The proposed changes outlined on the following pages align to and continue that work.

This next stage requires aligning our structures and ways of working into a collaborative, 'win-win' operating model. Mahi tahi—working together as one. This now needs your voice to point out what we've got right so far, and where and how the foundations might be strengthened. I am looking forward to hearing your thoughts and opinions.

Your feedback is sought on everything that is proposed within this document. I really encourage you to have your say using the Consultation Hub 'What Say You'. During the consultation period there will also be other opportunities provided to discuss the proposal, including in person and virtual hui sessions. Please take the time to read what is proposed and access those opportunities.

I also know that change can be unsettling. We are committed to the concept of manaakitanga - respect and care - for everyone as we work our way through this important process. Thank you for your on-going support and engagement.

Ngā mihi

**Stuart Bloomfield,**

Interim Chief Data and Digital

## SECTION 2: Our Proposal

### Simplify to Unify

We can improve the care we provide to patients, their whānau and communities by simplifying the way we work. This releases time and resources to invest in patient and community facing care.

Our next phase of change aims to **achieve nationally planned and co-ordinated consistency, to empower regional implementation and integration, and to enable locally tailored delivery of care**. We are working towards flat structures over time, with minimal layers. In this next phase we aim to:



#### Achieve nationally planned and co-ordinated consistency

by reducing duplication, establishing centres of expertise and co-ordinating national networks to enable consistency.



#### Empower regional implementation and integration

through Regional Integration Teams and Networks to enable service planning at a regional level and contribute towards equitable access and coverage.



#### Enable locally tailored delivery of care

through Localities establishment, hospital networks and partnerships with local communities.

The changes we are proposing across our enabling and delivery teams aim to achieve:

**Enabling services:** Reduced duplication through nationally co-ordinated and regionally integrated business support, streamline to reduce frontline time spent on non-clinical activity.

**Delivery services:** Clear accountability for delivery of patient facing care, organised to identify and reduce inequity of access across regions and population groups, networked to support clinical leadership and patient/whānau voice in decision making.

As referenced above, a huge amount of collaboration has already gone into the Data and Digital operating model beginning in July last year, particularly with the development of our Digital Strategy and Roadmap. We have met, we have listened and we will build a more solid system with the health care consumer at the centre in order to contribute more effectively to delivering on Pae Ora.

An Operating Model Working Group was established, consisting of membership from across Te Whatu Ora, Te Aka Whai Ora, and clinical and independent experts. The proposed changes outlined on the following pages align to, and continue that work.

We are aware that bringing ourselves into one nationalised entity requires a new and different management structure to what currently exists across our motu. The Tier 3 structure has been established, with some appointments having been made and others in the recruitment process. The basis of the structure is the delivery of function based services.

Those functions are:

1. Cyber Security
2. Integration
3. Business Support
4. ICT
5. Sector Digital Channels
6. Strategy and Investment
7. Clinical Informatics
8. Data Services

To move from our current operating model to a single model requires a significant level of change. It includes establishing new positions, disestablishing positions which would be significantly affected by the change and impacting other roles to enable them to move into a relevant functional service. This change is expected to have a large impact on Data and Digital and is our start point. We know that there will be further change required as we are unlikely to get everything right, and that is why your feedback to help us to do so is critically important.

It is the long term goal of Data and Digital to invest in the development of its kaimahi (staff) in order to reduce the current dependence on a significant number of contractors who are undertaking business as usual work. We know we will always have some need for a contingent workforce to undertake highly specialised work, even so we see that building our own workforce with meaningful and interesting career paths will significantly enhance our ability to better meet service needs. We believe this proposal will help us to reach our long term goal.

Before describing the proposed future state in more detail, it is worthwhile clarifying leadership levels within the organisation and appropriate terminology.

Term	Definition
Tier 1	Chief Executive of Te Whatu Ora
Tier 2	Direct reports to Chief Executive – National Directors/Chiefs
Tier 3	Direct reports to Executives – Regional Directors and functional Directors
Tier 4	Direct reports to regional Directors and functional Directors – Group Managers
Tier 5	Direct reports to Group Managers

Please note these are not related to financial delegation levels.

The tables below sets out the positions at Tier 3, and the number of new positions proposed at Tiers 4, 5 and 6 by service function. The table is followed by the Tier 3 and proposed Tier 4 structure and functions mapping

Tier 3s	
1	Cyber Security
1	Integration
1	Business Support
1	ICT
1	Sector Digital Channels
1	Strategy & Investments
1	Clinical Informatics
1	Services
8	Tier 3

Tier 5s	
7	Cyber Security
16	Integration
19	Business Support
25	ICT
22	Sector Digital Channels
19	Strategy & Investments
0	Clinical Informatics
17	Data Services
125	Tier 5

Tier 4s	
4	Cyber Security
4	Integration
4	Business Support
5	ICT
6	Sector Digital Channels
5	Strategy & Investments
10	Clinical Informatics
4	Data Services
42	Tier 4

We will now look at what is proposed for each function. A description of each function's role and responsibilities is set out below with its associated structure chart(s). When reviewing the charts you will see some positions are differently shaded;

- Most positions are green/turquoise. This indicates a new position.
- Pink shaded positions appear in Tiers 4 and 5 and identify roles that have existing roles mapped to them and may include a role title change.
- Brighter blue/aqua shade only appear in Tier 6 and indicate a role that has moved to a new line manager with a role title change.
- Grey shade are roles that partner with Data and Digital and have a dotted line relationship.

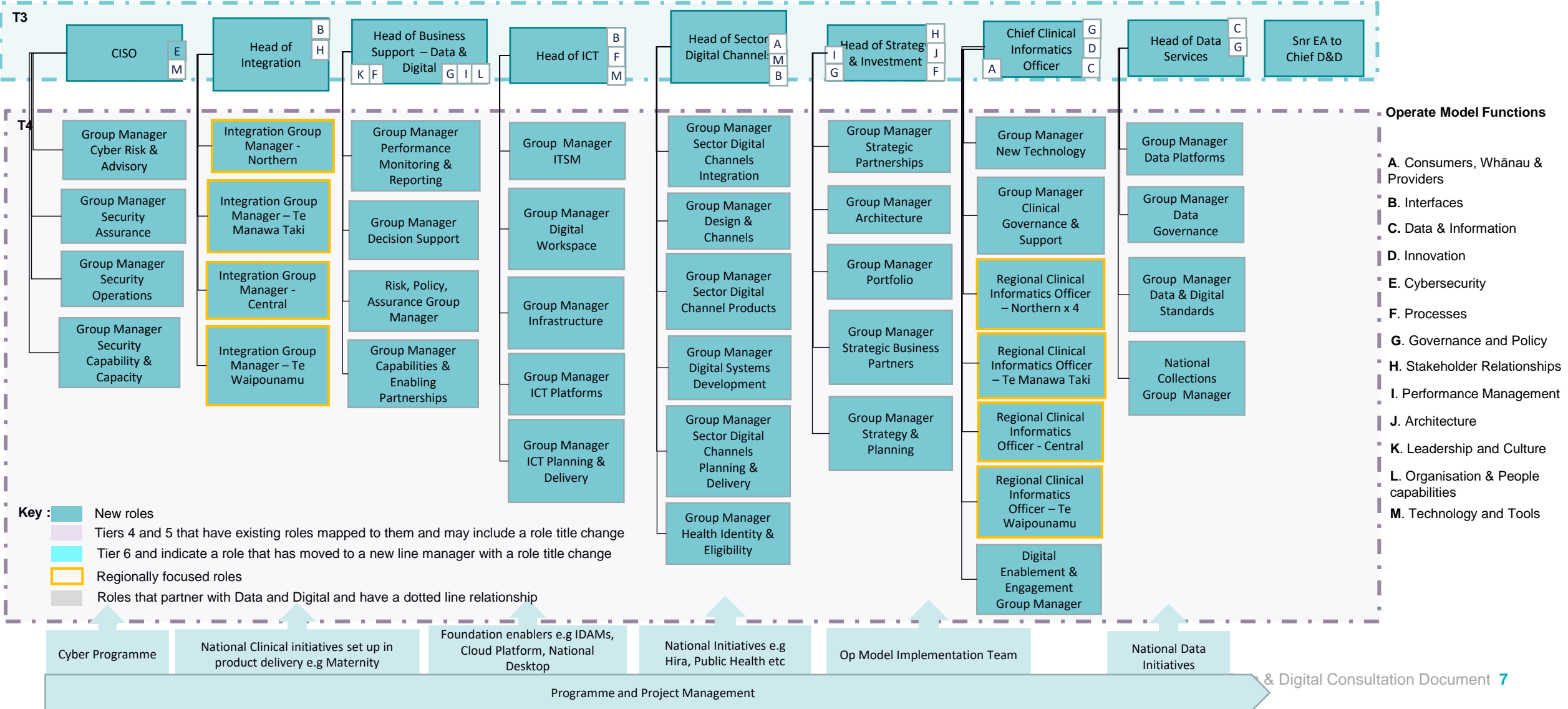
The detail of what the existing role is and the role to which it is mapped is found within the Impact tables in Appendix 2.

Not all Tier 6 roles are shown in the relevant chart, as existing roles may simply move to a new line manager. For all roles that are proposed to move please refer to the Appendix 2 which shows each position's change in reporting line.

There are no Tier 7 roles shown in the charts. Tier 7 roles either follow their substantive role's immediate line manager or the role will be outlined in Appendix 2 showing a change in reporting line.

Set out in the sections below are the descriptors for each of the 8 functions and the associated structure chart(s) for that function.

## Data & Digital Organisational Structure (Proposed)



## 2.1 Cyber Security

The Cyber Security team is focused on protecting our Data and Digital environment from the growing threat of sophisticated cyber-attacks. It is a critical function for Te Whatu Ora and Te Aka Whai Ora.

The proposed cyber security operating model right sizes the resources required to lift cyber security maturity. It provides leadership, management, delivery and support across the sector.

The objectives of the cyber security team are to manage the risks associated with protecting information assets against threats and vulnerabilities to which the health sector may be exposed. Taken together, threats and vulnerabilities constitute information risk. Ensuring that security objectives are met, and risk is mitigated, will benefit the health sector by contributing to:

- Business Continuity;
- Operational Efficiency; and
- Cost Effectiveness.

### Core capabilities responsible for:

1. Leading the provision of national information security expertise, guidance and systems needed to execute strategic and operational plans.
2. Leading security capability maturity improvement, overall security service performance, and security service-level management.
3. Establishing a robust security initiative management lifecycle catering to different delivery practices (preparation, assessment, planning, execution, and measuring).
4. Structuring security spending budgets, resource allocation, investment prioritisation, and overall effectiveness and efficiency of security capabilities to create safe, trusted environments for whānau, patients, stakeholders, employees and partners.

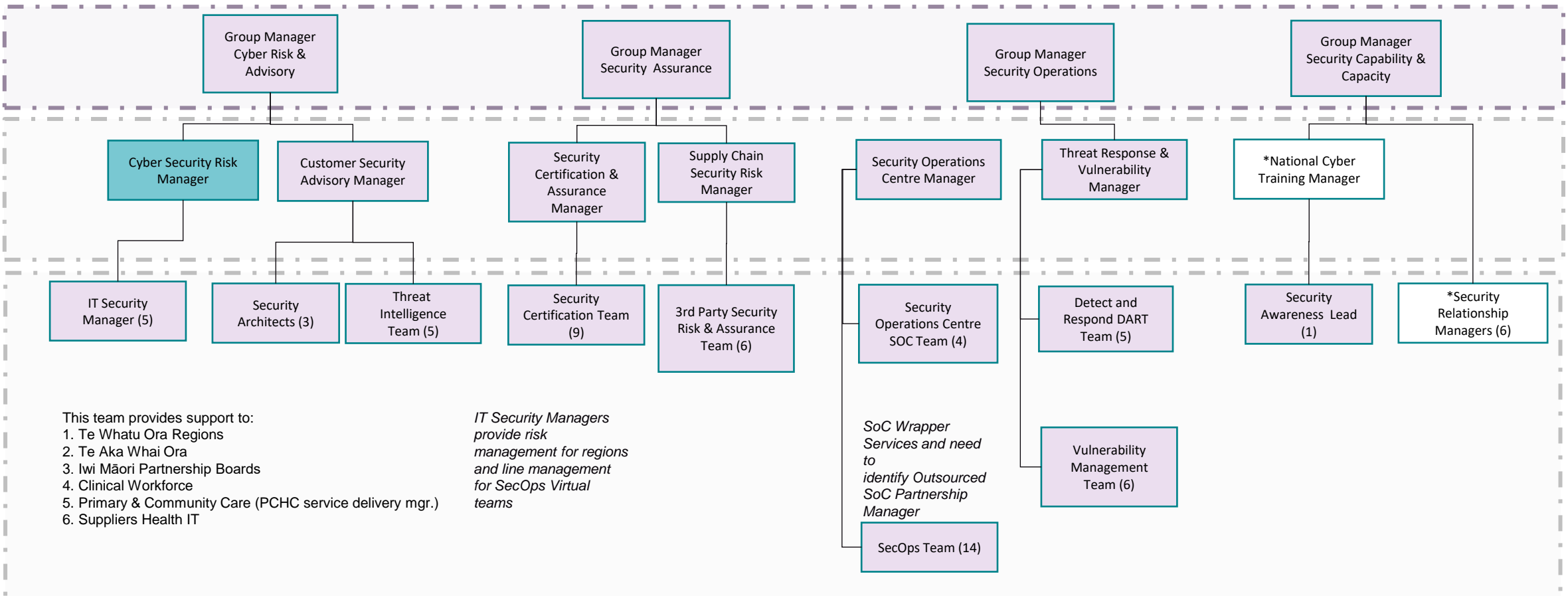
The proposal is for all Cyber Security roles to be part of this team and that the appropriate structure is embedded to be able to deliver on its responsibilities.

The Cyber Security Uplift Programme will provide capability in some areas and aspects to enable cyber security maturity to increase at pace.

The chart below shows the proposed full structure of Cyber Security. It does not have any positions at Tier 7. The white shaded tiles only appear in this chart, and indicate that initially these roles will be delivered by external parties.



## Cyber Security - Proposed Tier 4,5 & 6



- Key :**
- New roles
  - Tiers 4 and 5 that have existing roles mapped to them and may include a role title change
  - Tier 6 and indicate a role that has moved to a new line manager with a role title change
  - Regionally focused roles
  - Roles that partner with Data and Digital and have a dotted line relationship

## 2.2 Integration

The purpose of this team is to focus on supporting and continuously improving existing and new applications to optimise workflow, ensuring they are responsive, intuitive to use and easy to access.

The team will ensure that delivery of Data and Digital solutions meet the needs of the customer across the motu.

The Integration Group Managers will hold relationships with key internal and external partners to deliver digital services, aligning demand and delivery. This ensures a unified end to end service is provided to our stakeholders.

Users of Data and Digital systems and services will be appropriately supported by this team for change associated with systems implementation and in the effective ongoing use and adoption of technology.

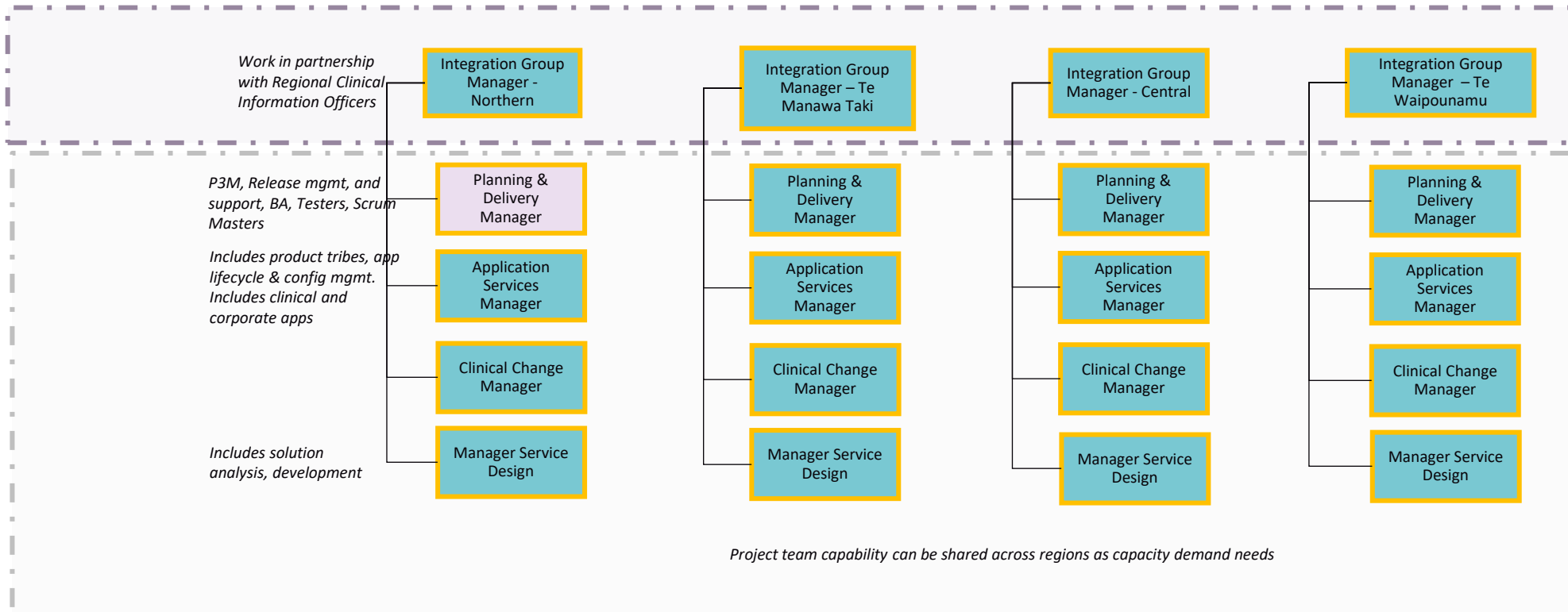
The team will support prioritisation of delivery at a regional level, providing regional delivery management (where required) for all delivery and enabling services.

### Core capabilities responsible for:

- Application Delivery, Optimisation, Rationalisation
- Internal User Experience
- Relationship Management – at regional level
- Demand and Delivery Management
- Applications Support
- Business Change Management

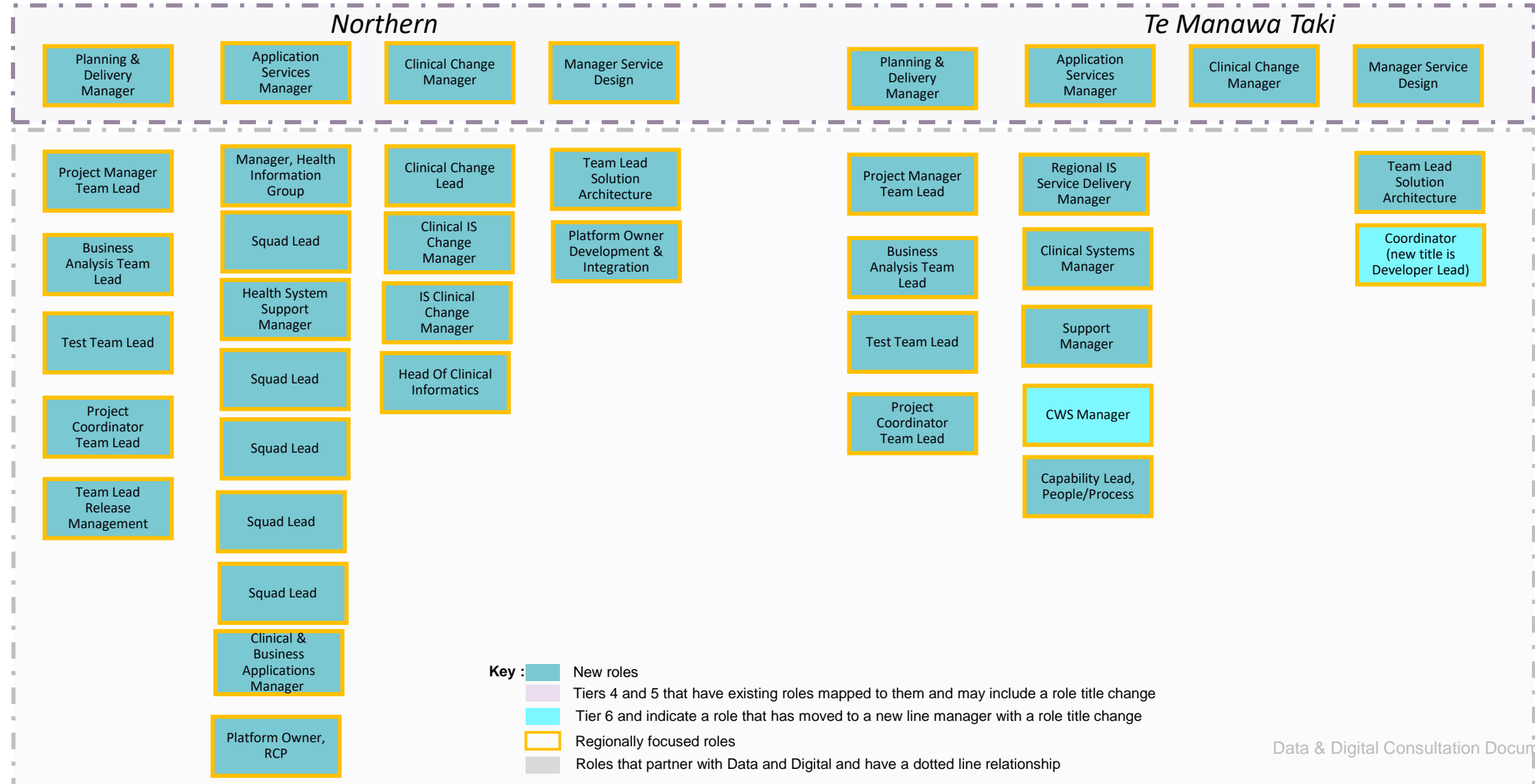
The charts below show the proposed structure of Integration at Tiers 4, 5 and 6.

## Integration - Proposed Tier 4 & 5

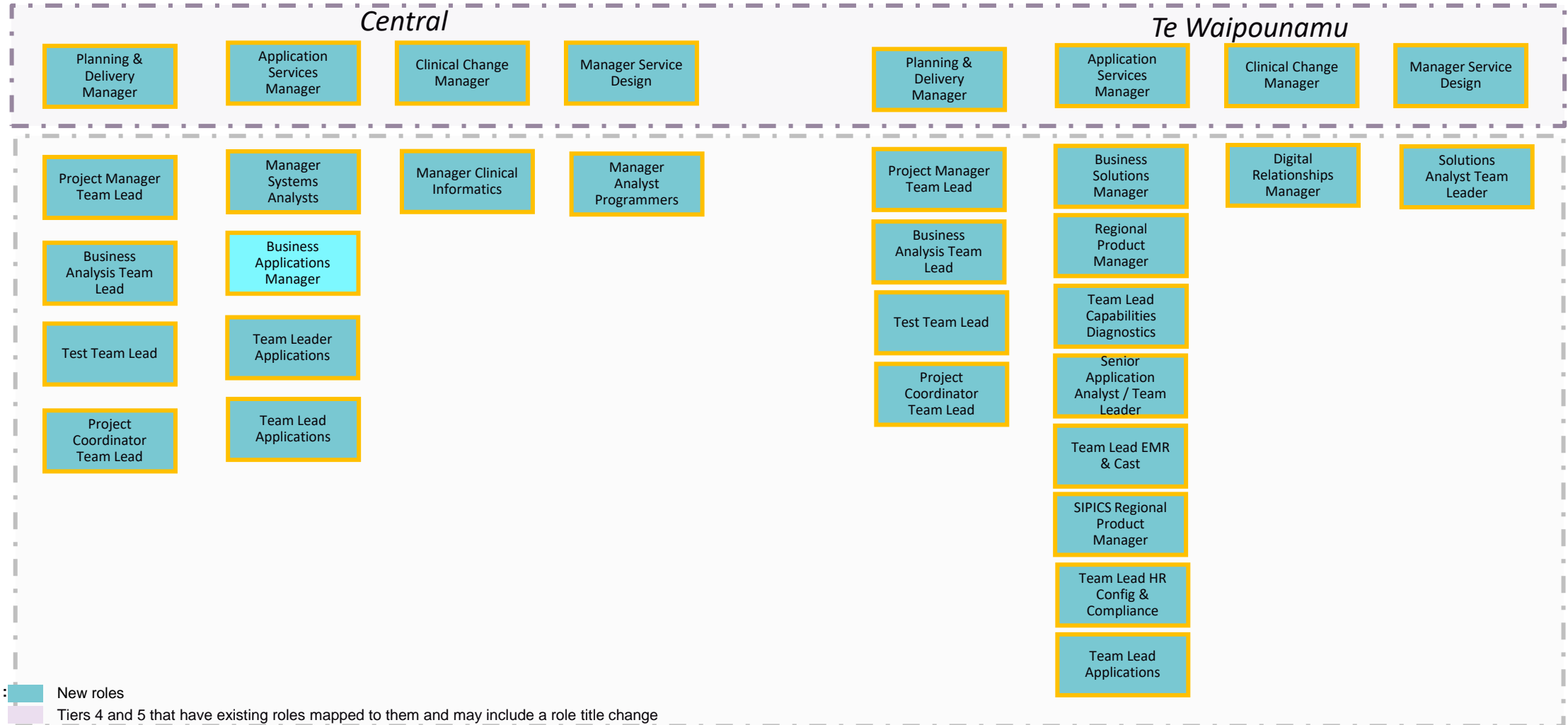


- Key :**
- New roles
  - Tiers 4 and 5 that have existing roles mapped to them and may include a role title change
  - Tier 6 and indicate a role that has moved to a new line manager with a role title change
  - Regionally focused roles
  - Roles that partner with Data and Digital and have a dotted line relationship

## Integration - Proposed Tier 5 & 6 for Northern and Te Manawa Taki



## Integration - Proposed Tier 5 & 6 for Central and Te Waipounamu



- Key :**
- New roles
  - Tiers 4 and 5 that have existing roles mapped to them and may include a role title change
  - Tier 6 and indicate a role that has moved to a new line manager with a role title change
  - Regionally focused roles
  - Roles that partner with Data and Digital and have a dotted line relationship

## 2.3 Business Support

This team is critical to orchestrating the overall direction and resourcing of Data and Digital to run efficiently and effectively as a collective.

This team will lead the planning and reporting processes to ensure Data and Digital set appropriate strategic and operational targets and plans. It is responsible for management of communication to the Data, Digital and Innovation Committee, Board, Minister's office, ELT and other governance bodies.

It will provide business support to the Data and Digital team with the provision of internal/external communications (in partnership with the Communication and Engagement team), Human Resources (in partnership with People and Culture) and finances (in partnership with Finance) so Data and Digital have the systems, support and resources to enable its success and delivery to outcomes, obligations and commitments.

This team will manage Data and Digital methodologies and practice communities for development, test, quality and business analysis to ensure common practice and standards are instilled and adhered to, including taking a proactive approach to skills, training and certification.

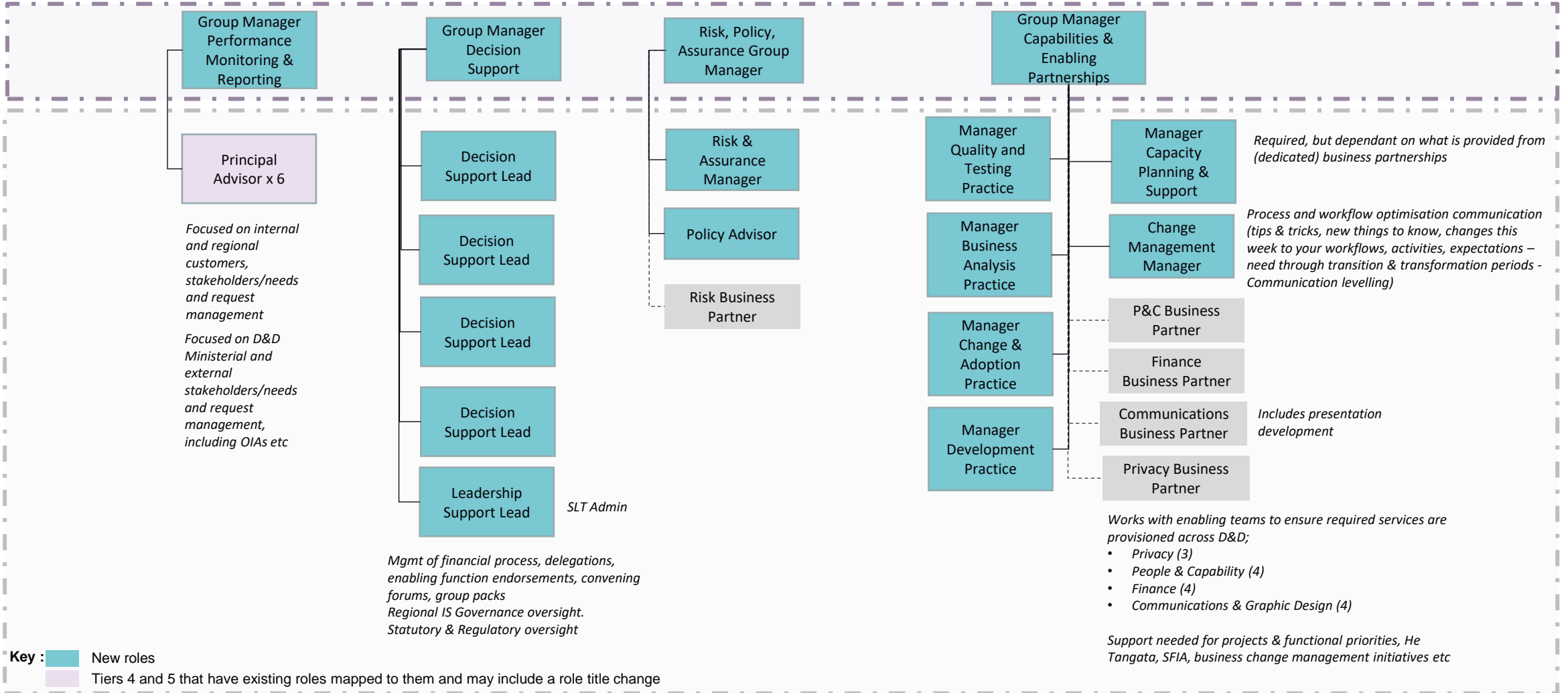
It will lead and manage risk management, privacy and processes specific to Data and Digital, including Official Information Act Requests, parliamentary questions and policy management, in some cases in conjunction with other Te Whatu Ora teams.

### Core capabilities responsible for:

- Data and Digital core practice and methodology management
- Performance, Board and Committee reporting
- Workforce capability planning, including taking a proactive approach to skills, training and certification for our people
- Administration and Secretariat Support – e.g. travel, financial administration support, content management (intranet)
- Human Resources specific to Data and Digital, in conjunction with People and Culture
- Communications, in conjunction with Communication and Engagement.
- OIAs, PQs (Data and Digital related)
- Learning and Development
- Privacy (Data and Digital related)
- Risk Management (in conjunction with Corporate Services Delivery)
- Change Management
- Management of Minister's engagement (entry into Data and Digital)
- D&D Policy Management

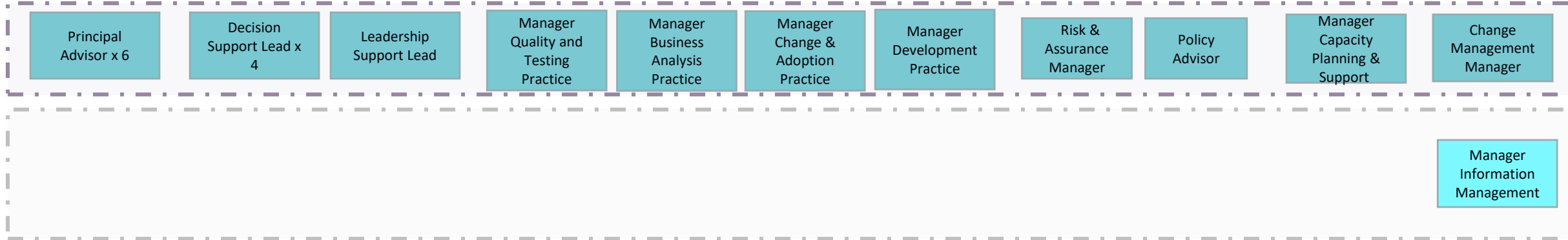
The charts below show the proposed structure of Business Support at Tiers 4, 5 and 6.

## Business Support - Proposed Tier 4 & 5



- Key :**
- New roles
  - Tiers 4 and 5 that have existing roles mapped to them and may include a role title change
  - Tier 6 and indicate a role that has moved to a new line manager with a role title change
  - Regionally focused roles
  - Roles that partner with Data and Digital and have a dotted line relationship

## Business Support - Proposed Tier 5 & 6



- Key :**
- New roles
  - Tiers 4 and 5 that have existing roles mapped to them and may include a role title change
  - Tier 6 and indicate a role that has moved to a new line manager with a role title change
  - Regionally focused roles
  - Roles that partner with Data and Digital and have a dotted line relationship



## 2.4 ICT

This team's role is to lead convergence of ICT infrastructure reducing duplication, making it easier to run and maintain, and moving toward operational excellence.

Robust digital foundations and ITSM is fundamental to operational success, therefore this team has a critical role to play for our organisation and sector to establish and maintain modern infrastructure that can adapt as technology evolves, whilst balancing stability with scalability and modernisation, and sound operational management that accompanies the technologies to deliver service.

The group is responsible for national ITSM and Service Desk functions, workspace and office productivity tools, all core infrastructure, integration platforms, API gateways (not the development of APIs), networks, telephony, cloud and storage spanning from locality to national. It inherits all of our heritage equipment and environments (and legacy), builds out the contemporary future platforms, and transitions us from the old to the new.

The team will drive a culture of connectedness and continuous improvement for systems and services responsible for ensuring effective lifecycle management and development of roadmaps and availability management to continue to deliver services at agreed service levels.

### Core capabilities responsible for:

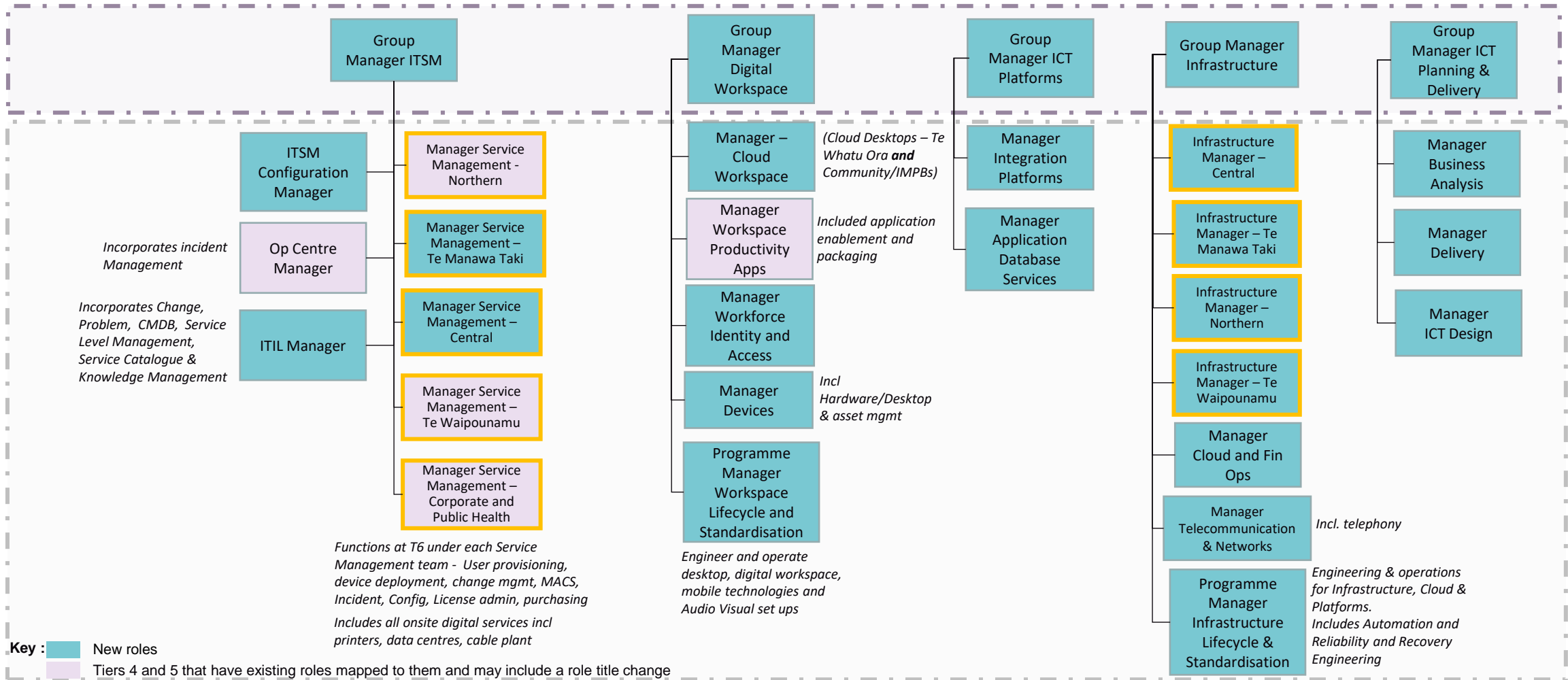
- Service Desk Management
- End User Device Management
- Workspace including Productivity Tools
- Availability Management (including DR)
- Capacity Management
- ICT Change Management (oversight of, and including practice and processes)

- ICT Asset Management
- Knowledge Management
- Infrastructure / Cloud Services Management
- Voice/ Data Network Management
- BCP (for Data and Digital – not for the organisation)

The function is responsible for leading initiatives (Programme and Project Management) relative to areas of responsibility e.g. Cloud Platform, IDAM, National Desktop. It must utilise and align to National Data and Digital PMO Practice.

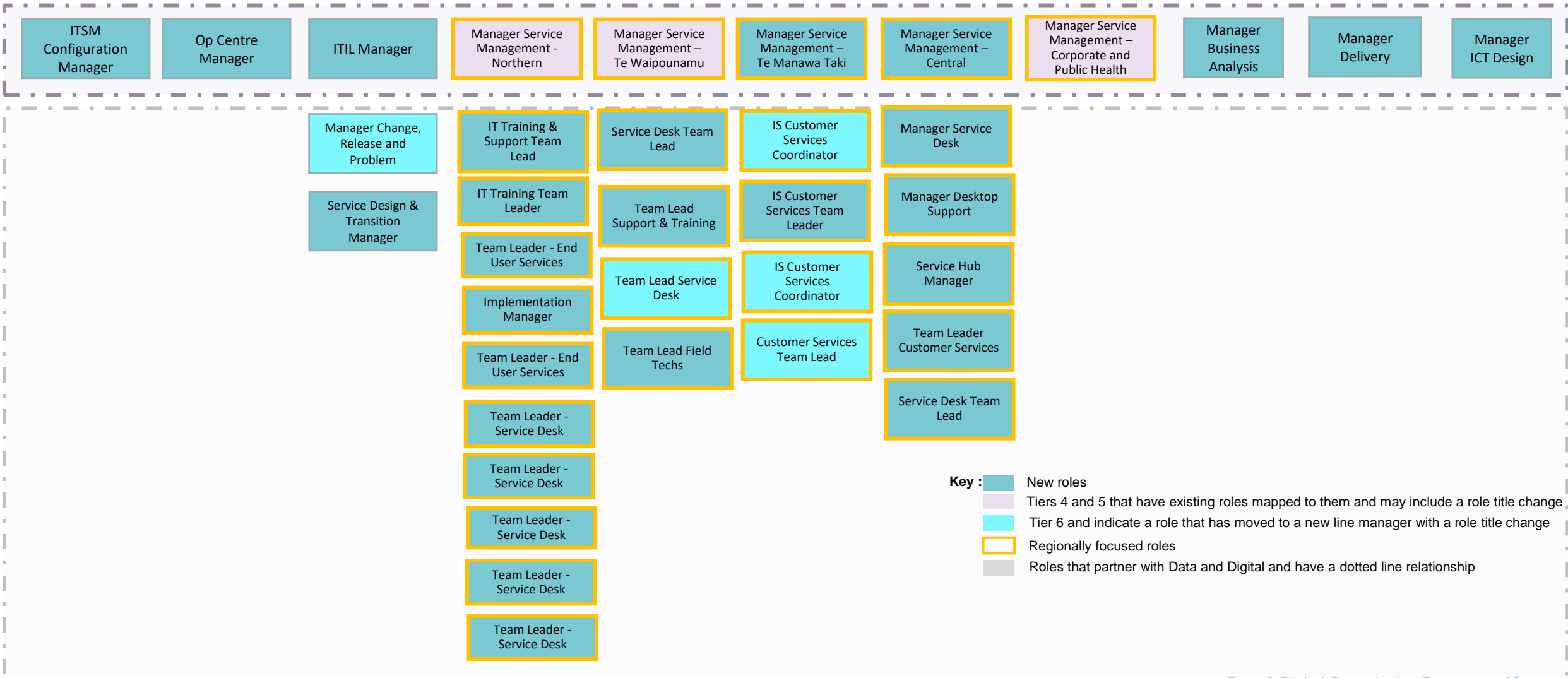
The charts below show the proposed structure of Integration at Tiers 4, 5 and 6.

## ICT - Proposed Tier 4 & 5



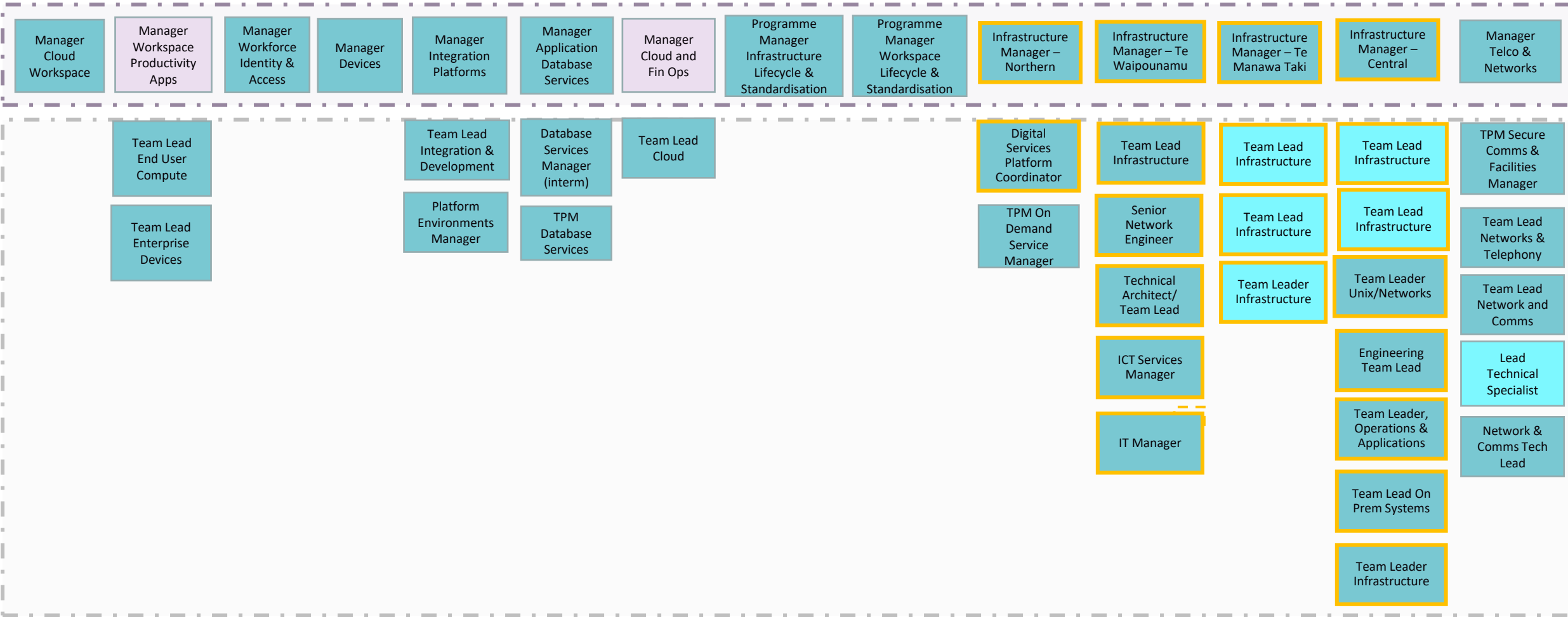
- Key :**
- New roles
  - Tiers 4 and 5 that have existing roles mapped to them and may include a role title change
  - Tier 6 and indicate a role that has moved to a new line manager with a role title change
  - Regionally focused roles
  - Roles that partner with Data and Digital and have a dotted line relationship

## ICT - Proposed Tier 5 & 6



- Key :**
- New roles
  - Tiers 4 and 5 that have existing roles mapped to them and may include a role title change
  - Tier 6 and indicate a role that has moved to a new line manager with a role title change
  - Regionally focused roles
  - Roles that partner with Data and Digital and have a dotted line relationship

## ICT - Proposed Tier 5 & 6 (continued)



- Key :**
- New roles
  - Tiers 4 and 5 that have existing roles mapped to them and may include a role title change
  - Tier 6 and indicate a role that has moved to a new line manager with a role title change
  - Regionally focused roles
  - Roles that partner with Data and Digital and have a dotted line relationship

## 2.5 Sector Digital Channels

This team acts as a change agent for nationally enabled services, needing to provide cost-effective and sustainable digital services including improved access through digital self-service and assisted channels, and reduced pressure on the workforce through automation and integration.

It provides the leadership, management, delivery and support of all national external services. These are the systems and services delivered by Data and Digital to parties external to Te Whatu Ora, Te Aka Whai Ora or Manatū Hauora.

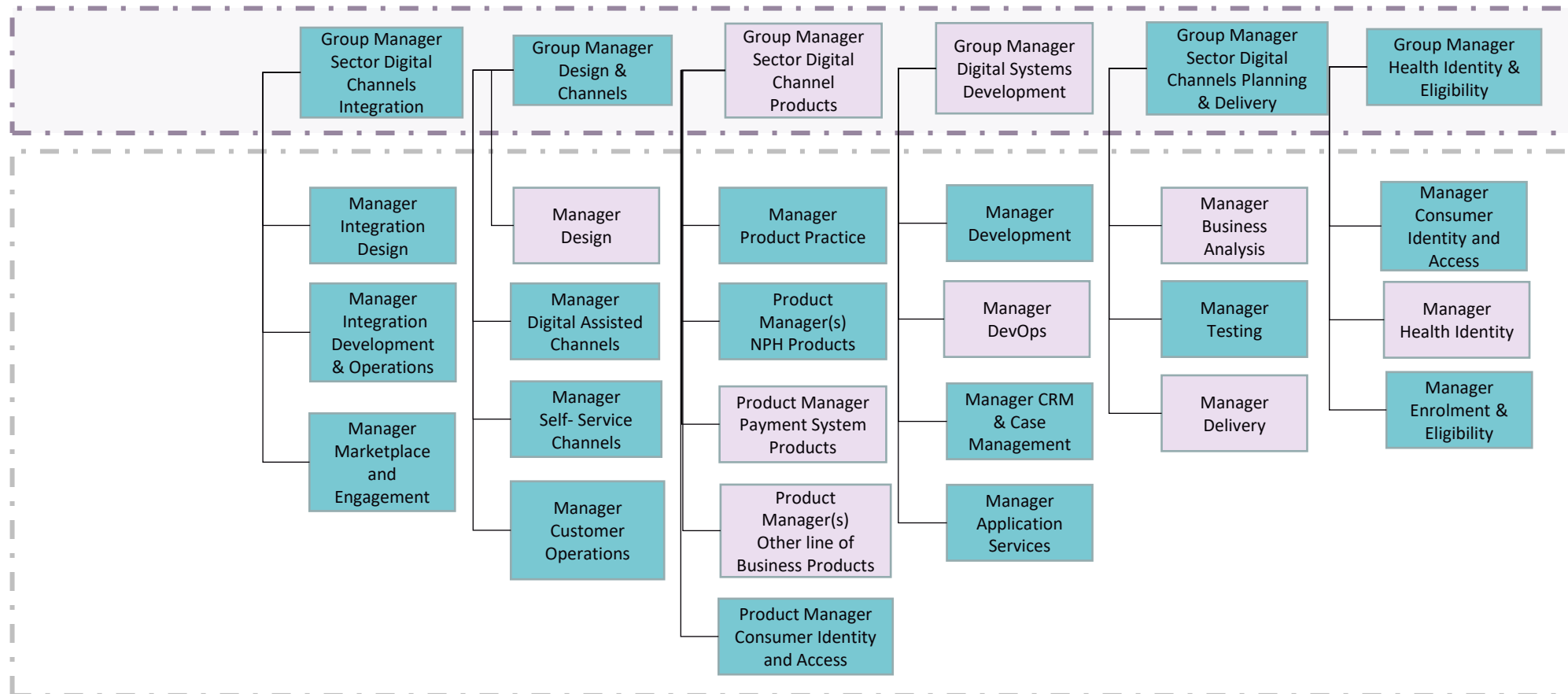
The team is responsible for the development and management of APIs to enable integration across systems and services utilised by external parties such as National Immunisation Register, Health Practitioner Index. Noting, national external services may be used by internal customers as well e.g. Screening. Some national external services may also be delivered by other D&D functions where the main focus for the service is internal users but may include both internal and external customers.

### Core capabilities responsible for:

- National external consumer facing applications and engagement
- Change Management (for national external facing applications)
- Release Management (for those responsible for delivering)
- Problem Management
- UX Design, Service Design, Programme/Project management, Business Change Management, DevOps, Scrum Management, Product Management, Training and Documentation, Development, Testing, Business Analysis, Process Analysis

The chart below shows the proposed structure of Integration at Tiers 4 and 5. There are no proposed new roles at Tier 6.

## Sector Digital Channels - Proposed Tier 4 & 5



- Key :**
- New roles
  - Tiers 4 and 5 that have existing roles mapped to them and may include a role title change
  - Tier 6 and indicate a role that has moved to a new line manager with a role title change
  - Regionally focused roles
  - Roles that partner with Data and Digital and have a dotted line relationship

## 2.6 Strategy and Investment

This function provides strategic thought leadership to support the development of Te Whatu Ora strategies and roadmap pertaining to Data and Digital, through business partnership arrangements that enable the creation, alignment and maintenance of the Data and Digital Strategy and Roadmaps and effect delivery of priorities.

It is responsible for providing leadership, management and delivery of architectural services and oversight to drive delivery to strategic objectives through national portfolio, investment and PMO practices. Solution Architects will not have direct reporting lines through to this team, rather they will report through design teams across the Data and Digital service.

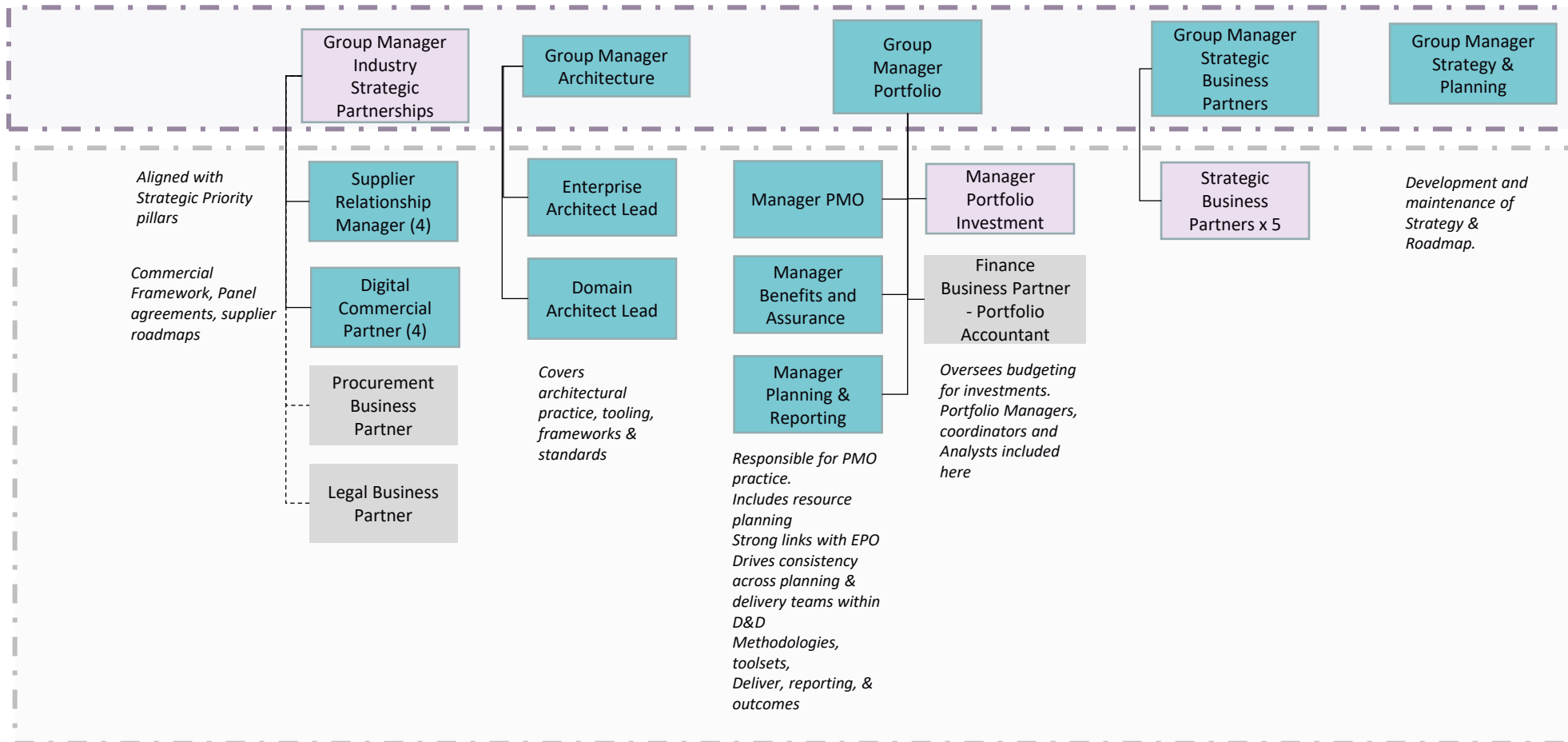
Strategic Partnership Management will be led from within this team. It will be responsible for building strategic partnerships across industry providers, supplier relationship management for national agreements e.g. Microsoft, AWS, Spark, and specific Data and Digital Contract Management in conjunction with Procurement. It will develop and maintain the Data and Digital Commercial Framework, Panel Agreements, Supplier Roadmaps (in conjunction with Relationship Managers) and equivalent work.

### Core capabilities responsible for:

- Strategy and Planning
- Investment Portfolio Management
- Benefits Management
- IT Procurement – working closely with Procurement & Supply Chain
- Supplier Relationship Management
- Strategic Partnership Management – Business and Supplier
- Contract Management – specific to D&D
- Architectural Services - Enterprise & Domain Architecture
- Data and Digital PMO Practice (with strong link to EPO) – includes project resource planning and programme and project assurance

The chart below shows the proposed structure of Integration at Tiers 4 and 5. There are no proposed new roles at Tier 6.

## Strategy & Investment - Proposed Tier 4 & 5



- Key :**
- New roles
  - Tiers 4 and 5 that have existing roles mapped to them and may include a role title change
  - Tier 6 and indicate a role that has moved to a new line manager with a role title change
  - Regionally focused roles
  - Roles that partner with Data and Digital and have a dotted line relationship



## 2.7 Clinical Informatics

This team will drive the strategic direction of our Data and Digital clinical system landscape through an in-depth understanding of the interconnectivity within the ecosystem, representing the needs of clinicians, communicating the requirements for good clinical function and successful design—and what will and won't work.

The team will also drive a culture of connectedness in strong partnership with product advisory and clinical oversight groups. This team will work collaboratively through partnerships with clinicians (from across the Health Sector) and key specialists and professions, creating a digital landscape that crosses Te Aka Whai Ora, Community, Primary and Secondary care. It will support Data and Digital services with advice and stewardship: new technology, clinical governance and related matters, whilst facilitating clinicians' understanding (in clinical language) of the affordances and limitations of ICT, security, and data and digital services.

The team will work in close partnership with the Service Improvement and Innovation Business Unit to assess new health technology especially in its scalability and assessment phases, assisting with clinical partnering and providing a clinical perspective on design and innovation.

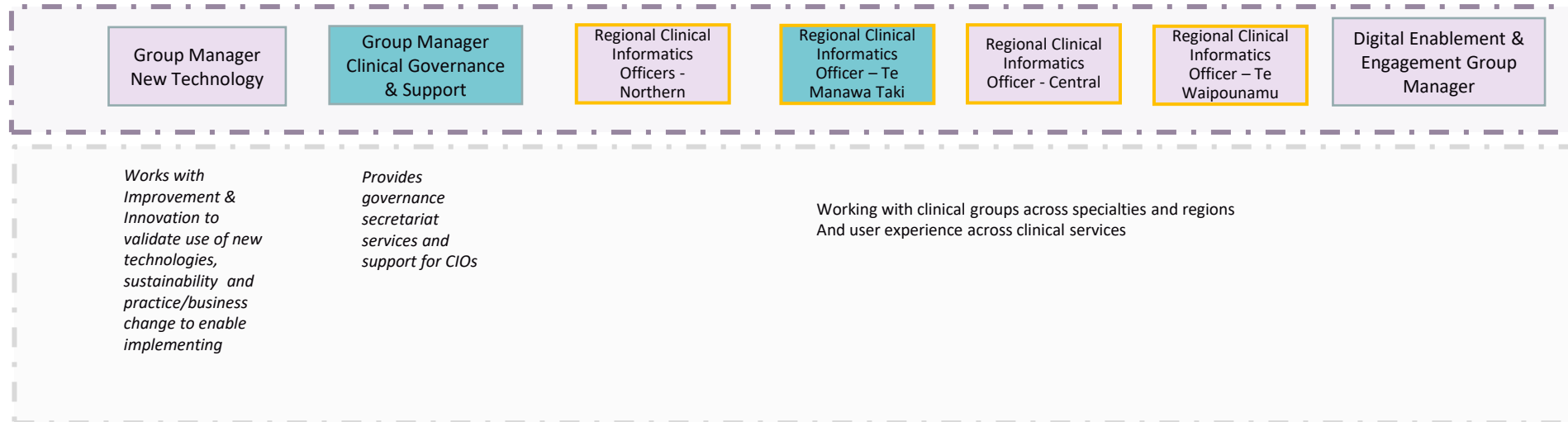
The Chief Clinical Informatics Officer will sit on the Whānau, Clinician and Consumer Council and be a member of Te Whatu Ora Clinical Governance Group.

### Core capabilities responsible for:

- New Technology Assessments for clinical products/value streams
- Consumer Engagement
- Clinical Partnering
- Service Design
- Innovation Incubation
- Innovation Communities

The chart below shows the proposed structure of Clinical Informatics at Tier 5. All staff at this tier report to the Chief Clinical Informatics Officer.

## Clinical Informatics - Proposed Tier 4 & 5



- Key :**
- New roles
  - Tiers 4 and 5 that have existing roles mapped to them and may include a role title change
  - Tier 6 and indicate a role that has moved to a new line manager with a role title change
  - Regionally focused roles
  - Roles that partner with Data and Digital and have a dotted line relationship

## 2.8 Data Services

The purpose of this team is to establish data services that enable a connected, responsive health sector.

This team will be responsible for data management, including data governance, data quality and data strategy in order to derive maximum value from the data available to the health sector.

This team will consolidate data platforms, processes and tools to improve access and connectivity between our many data sets, will establish an analytics-ready national data hub and will be accountable for the performance of data platforms and effective data management.

The team will work closely with Service Improvement and Innovation and Te Aka Whai Ora to ensure data is accessible and usable for analytics, intelligence and insights at all levels of the system and across the motu to support improving equity for Māori, Pacific and disabled communities.

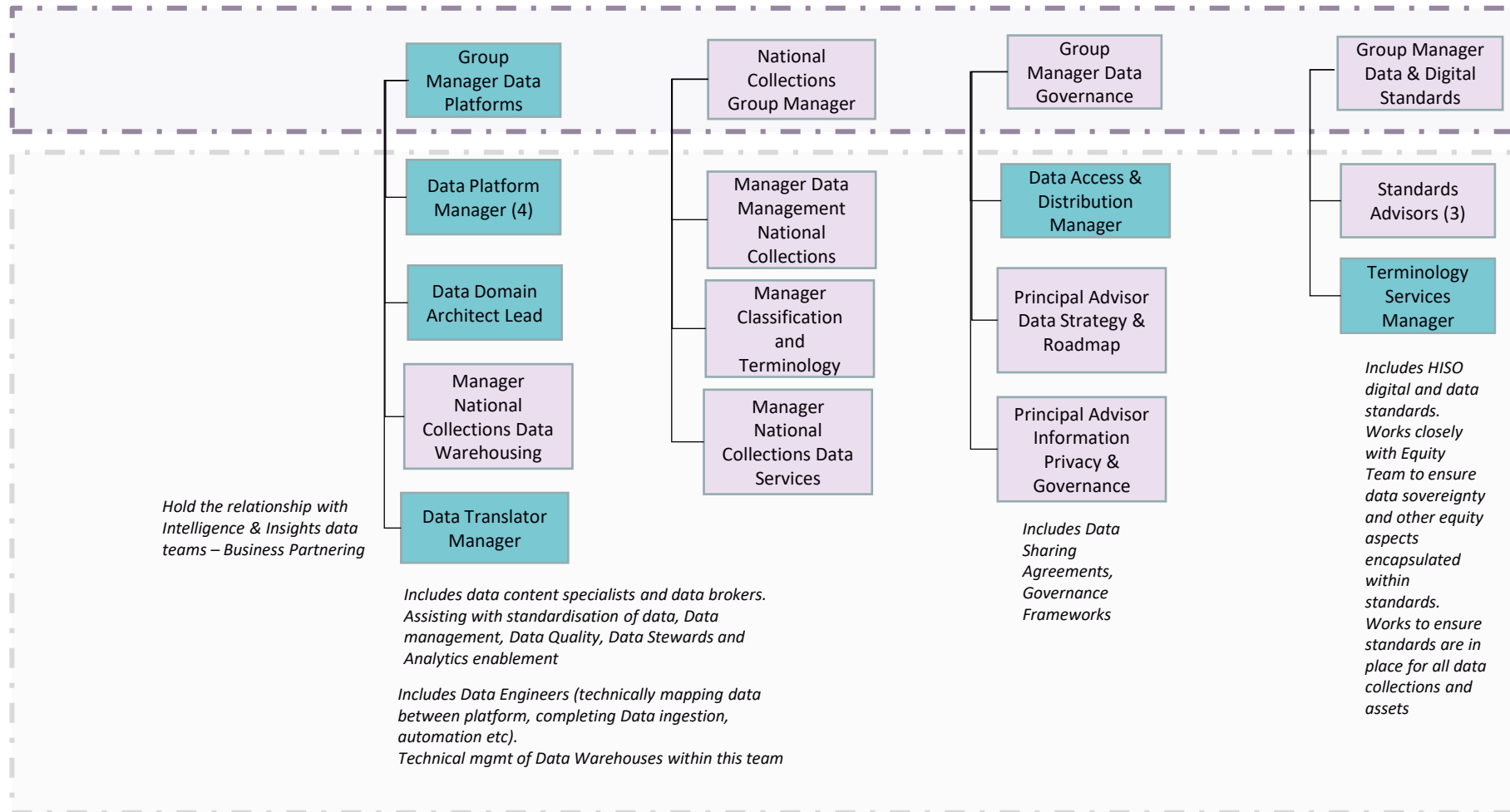
### Core capabilities responsible for:

- Data Stewardship
- Data Quality
- Master Data Management
- Data Engineering
- Platform Development
- Governance and Access Management
- Business Operational Excellence
- Data Standards Management

Other work that is within this function includes: data ingestion, data warehousing/ transformation, data cataloguing, data exploration, data access/distribution, procurement and implementation, data governance framework, data sharing agreements, data standards, data platform connectivity and data quality.

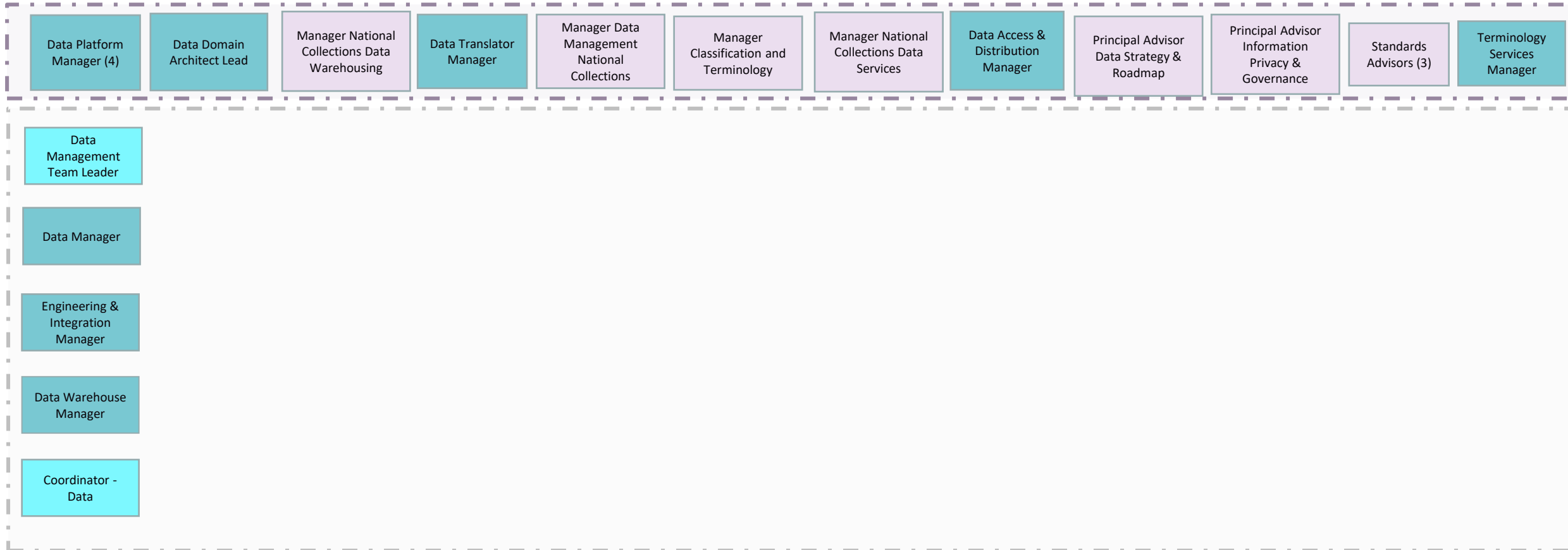
The charts below show the proposed structure of Integration at Tiers 4, 5 and 6.

## Data Services - Proposed Tier 4 & 5



- Key :**
- New roles
  - Tiers 4 and 5 that have existing roles mapped to them and may include a role title change
  - Tier 6 and indicate a role that has moved to a new line manager with a role title change
  - Regionally focused roles
  - Roles that partner with Data and Digital and have a dotted line relationship

## Data Services - Proposed Tier 5 & 6



- Key :**
- New roles
  - Tiers 4 and 5 that have existing roles mapped to them and may include a role title change
  - Tier 6 and indicate a role that has moved to a new line manager with a role title change
  - Regionally focused roles
  - Roles that partner with Data and Digital and have a dotted line relationship

## SECTION 3: Proposed new positions

To support this proposal, consideration has been given to the responsibilities for proposed new positions.

High level core purpose and key deliverables for these new roles have been drafted and can be found in the Appendix 1. These are not fully formed position descriptions, more they act as a role descriptor of leadership responsibilities and position scope.

Post consultation and consideration of feedback, full position descriptions will be prepared and sized for remuneration purposes prior to being confirmed.

The table at Appendix 1 includes all new positions proposed for Tiers 4 and 5.

Tier 6 descriptors are only included for Cyber Security roles as in most other functions existing roles are mapped into Tier 6 roles, although may have a change in role title. It is important for staff to check the tables in Appendix 2.

## SECTION 4: Impact of Proposal – existing positions

In creating the new roles detailed in Appendix 1, we are proposing to disestablish a number of positions from within the existing districts and ex shared services teams. A list of these positions is provided in Appendix 2. We would like to reinforce that these are proposals and that no final decisions have been made. We will continue to work with each significantly affected individual to ensure that they have the necessary support during the change process.

A list of roles for those whose reporting line would remain within Data and Digital, but would change, can be found in Appendix 2.

It is also evident that there are a wide range of individual roles and whole teams that currently sit within and report to the leaders of our existing district and ex shared services D&D teams that are better aligned to other Business Units within Te Whatu Ora. Each of these Business Units will be going through their own change proposals and it is recommended that those individuals and teams take the opportunity to read the change proposals for those Business Units when they become available. Whilst it has been challenging to establish a definitive list of the individual roles and teams that this relates to, a list is provided in Appendix 2.

Given the nature of this change and the bringing together of all the districts and ex-shared service agencies into Te Whatu Ora, there will be a potential impact to a number of current positions. Given the complexity of the systems, how positions are grouped together in districts and the quality of the data across the multiple payroll systems, it has been challenging to identify all of the roles and the impact on them. There may be inaccuracies in terms of position titles, people being missed etc. We apologise in advance for any inaccuracies in the data and ask that if you identify inaccuracies that you raise them as soon as possible through the consultation process.

The following definitions are used to describe the different scale of impacts:

Impact	Explanation
<b>No impact</b>	The position would remain unchanged.
<b>Impacted</b>	<p>A position would be impacted where there would be some changes to the current position if the proposal was confirmed. However, the changes would not be significant, and the position would remain substantially the same. The terms and conditions of employment would be no less favourable and the salary for the position would be the same.</p> <p>Examples of these types of changes could include a change in position title, reporting lines or mapping to new positions. Individuals in these impacted positions would be reconfirmed into the position, with any relevant changes.</p>
<b>Significantly Affected - disestablished</b>	A position would be significantly affected where the current position would incur significant change to its scope, location, terms and conditions or will not exist in the new structure if the proposal was confirmed. A position would also be significantly affected if there would be fewer of the same or substantially the same positions in the new structure if the proposal was confirmed.

When reviewing and undertaking an impact assessment we have considered the level of change to existing roles, their scope, function and deliverables, complexity, number of direct reports, budget etc.

Potentially Disestablished positions (significantly affected) and Impacted positions are shown in separate tables within Appendix 2 and grouped by District for ease of reference.

Positions and teams that appear better aligned to other functions within Te Whatu Ora are also shown in a table within Appendix 2. It is recommended that those individuals whose roles are within this category refer to the change proposals for the functions annotated when they become available.

Roles held by contractors are not included in the Disestablished or Impacted tables as they are subject to a separate process. This does not mean the contractor's role will not move into the proposed new structure but that the position they are holding, if impacted in any way, will be worked through using a different process.

Where staff are currently managed by a contractor the staff member's position should appear in one of the tables in Appendix 2.



## SECTION 5: Proposed disestablishment, recruitment and selection processes

The proposals contained in this document include potential disestablishment of a number of positions, and the creation of new roles. This section outlines our proposed approach to career transition support, the disestablishment process, recruitment and selection into new roles and other related matters.

### Career Transition Service

Career advisory support will be available from the beginning of the consultation process to all employees whose roles are proposed to be disestablished. Although no final decisions have been made about the disestablishment of any positions, we want to ensure that those who are significantly affected by these proposals have as much time as possible to consider all of their options and seek support.

The Career Transition team will:

- Provide support and advice to significantly affected employees;
- Link employees to external support including career coaches, training, and other external support such as CV writing, interview skills support, etc; and
- Link employees to well-being supports including EAP.

### Disestablishment process

Once we reach the final decision stage, new structures will be confirmed. We will follow the below process with those employees whose roles are confirmed to be disestablished:

- Employees will be given 1 month's notice of the intention to disestablish the position, followed by their contractual notice period;
- Pay in lieu of notice may be given on a case-by-case basis; and
- Employees who are made redundant are able to return to Te Whatu Ora in the future.

### Retraining

- Reasonable support will be provided to employees whose roles are disestablished and who wish to retrain; and
- If employees wish to retrain into clinical frontline roles, we will consider increased training support. If you would like to consider this, please contact the Career Transition Support Centre.

## Recruitment and selection processes

Once we reach the final decision stage, final structures will also be confirmed along with any new roles. The process we propose for recruitment and selection into these roles is:

- Position descriptions will be available at final decision stage and will be sized to determine their salary level. Prior to this, during consultation stage, brief descriptors will be available which give a high-level view of the role and responsibilities;
- Employees whose position is disestablished will be considered for new roles in the new structures in the first instance with recruitment and selection processes to be undertaken within the first four to six weeks after the final decision document is issued;
- During this period, we will run an expression of interest process for new roles for employees whose roles have been disestablished;
- Disestablished employees will be able to apply for any suitable roles and will undergo only 1 interview where possible - we will endeavour to ensure that all relevant hiring managers are present for this interview, and that it is structured to ensure that both the interviewee and interviewer are able to make a comprehensive assessment of suitability for the role(s);
- During the consultation process, the recruitment team will also make an assessment of other current vacancies and consider whether any of those should be 'paused' to allow for employees whose roles have been disestablished to be considered for them. This assessment will be made on the basis of similarity of the vacancy to disestablished roles. Where there is a business critical need for the position to be filled immediately, and the vacancy may be suitable for employees whose roles have been disestablished, interim appointments will be made to the position;

- Following the above EOI process, any roles which have not been filled will be advertised through our normal channels. At this stage, other internal candidates will also be able to apply for those new roles; and
- Reasonable time off (on pay) will be provided to significantly affected staff to attend career support sessions, retraining or interviews (including with external organisations), throughout the consultation process, during feedback review and after the final decision has been issued.

## Terms and conditions of redeployment into new IEA roles

For employees whose roles are disestablished through this process and who are redeployed to a new role with Te Whatu Ora in a position covered by an Individual Employment Agreement (i.e. a role not covered by a MECA), the following would apply:

- Appointments to new positions not covered by a MECA will be based on the current Te Whatu Ora IEA; and
- No terms and conditions of the employee's previous employment agreement will be grand-parented; and
- Salary equalisation will only be offered where it is a term of the individual's previous employment agreement.

Please note that as the employment relationship will be continuing, any accrued leave will be carried over to the new position.

## SECTION 6: Getting involved – using the ‘What Say You’ tool to provide feedback

Your feedback is invited and forms a vital part of our consultation process. We want to hear from you.

Please consider:

- Not just ‘what’ but also ‘how’ we get to the next stage of where we’re trying to go.
- What opportunities do you see that we may have missed?
- What are the risks that you see that we need to consider?
- Are there other alternative ways we should be considering? If yes, please let us know along with the benefits of an alternative approach.

Individuals who are directly and significantly affected by the proposal will be advised individually (where possible) or in regional group meetings. Where applicable unions will also be invited to attend these meetings. Significantly affected individuals will also receive an individual letter.

Individuals who are more broadly impacted (e.g. a proposed change of line manager) will receive a letter only. At that point the consultation document will be shared more widely across the all of the various Business Units of Te Whatu Ora.

All significantly affected and impacted individuals will also be pre-registered with ‘What Say You’ to enable them to feedback on the proposed changes.

Consultation is your opportunity as part of this formal process to provide your feedback on the proposal. The level of detail in this consultation document is provided so that you have access to all relevant information about the proposed changes and how the proposal could potentially affect you. Your feedback will be used to ensure we have considered all available options in determining the best way to move forward and structure ourselves to meet the healthcare needs of our communities.

For your feedback to be most effective, we suggest the emphasis is on suggesting alternatives and outlining the benefits those alternatives would bring. When providing feedback, we ask that you be constructive in your comments, suggestions and alternatives. While there is no way to guarantee that we will make a final decision which everyone agrees with, all matters you raise will be carefully considered.

The consultation commences with the release of this consultation document. Please provide feedback using our online portal ‘What Say You’ by close of business Friday 12 May 2023.

Those not significantly affected or impacted and wanting to provide feedback can register and provide feedback through ‘What Say You’ via our Consultation Hub (<https://tewhatauora.wsy.nz/>). This site provides more information on ‘What Say You’: a participant guide, how to register and FAQs. If you have questions or require help, please contact [enablingconsultation@health.govt.nz](mailto:enablingconsultation@health.govt.nz).

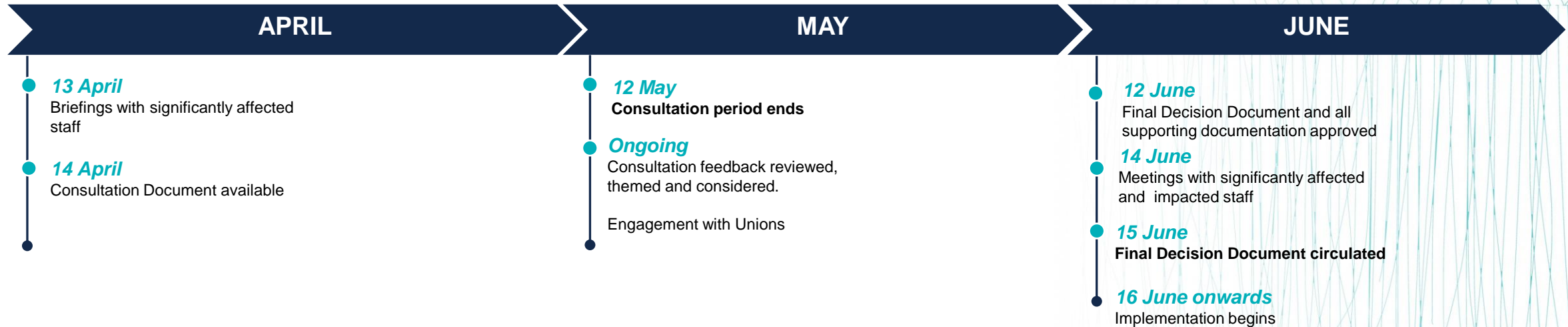
During the consultation period further webinars and Q&A sessions will be run so that individuals can be provided with more information, ask questions and raise issues and concerns around the content of the Consultation Document.

Should individuals have questions around their specific situation then they should reach out to their local People & Culture lead, their P&C Business partner or Advisor, their manager or their union representative. Once we have considered all the feedback, we will begin to confirm the outcome of this consultation process.

We are aiming to make final decisions on this proposal, and the flow-on implications by 15 June 2023.

Thank you for taking the time to look through this proposal. We look forward to hearing your thoughts.

## SECTION 7: Indicative Timeframe



## SECTION 8: Support and well-being

As outlined in earlier sections, our environment has evolved, and as such we need to adapt to ensure our health care services are meeting our community and patients' needs now and into the future.

It is important to seek support and reach out if/when you need to. Make time to read the proposal and the supporting information. Please ask for support anytime you need it and encourage your colleagues to do the same. Talk about how you are feeling. Talk to your manager, colleagues, your union representative or friends and family.

Sometimes a colleague may be more vulnerable to the impacts of change because of other things happening in their lives. If you have concerns about anyone's well-being, contact P&C for advice. If you are a manager or team leader and are concerned about one of your team members, please talk to them or seek advice from your People & Culture team.

Additionally, Employee Assistance Programme (EAP) confidential counselling services are also available to you for personal support in every district. Please reach out to your current provider to access this free service as they will be able to provide practical strategies and assistance in support of personal and workplace issues, workplace changes, life transition and career planning, budgeting and financial assistance, and personal legal advice.

Well-being check-ins with all significantly affected staff (those that are proposed to be disestablished) will be available following the notification meeting. This will give staff a forum to discuss any individualised support that they need.

### Career Transition Service

For those significantly affected i.e. their position is proposed to be disestablished, we will offer wraparound support including career advisory support to assist in identifying all possible options for these individuals.

The Te Whatu Ora Career Transition Centre services provide proactive practical help, advice and support to employees who are going through proposed changes in their roles due to change management processes.

Going through change can be daunting, and the prospect of finding another position can feel overwhelming, especially if the job change was unexpected. With emotions high, career transition services provide a professional, independent, and impartial sounding board for employees to consider their career options moving forward.

The Career Transition Service will work in partnership with specific groups of employees to provide confidential, holistic, and tailored 1:1 career coaching, facilitated workshops, tools and resources to support employees at every stage as they go through this process.

The team of career transition coaches will work with employees to make well thought out career decisions based on their key strengths, interests, values and needs, attributes, and career opportunities that are available to them. The goal is to empower our employees to successfully move onto the next stage of their careers.

The Career Transition Coach will work with a group of employees in many ways including on how to:

- deal effectively with personal change;
- identify core values, capabilities, skills and experience;
- prepare and plan for the next chapter of their careers;
- explore preferred career options and evaluate alternative career options;
- develop personal marketing tools such as LinkedIn, CVs and covering letters;
- prepare for an effective job search campaign;
- network strategically;
- consider and evaluate new career opportunities and support them to complete their applications successfully; and
- understand the dynamics of the interview process and negotiating their salary package.

The Career Transition Service will provide group workshops on a range of career related topics, 1:1 tailored coaching and resources and tools to help significantly affected employees to define their key strengths, understand their passions and key values and drivers for the future, and help them to secure a new job opportunity as soon as possible.

# Appendix 1: Proposed new positions

To support this proposal, consideration has been given to the responsibilities for proposed new positions. The below outlines the proposed new positions, core purpose and some examples of deliverables.

As part of this consultation process we invite and welcome feedback on the table below.

The roles are ordered as per the Proposal, e.g. by Team, Service or Tier

## Cybersecurity team

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Executive Assistant to Head of Cyber Security	4	1	Executive Assistant to perform a variety of administrative tasks and provide support to Head of Cyber Security.	<ul style="list-style-type: none"> <li>Leads our people, developing a strong performance culture and commitment to our values.</li> <li>Responsible for managing the CISO's schedule and communications, including calendar management and meeting arrangements.</li> <li>Act as the point of contact among executives, employees, clients and other external partners.</li> <li>Gathering documents to prepare for meetings and minute taking.</li> <li>Make travel and accommodation bookings.</li> <li>Manage expenses for Head of Cyber Security and prepare weekly, monthly or quarterly reports as required and ensure office supplies are available for teams.</li> <li>Assist Group Managers when required to enable them to be successful in their roles.</li> </ul>	CISO
Group Manager, Cyber Risk & Advisory	4	1	Assessing cyber risk and ensuring security systems and operations comply with organizational and regulatory requirements.	<ul style="list-style-type: none"> <li>Leads our people, developing a strong performance culture and commitment to our values.</li> <li>Interfacing and negotiating with diverse stakeholders from products, engineering, operations, regulatory, legal, others internally as well as third-party providers to drive security initiatives forward in a timely manner.</li> <li>Identifying, assessing, and managing the implementation of cyber security regulatory obligations, including participating in regulator consultation on proposed regulations. Engaging with regulator-related and internal initiatives including due diligence questionnaires, and facilitating cyber security audits, regulatory examinations, and cyber security certifications.</li> <li>Assessing and assisting management to manage Te Whatu Ora's cyber risk profile.</li> <li>Oversees governance and risk management processes to address cybersecurity risks.</li> <li>Ensures legal and regulatory requirements regarding cybersecurity, including privacy and civil liberties obligations, are understood and managed.</li> </ul>	CISO

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Group Manager, Security Assurance	4	1	<p>Directs the creation and review of an enterprise information security assurance strategy to support the strategic requirements of the business. Ensures compliance between business strategies and information security assurance by setting strategies, policies, standards and practices. Leads the provision of information security assurance expertise, advice and guidance across all of the organisation's information and information systems. Develops and directs a risk management strategy for 3rd party supply chain.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Assurance Strategy: Development of assurance strategy and framework; Provides the confidence to meet the confidentiality and reliability of systems; Development and agreement across key stakeholders and partners on assurance strategy aligned to organisational strategic requirements.</p> <p>Compliance: Compliance strategy and framework developed and agreed; Compliance policies, standards and practices defined and agreed and support the strategy and framework; Certification and accreditation activities required to ensure compliance.</p> <p>Assurance Expertise: Assurance processes to enable accessibility of assurance expertise, advice and guidance.</p>	CISO
Group Manager Security Operations	4	1	<p>Provides leadership and expertise in physical, personnel and information security to protect and safeguard Te Whatu Ora employees', assets', visitors', and partners' data and safety. Creates strategies and plans to enable responsiveness to threats and vulnerabilities, including building relationships across the organisation.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>SecOps Strategy: Develops policies, standards, processes, guidelines for ensuring the physical and electronic security of automated systems. Ensures that the policy and standards for security operations are fit for purpose, current and are correctly implemented.</p> <p>Guidance: Day to day execution of security policies and procedures. Using monitoring tools to identify threats and incidents. Reviews new business proposals and provides specialist advice on security issues and implications.</p>	CISO

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
National Incident Response Group Manager	4	1	<p>Capability and capacity: Leads CIMS and Cyber Response training and developments, Practice and process tools and scenario testing (responding to the Infosec report).</p> <p>Governance: Development of a steering group to leverage lessons learned and legacy information</p> <p>Communications: develops comms for cyber response and provides clear and consistent comms about Incident response for Cyber.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Leads the development of standards, policies, procedures and continuous improvement relating to incident, emergency, crisis management and site security, designed to protect people and environment, working with key stakeholders.</p> <p>Develop and maintain a crisis management notification system and ensure adequate coverage.</p> <p>Support risk management activities including incident reporting, emergency response, observations, management of change, site security checks and safety audits.</p> <p>Manage and coordinate (as the primary point of contact) emergency response activities (in the event of an emergency) across diverse teams (management / operations / health &amp; safety / environment / external 3rd party agencies) as well as assigning team members to critical actions.</p> <p>Coordinate and collaborate with law enforcement, government agencies (national and local) to provide updates on crisis / emergency.</p> <p>Ensure risks associated with emergency response scenarios and activities are adequately assessed, and effective controls are in place to reduce risk to as low as reasonably practical.</p> <p>Assist in developing the Business Continuity Framework and updating of plans.</p>	CISO
Group Manager Security Capability & Capacity	4	1	<p>Provides leadership, advice, and implementation support to assess cyber security organisational capabilities and to identify, prioritise and implement improvements.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Represents and leads organisational capability improvement at the highest level.</p> <p>Determines the need for strategic organisation-level capability improvement to satisfy the organisation's strategic goals and long-term objectives.</p> <p>Liaises with the organisation's functions to establish requirements and identifies, proposes, initiates and leads significant organisational capability improvement programmes.</p> <p>Manages the quality and appropriateness of the work performed and delivers measurable business benefits. Adopts and/or modifies existing capability improvement approaches as necessary.</p>	CISO



# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Group Manager, Cyber Security Programmes	4	1	<p>This role will lead the cyber security uplift programme to deliver the capabilities to support an uplift in cyber security maturity. The role will be the functional leadership for the cyber programme and will work to align Regional security programmes.</p> <p>It will also monitor a strategic, comprehensive Information Security programme to ensure that the integrity, confidentiality, and availability of information is owned, controlled, or processed by the organisation.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Maintaining and communicating a vision of national cyber outcomes and associated benefits.</p> <p>Initiating and setting goals for CSU programme according to the strategic objectives of Te Whatu Ora.</p> <p>Implementing programme management practices to support iterative/agile working - programme and BAU.</p> <p>Programme management including reporting on progress against milestones to Te Whatu Ora senior leadership and governance teams, developing or approving budgets and operations, managing BAU scope, costs, resources, schedule, expected benefits, interdependencies and risks.</p> <p>Managing interdependencies of specific cyber business strategies and objectives.</p> <p>Maintaining a strategic view over the set of national and regional projects.</p> <p>Agreeing business requirements, and translation of requirements into operational plans.</p>	CISO
Manager, Cyber Security Risk	5	1	<p>Information Security Risk Management: Identify, assess, and advise on cybersecurity risks at the organisation and sector level. Planning and implementing organisation-wide processes and procedures for the management of risk.</p> <p>Audit: Working closely with internal and external audit teams to deliver independent, risk-based assessments of the effectiveness of processes, the controls, and any residual risk to the organisation and sector.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Conducting risk assessments and audits to identify potential security threats and vulnerabilities. Developing and implementing security policies, procedures, and controls in line with industry standards and best practices.</p> <p>Advising clients on GRC best practices and helping them to ensure compliance with relevant regulations and standards.</p> <p>Providing training and guidance to clients on how to maintain a strong security posture.</p> <p>Collaborating with clients to develop and execute remediation plans in response to identified risks and vulnerabilities.</p>	Group Manager Cyber Risk & Advisory

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Manager, Customer Security Advisory	5	1	Leads the team that connects all cyber security functions to enable representation and advocacy for Te Whatu Ora's customer segments to lift their cyber security posture across: Te Whatu Ora regions; Te Aka Whai Ora; Iwi Māori Partnership Boards; Clinical Workforce; Primary and Community Health Care; Suppliers Health IT.	Leads our people, developing a strong performance culture and commitment to our values. Ensure Te Whatu Ora internal and external end users receive professional and effective information on cyber security management services. Provide support and Information Security advice on the development and ongoing monitoring of cyber security. Manage the development and implementation of information security policies, procedures, and site management plans, based upon a regular review of the security risks, to ensure compliance with relevant NZ and international security standards and security practices. Creating opportunities for collaboration between existing programs to meet operational objectives.	Group Manager Cyber Risk & Advisory
IT Security Management x 4	6	4	Responsible for developing, implementing, monitoring, and maintaining regional information security management programmes to ensure that information assets are adequately protected. Analysing, designing, managing, and delivering the services required to minimise the negative impact of security incidents and restoring normal service operation as quickly as possible. Monitors the external threat environment for emerging threats and advise relevant stakeholders of the relevant laws, regulations and policies to minimise or eliminate risk and audit findings. Works in partnership with the Data and Digital function to ensure delivery of 'joined-up' and integrated risk management outcomes.	Develop, plan, and implement ICT security specific strategies and activities for ensuring compliance to health and government sector and NZ ICT standards. Develop and oversee the implementation of security directives, sector security requirements and risk management initiatives for Te Whatu Ora's internal-facing ICT systems, corporate applications, and infrastructure services. Oversee all technology and cyber security threat and vulnerability management, governance, and compliance activities for internal-facing operational systems, applications, and services. This includes carrying out risk assessments, identifying potential risks and developing counter-measures and contingency plans. Raise awareness and provide strategic advice across the ICT group and organisation on appropriate technology, information and systems security issues, compliance and mitigation actions. Review and investigate any technology, information or cyber security incidents affecting ICT systems and services' operations. Maintain an effective accreditation programme that supports security accreditation of Te Whatu Ora systems. Through training and operational oversight, ensure awareness and uptake of the programme amongst business and systems owners, as well as relevant staff across the organisation. Ensure business and system owners implement appropriate cyber security policies for their applications. Develop and manage the Security Change Programme, establishing and maintaining strong and collaborative relationships with key stakeholders, both internal and external. Manage suppliers to meet key performance indicators and agreed targets. Manage implementation of supplier service improvement actions. Use suppliers' expertise to support and inform development roadmaps.	Group Manager Cyber Risk & Advisory

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Customer Security Advisory Leads x 6	6	6	Facilitate cyber security and business alignment and communication for their priority customer segment. Coordinate the use of cyber security resources to ensure that a consistent approach is being applied. Develop and maintain effective relationships with customers, colleagues, suppliers, and other stakeholders to foster and encourage collaboration.	Identifies the communications and relationship needs of stakeholder groups. Translates communications/ stakeholder engagement strategies into specific activities and deliverables. Facilitates open communication and discussion between stakeholders. Acts as a single point of contact by developing, maintaining, and working to stakeholder engagement strategies and plans. Provides informed feedback to assess and promote understanding. Facilitates business decision-making processes. Captures and disseminates technical and business information. Builds effective client relationships through understanding their business models and by identifying their business drivers and key performance indicators (KPI).	Group Manager Cyber Risk & Advisory
Manager, Security Assurance, Certification & Accreditation (C&A)	5	1	Serves as the process owner of all security assurance activities related to the certification and accreditation of new information systems, and the regular review of existing information systems and services. Provides confidence that the confidentiality, integrity and availability of health data, business partner, employee and business information complies with information security policies.	Leads our people, developing a strong performance culture and commitment to our values. C&A: Develops information assurance policy, standards, and guidelines. Drives adoption of and adherence to policies and standards. Ensures that architectural principles are followed, requirements are defined, and rigorous security testing is applied. Ensure that accreditation processes support and enable organisational objectives. Monitors environmental and market trends and assesses any impact on organisational strategies, benefits, and risks. Risk Management: Contributes to the development of organisational strategies that address the evolving business risk and information control requirements.	Group Manager Cyber Risk & Advisory
Supply Chain Security Risk & Assurance Manager	5	1	Management of 3rd party risks, governance and assurance activities. Creating strategies, CI processes, liaison and advice.	3rd party Assurance & Risk Management: Working with and conducting security assessments of all Third Parties Working with Procurement teams on Request for Proposals (RFP) and contracts and advising on security issues. Planning and conducting risk assessments of third parties with regards to their cyber security capabilities and maturity, with reference to ISO27001 and Cyber Security Management System (CSMS) framework. Preparing and presenting third party and supply chain cyber risk reports and attestations to management, key committees, and other relevant stakeholders e.g. Procurement, Primary & Community Health Care.	Group Manager Security Assurance

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Manager, National SOC	5	1	Defining and operating a framework of security controls and security management strategies and ensures methods and tools are adopted and used effectively throughout the organisation.	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Assurance: Reviews actual or potential security breaches and vulnerabilities and ensures that they are promptly and thoroughly investigated. Recommends actions and appropriate control improvements.</p> <p>Monitors the application and compliance of security operations procedures.</p> <p>Resilience requirements to support delivery of critical services are established for all operating states (e.g. under duress/attack, during recovery, normal operations).</p> <p>Risk: Ensures that security records are accurate and complete and that requests for support are dealt with according to agreed procedures.</p> <p>Governance: Contributes to the creation and maintenance of policy, standards, procedures and documentation for security.</p>	Group Manager Security Operations
Manager, Threat Response and Intelligence (DART)	5	1	<p>Plans and manages vulnerability research activities. Maintains a strong external network in vulnerability research. Gathers information on new and emerging threats and vulnerabilities.</p> <p>Assesses and documents the impacts and threats to the organisation. Creates reports and shares knowledge and insights with stakeholders.</p> <p>Providing expert advice and guidance to support the adoption of tools and techniques for vulnerability research. Contributes to the development of organisational policies, standards, and guidelines for vulnerability research and assessment.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Develops risk-based mitigation strategies for networks, operating systems and applications.</p> <p>Compiling and tracking vulnerabilities and mitigation results to quantify program effectiveness.</p> <p>Organising network-based scans to identify possible network security attacks and host-based scans to identify vulnerabilities in workstations, servers and other network hosts.</p> <p>Creating and maintaining vulnerability management policies, procedures and training.</p> <p>Reviewing and defining requirements for information security solutions.</p> <p>Internal and external threats identified and documented.</p> <p>A vulnerability management plan is developed and implemented.</p> <p>A baseline configuration of information technology/industrial control systems is created and maintained incorporating security principles (e.g. concept of least functionality).</p> <p>Manages digital forensics.</p>	Group Manager Security Operations
National Cyber Security Training Manager	5	1	<p>Provide cybersecurity awareness education and training to personnel and partners so they can perform their cybersecurity-related duties and responsibilities consistent with related policies, procedures, and agreements.</p> <p>Creates a 'Culture of Security' through the creation, delivery, and management of Information Security and risk management awareness training programmes and communications programmes for all employees, contractors, and approved system users.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Quality of learning outcomes through alignment with L&amp;D to support the building of cyber capability and cyber resources retention.</p> <p>Internal efficiency through having an effective skills and competency framework.</p> <p>Learn and share good practice in the adoption of competency frameworks to support education and training e.g. for skills and competency assessment, learning objectives, career pathing.</p> <p>Ensure requirements are represented in the future development of the world's most widely adopted skills and competency framework.</p> <p>Build a training journey.</p> <p>Contributes to the development and maintenance of a catalogue of learning and development resources. Books and organises learning events. Updates and controls training records, including attainment of certificates and accreditations.</p>	Group Manager Security Capacity and Capacity

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Certification & Accreditation Team	6	14	Implementation and management of a framework for making decisions, managing stakeholder relationships, and identifying legitimate authority to ensure compliance for certification and accreditation. Works across Te Whatu Ora, MoH, PCHC.	<p>C&amp;A: Applies and maintains specific security controls as required by organisational policy and local risk assessments. Communicates security risks and issues to business managers and others. Performs basic risk assessments for small information systems. Supports investigation of suspected attacks and security breaches.</p> <p>Risk Management: Contributes to the development of organisational strategies that address the evolving business risk and information control requirements. Contributes to the identification of risks that arise from potential technical solution architectures. Suggests alternate solutions or countermeasures to mitigate risks. Defines secure systems configurations in compliance with intended architectures. Undertakes basic risk management activities. Maintains documentation of risks, threats, vulnerabilities and mitigation actions.</p>	Manager, Customer Security Advisory
Security Operations Centre SOC Team	6	4	Delivering technical and administrative services to implement security controls and security management strategies.	<p>Assurance: Performs simple security administration tasks. Maintains relevant records and documentation. Receives and responds to routine requests for security support. Maintains records and advises relevant persons of actions taken. Assists in the investigation and resolution of issues relating to access controls and security systems. Documents incident and event information and produces incident, exception, and management reports. Investigates minor security breaches in accordance with established procedures.</p> <p>Assists users in defining their access rights and privileges. Performs non-standard operational security tasks. Resolves security events and operational security issues.</p> <p>Risk: Ensures that security records are accurate and complete and that requests for support are dealt with according to agreed procedures.</p> <p>Governance: Contributes to the creation and maintenance of policy, standards, procedures, and documentation for security.</p>	Manager, National SOC
Detect and Respond Team (DART)	6	11	Provide reactive incident response and remote proactive investigations. Identify risks and provide reactive incident response and proactive security investigation. Respond to compromises. Carries out Security Crisis and Response Exercise.	<p>Providing advice and guidance on the implementation of security controls.</p> <p>Defining and reviewing access rights and privileges. Authorising and monitoring of access to IT facilities or infrastructure.</p> <p>Investigating unauthorised access.</p> <p>Routine vulnerability assessments.</p> <p>Monitoring violations of security policies.</p> <p>Ensuring compliance with relevant legislation. Monitoring and analysing relevant logs, alerts and events</p> <p>Responding to incidents submitted via tickets or phone.</p> <p>Implementing standard security operating procedures. Maintaining security records and documentation.</p> <p>Administering cryptographic and certificate management activities.</p>	Manager, Threat Response and Intelligence (DART)

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Security Emergency Operations Centre (EOC)	6	4	Coordinating responses to incident reports, minimising negative impacts, and restoring service as quickly as possible.	<p>Incident Response: Follows agreed procedures to identify, register and categorise incidents. Gathers information to enable incident resolution and allocates incidents as appropriate. Provides first line investigation and gathers information to enable incident resolution and allocate incidents. Advises relevant persons of actions taken. Ensures that incidents are handled according to agreed procedures. Prioritises and diagnoses incidents. Investigates causes of incidents and seeks resolution. Escalates unresolved incidents. Facilitates recovery, following resolution of incidents. Documents and closes resolved incidents. Contributes to testing and improving incident management procedures.</p>	Manager, National Incident Response
3rd Party Security Risk & Assurance Team	6	7	Management of 3rd party risks, governance, and assurance activities. Creating strategies, CI processes, liaison, and advice.	<p>Working with and conducting security assessments of all Third Parties Working with Procurement teams on Request for Proposals (RFP) and contracts and advising on security issues. Planning and conducting risk assessments of third parties with regards to their cyber security capabilities and maturity, with reference to ISO27001 and Cyber Security Management System (CSMS) framework. Preparing and presenting third party and supply chain cyber risk reports and attestations to management, key committees, and other relevant stakeholders e.g. Procurement, Primary &amp; Community Health Care.</p>	Manager, Security Assurance, Certification & Accreditation
Threat Intel and Vulnerability Management Team	6	7	Plans and manages vulnerability research activities. Maintains a strong external network in vulnerability research. Gathers information on new and emerging threats and vulnerabilities. Assesses and documents the impacts and threats to the organisation. Creates reports and shares knowledge and insights with stakeholders. Providing expert advice and guidance to support the adoption of tools and techniques for vulnerability research. Contributes to the development of organisational policies, standards, and guidelines for vulnerability research and assessment.	<p>Vulnerability Management (Assessment &amp; Research): Researching new threats, attack vectors, risks and potential solutions. Reverse engineering hardware or software. Applying tools such as disassemblers, debuggers and fuzzers. Analysing embedded devices. Developing techniques and tools to analyse and expose vulnerabilities. Designing new vulnerability discovery techniques. Sharing mitigation techniques with relevant stakeholders. Threat Intelligence: Contributes to routine threat intelligence gathering tasks. Monitors and detects potential security threats and escalates in accordance with relevant procedures and standards. Performs routine threat intelligence gathering tasks. Transforms collected information into a data format that can be used for operational security activities. Cleans and converts quantitative information into consistent formats. Risk Management: Undertakes basic risk management activities. Maintains documentation of risks, threats, vulnerabilities, and mitigation actions. Identifies risks and vulnerabilities, assesses their impact and probability, develops mitigation strategies and reports to the business. Involves specialists and domain experts as necessary.</p>	Manager, Threat Response and Intelligence (DART)

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Regional Security Operations (SOC) Team	6	13	Delivering technical and administrative services to implement security controls and security management strategies.	<p>Assurance: Performs simple security administration tasks. Maintains relevant records and documentation and advises of actions taken. Receives and responds to routine requests for security support. Assists in the investigation and resolution of issues relating to access controls and security systems.</p> <p>Documents incident and event information and produces incident, exception, and management reports.</p> <p>Investigates minor security breaches in accordance with established procedures. Resolves security events and operational security issues. Assists users in defining their access rights and privileges.</p> <p>Risk: Ensures that security records are accurate and complete and that requests for support are dealt with according to agreed procedures.</p> <p>Governance: Contributes to the creation and maintenance of policy, standards, procedures, and documentation for security.</p>	Manager, Threat Response and Intelligence (DART)
Security Awareness Lead	6	1	<p>This role will support the delivery of cybersecurity learning activities to a variety of audiences to meet established learning objectives.</p> <p>It will drive learning and development processes (including learning management systems) in order to develop the cyber security professional, business and/or technical skills required by the organisation.</p>	<p>Education and Awareness: Builds a training journey. Drives quality of learning outcomes through alignment with L&amp;D to support the building of cyber capability and cyber resources retention. Personnel and partners are provided cybersecurity awareness education and are trained to perform their cybersecurity-related duties and responsibilities consistent with related policies, procedures, and agreements.</p> <p>Improved internal efficiency through having an effective skills and competency framework.</p> <p>Appropriately uses a range of learning delivery techniques to enable learners to develop skills, capability, techniques and required knowledge.</p> <p>Advises and assists T5 people leaders in identifying and developing content, where necessary.</p> <p>Provides detailed instruction where necessary and responds to questions, seeking advice in exceptional conditions beyond own experience.</p> <p>Transferring knowledge, developing skills and changing behaviours using a range of techniques, resources and media.</p> <p>Learn and share good practice in the adoption of competency frameworks to support education and training e.g., for skills and competency assessment, learning objectives, career pathing.</p> <p>Contributes to the development and maintenance of a catalogue of learning and development resources. Books and organises learning events. Updates and controls training records, including attainment of certificates and accreditations.</p>	National Cyber Security Training Manager

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Operations and logistics – CS Op Model Capability	6	1	Develops a business change implementation plan to identify required changes to processes, procedures, systems, structures, ways of working. Facilitating changes needed to adapt to changes in technologies, society, new operating models, and business processes.	<p>Operating Model implementation &amp; embedding: Facilitates a series of group activities or workshops in situations of complexity and ambiguity and competing stakeholder needs.</p> <p>Understands required outcomes and outputs from teams and supports the Group Managers to deliver these.</p> <p>Developing a business change implementation plan to identify required changes to processes, procedures, systems, structures, ways of working using a structured process and set of tools for leading the people side of change. Implementing organisational change management practices to support iterative/agile working. Assessing change readiness and capacity. Developing change management capabilities engagement and tailored communication with stakeholders and everyone impacted by the change. Monitoring the impact of the change management plan and sustaining and embedding change. Coaching change sponsors. Identifying key attributes of the required culture and how these can be implemented and reinforced to bring about improved organisational performance.</p> <p>Aligns existing organisational structures, roles, jobs, and career paths to new processes. Advises on implications.</p> <p>Supports the appointed cyber security champions to articulate the value of new ways of working to address internal and external opportunities and threats.</p> <p>Supports the Group Managers and CISO in the definition of new organisation boundaries to create future organisation design.</p>	Group Manager, Cyber Security Programmes



# Appendix 1: Proposed new positions (continued)

## Integration team

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Executive Assistant to Head of Integration	4	1	Executive Assistant to perform a variety of administrative tasks and support to Head of Integration.	<p>Responsible for managing the Head of Integration's schedule and communications, including calendar management and meetings arrangements.</p> <p>Act as the point of contact among executives, employees, clients and other external partners.</p> <p>Gathering documents to prepare for meetings and minute taking.</p> <p>Make travel and accommodation requirements.</p> <p>Manage expenses for Head of Integration and prepare weekly, monthly or quarterly reports as required and ensure office supplies are available for teams.</p> <p>Assist Group Managers when required to enable them to be successful in their roles.</p>	Head of Integration
Integration Group Manager - Northern	4	1	<p>Holds key relationships with Hospital &amp; Specialist Services Regional Directors, Commissioning Wayfinders and other key internal and external partners to obtain digital services for the Northern Region, aligning demand and delivery. Ensures a unified end to end service is provided to the stakeholders.</p> <p>Works through prioritisation of delivery at a regional level, providing regional delivery management (where required) to Hospital &amp; Specialist Services, Localities, and other key sites/care providers.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Ensures Data &amp; Digital meet SLAs, agreed budgets and relevant cost targets.</p> <p>Ensures all clinical users of Hospital and Specialist services have appropriate change support associated with systems implementation and in the effective ongoing use and adoption of technology.</p>	Head of Integration

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Integration Group Manager – Te Manawa Taki	4	1	Holds key relationships with Hospital & Specialist Services Regional Directors, Commissioning Wayfinders and other key internal and external partners to obtain digital services for Te Manawa Taki, aligning demand and delivery. Ensures a unified end to end service is provided to the stakeholders. Works through prioritisation of delivery at a regional level, providing regional delivery management (where required) to Hospital & Specialist Services, Localities, and other key sites/care providers.	Leads our people, developing a strong performance culture and commitment to our values. Ensures Data & Digital meet SLAs, agreed budgets and relevant cost targets. Ensures all clinical users of Hospital and Specialist services have appropriate change support associated with systems implementation and in the effective ongoing use and adoption of technology.	Head of Integration
Integration Group Manager - Central	4	1	Holds key relationships with Hospital & Specialist Services Regional Directors, Commissioning Wayfinders and other key internal and external partners to obtain digital services for the Central Region, aligning demand and delivery. Ensures a unified end to end service is provided to the stakeholders. Works through prioritisation of delivery at a regional level, providing regional delivery management (where required) to Hospital & Specialist Services, Localities, and other key sites/care providers.	Leads our people, developing a strong performance culture and commitment to our values. Ensures Data & Digital meet SLAs, agreed budgets and relevant cost targets. Ensures all clinical users of Hospital and Specialist services have appropriate change support associated with systems implementation and in the effective ongoing use and adoption of technology.	Head of Integration
Integration Group Manager – Te Waipounamu	4	1	Holds key relationships with Hospital & Specialist Services Regional Directors, Commissioning Wayfinders and other key internal and external partners to obtain digital services for Te Waipounamu, aligning demand and delivery. Ensures a unified end to end service is provided to the stakeholders. Works through prioritisation of delivery at a regional level, providing regional delivery management (where required) to Hospital & Specialist Services, Localities, and other key sites/care providers.	Leads our people, developing a strong performance culture and commitment to our values. Ensures Data & Digital meet SLAs, agreed budgets and relevant cost targets. Ensures all clinical users of Hospital and Specialist services have appropriate change support associated with systems implementation and in the effective ongoing use and adoption of technology.	Head of Integration

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Strategic Programme Leads x 5	4	5	Ensures that programme outcomes and objectives are delivered while providing leadership and guidance to the programme leads across workstreams. Programmes could include for example, booking & scheduling, eMeds and Radiology.	Leads our people, developing a strong performance culture and commitment to our values. Lead the programme at an executive level on a day-to-day basis on behalf of the Senior Responsible Owner and in line with programme governance. Ensure strategic alignment between the programme and organisational objectives by providing strategic leadership and support to the development and planning of specific transformation programme strategies to ensure objectives are achieved. Ensure programme governance and executive confidence is maintained with a clear view on strategic and tactical progress. Provide a public face for the programme and work collaboratively with communities, key senior stakeholders including cross sector, other related government agencies vendors and other associated groups to support and enable change and implementation. Lead the development, planning and implementation of specific strategies, report on progress and ensure objectives are achieved and the programme of work is delivered as agreed realising stated benefits and outcomes.	Head of Integration
Northern Planning & Delivery Manager	5	1	Working in conjunction with the D&D Office of the PMO and Portfolio Team to lead the planning for delivery and alignment of D&D initiatives within the Northern Region to deliver agreed outcomes. Provide leadership of project activity ensuring alignment to agreed practice and objectives. Management and development of the consistent reporting on project programmes, projection and financial performance (capex and opex). Responsible for P3M and project teams including PMs, BAs, Testers, Scrum Masters, Release Management.	Leads our people, developing a strong performance culture and commitment to our values. Programmes and Projects align to national direction and agreed outcomes. Financial costs, benefits and outcomes are measured and tracked. Resource allocation is managed and reported. Stakeholders are engaged and there are strong communications across the region in relation to programmes of work.	Integration Group Manager - Northern
Application Services Manager	5	1	Contribute to the long-term digital innovation strategy for priority areas within the Region, including owning the full end-to-end Integration-Ware environment and capability in the region. Lead the maintenance and support of the application portfolio for the benefit of the Region. Actively look for opportunities to align, standardise and rationalise infrastructure across the region and motu. Actively promote regional strategies and objectives and standardise systems and processes accordingly.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the successful development and continuous improvement of relevant clinical applications and information systems capability to service the Northern Region. Unnecessary duplication of data & digital components is minimised across the region. Users can access information easily from their places of work or remotely. In conjunction with Data Services, ensure end users are able to easily share information that is relevant for their decision making with colleagues across the region and the nation as appropriate.	Integration Group Manager - Northern

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Clinical Change Manager	5	1	<p>Works in conjunction with the PMO Manager to manage the clinical aspects of project/programme delivery to deliver agreed outcomes.</p> <p>Contribute to planning to ensure system design and implementation will integrate well with existing systems, clinical processes and workflows.</p> <p>Work with technical support services, and strategic partners to drive scoping, development and implementation of new systems or system enhancements.</p> <p>Stakeholder engagement with clinical and other frontline staff to ensure purpose of IS changes are understood and that development of system improvements will improve workflow efficiencies.</p> <p>Tracking of change adoption.</p> <p>Enhance patient safety through better integration of systems.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Programme/project activities are coordinated to support ongoing service operations.</p> <p>Ensure system implementations minimise disruption to clinical care.</p> <p>Ensure the benefits of IS change projects are clearly articulated and communication is appropriate for audience.</p> <p>Ensure system design planning takes into account clinical processes improves workflow efficiency.</p> <p>Benefits realisation is undertaken and findings documented at regular intervals.</p> <p>Work with business owners to ensure legacy systems &amp; processes are stopped as new systems are implemented.</p> <p>Involve clinical and other frontline staff in planning for IS change.</p> <p>Clinicians understand the benefits of regionally aligned service delivery.</p> <p>Ensure system design planning takes into account clinical processes and improves workflow efficiency.</p>	Integration Group Manager - Northern
Manager Service Design	5	1	<p>Take the lead to ensure the delivery and development of work aligns to national architectural direction whilst meeting needs of stakeholders regionally.</p> <p>Lead the solution architecture &amp; design team in collaboration with others to document and capture current state/target state architectures.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Systems and solutions that are aligned (unified, standardised etc.) and deliver to objectives.</p> <p>Translate the D&amp;D Roadmap (where applicable) into a series of transition and target state architectures.</p> <p>In conjunction with the Group Manager Architecture establish the Solution Architecture and Design function and be the trusted advisor within the Region.</p>	Integration Group Manager - Northern
Te Manawa Taki Planning & Delivery Manager	5	1	<p>Working in conjunction with the D&amp;D Office of the PMO and Portfolio Team lead the planning for delivery and alignment of D&amp;D initiatives within the Northern Region to deliver agreed outcomes.</p> <p>Provide leadership of project activity ensuring alignment to agreed practice and objectives.</p> <p>Management and development of the consistent reporting on project programmes, projection and financial performance (capex and opex).</p> <p>Responsible for P3M and project teams including PMs, BAs, Testers, Scrum Masters, Release Management.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Programmes and Projects align to national direction and agreed outcomes.</p> <p>Financial costs, benefits and outcomes are measured and tracked.</p> <p>Resource allocation is managed and reported.</p> <p>Stakeholders are engaged and there are strong communications across the region in relation to programmes of work.</p>	Integration Group Manager - Te Manawa Taki

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Application Services Manager	5	1	<p>Contribute to the long-term digital innovation strategy for priority areas within the Region, including owning the full end-to-end Integration-Ware environment and capability in the region.</p> <p>Lead the maintenance and support of the application portfolio for the benefit of the Region.</p> <p>Actively look for opportunities to align, standardise and rationalise infrastructure across the region and motu.</p> <p>Actively promote regional strategies and objectives and standardise systems and processes accordingly.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Ensure the successful development and continuous improvement of relevant clinical application and information systems capability to service Te Manawa Taki.</p> <p>Unnecessary duplication of data &amp; digital components is minimised across the region.</p> <p>Users are able to access information easily from their places of work or remotely.</p> <p>In conjunction with Data Services ensure end users are able to easily share information that is relevant for their decision making with colleagues across the region and the nation as appropriate.</p>	Integration Group Manager - Te Manawa Taki
Clinical Change Manager	5	1	<p>Works in conjunction with the PMO Manager to manage the clinical aspects of project/programme delivery to deliver agreed outcomes.</p> <p>Contribute to planning to ensure system design and implementation will integrate well with existing systems, clinical processes and workflows.</p> <p>Work with technical support services, and strategic partners to drive scoping, development and implementation of new systems or system enhancements.</p> <p>Stakeholder engagement with clinical and other frontline staff to ensure purpose of IS changes are understood. Development of system improvements that will improve workflow efficiencies, tracking of change adoption.</p> <p>Enhance patient safety through better integration of systems.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Programme/project activities are coordinated to support ongoing service operations.</p> <p>Ensure system implementations minimise disruption to clinical care.</p> <p>Ensure the benefits of IS change projects are clearly articulated and communication is appropriate for audience.</p> <p>Benefits realisation is undertaken and findings documented at regular intervals.</p> <p>Work with business owners to ensure legacy systems &amp; processes are stopped as new systems are implemented.</p> <p>Involve clinical and other frontline staff in planning for IS change.</p> <p>Clinicians understand the benefits of regionally aligned service delivery.</p> <p>Ensure system design planning takes into account clinical processes and improves workflow efficiency.</p>	Integration Group Manager - Te Manawa Taki

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Manager Service Design	5	1	<p>Take the lead to ensure the delivery and development of work aligns to national architectural direction whilst meeting needs of stakeholders regionally.</p> <p>Lead the solution architecture &amp; design team in collaboration with others to document and capture current state/target state architectures.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values. Systems and solutions that are aligned (unified, standardised etc.) and deliver to objectives.</p> <p>Translate the D&amp;D Roadmap (where applicable) into a series of transition and target state architectures.</p> <p>In conjunction with the Group Manager Architecture establish the Solution Architecture and Design function and be the trusted advisor within the Region.</p>	Integration Group Manager - Te Manawa Taki
Central Planning & Delivery Manager	5	1	<p>Working in conjunction with the D&amp;D Office of the PMO and Portfolio Team lead the planning for delivery and alignment of D&amp;D initiatives within the Central Region to deliver agreed outcomes.</p> <p>Provide leadership of project activity ensuring alignment to agreed practice and objectives.</p> <p>Management and development of the consistent reporting on project programmes, projection and financial performance (capex and opex).</p> <p>Responsible for P3M and project teams including PMs, BAs, Testers, Scrum Masters, Release Management.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values. Programmes and Projects align to national direction and agreed outcomes.</p> <p>Financial costs, benefits and outcomes are measured and tracked.</p> <p>Resource allocation is managed and reported.</p> <p>Stakeholders are engaged and there are strong communications across the region in relation to programmes of work.</p>	Integration Group Manager - Central
Application Services Manager	5	1	<p>Contribute to the long-term digital innovation strategy for priority areas within the Region, including owning the full end-to-end Integration-Ware environment and capability in the region.</p> <p>Lead the maintenance and support of the application portfolio for the benefit of the Region.</p> <p>Actively look for opportunities to align, standardise and rationalise infrastructure across the region and motu.</p> <p>Actively promote regional strategies and objectives and standardise systems and processes accordingly.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Ensure the successful development and continuous improvement of relevant clinical application and information systems capability to service the Central Region.</p> <p>Unnecessary duplication of data &amp; digital components is minimised across the region.</p> <p>Users can access information easily from their places of work or remotely.</p> <p>In conjunction with Data Services ensure end users are able to easily share information that is relevant for their decision making with colleagues across the region and the nation as appropriate.</p>	Integration Group Manager - Central

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Clinical Change Manager	5	1	<p>Works in conjunction with the PMO Manager to manage the clinical aspects of project/programme delivery to deliver agreed outcomes.</p> <p>Contribute to planning to ensure system design and implementation will integrate well with existing systems, clinical processes and workflows.</p> <p>Work with technical support services, and strategic partners to drive scoping, development and implementation of new systems or system enhancements.</p> <p>Stakeholder engagement with clinical and other frontline staff to ensure purpose of IS changes are understood. Development of system improvements that will improve workflow efficiencies, tracking of change adoption.</p> <p>Enhance patient safety through better integration of systems.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Programme/project activities are coordinated to support ongoing service operations.</p> <p>Ensure system implementations minimise disruption to clinical care.</p> <p>Ensure the benefits of IS change projects are clearly articulated and communication is appropriate for audience.</p> <p>Benefits realisation is undertaken and findings documented at regular intervals.</p> <p>Work with business owners to ensure legacy systems &amp; processes are stopped as new systems are implemented.</p> <p>Involve clinical and other frontline staff in planning for IS change.</p> <p>Clinicians understand the benefits of regionally aligned service delivery.</p> <p>Ensure system design planning takes into account clinical processes and improves workflow efficiency.</p>	Integration Group Manager - Central
Manager Service Design	5	1	<p>Take the lead to ensure the delivery and development of work aligns to national architectural direction whilst meeting needs of stakeholders regionally.</p> <p>Lead the solution architecture &amp; design team in collaboration with others to document and capture current state/target state architectures.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Systems and solutions that are aligned (unified, standardised etc.) and deliver to objectives.</p> <p>Translate the D&amp;D Roadmap (where applicable) into a series of transition and target state architectures.</p> <p>In conjunction with the Group Manager Architecture establish the Solution Architecture and Design function and be the trusted advisor within the Region.</p>	Integration Group Manager - Central

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Te Waipounamu Planning & Delivery Manager	5	1	Working in conjunction with the D&D Office of the PMO and Portfolio Team lead the planning for delivery and alignment of D&D initiatives within Te Waipounamu to deliver agreed outcomes. Provide leadership of project activity ensuring alignment to agreed practice and objectives. Management and development of the consistent reporting on project programmes, projection and financial performance (capex and opex). Responsible for P3M and project teams including PMs, BAs, Testers, Scrum Masters, Release Management.	Leads our people, developing a strong performance culture and commitment to our values. Programmes and Projects align to national direction and agreed outcomes. Financial costs, benefits and outcomes are measured and tracked. Resource allocation is managed and reported. Stakeholders are engaged and there are strong communications across the region in relation to programmes of work.	Integration Group Manager - Te Waipounamu
Application Services Manager	5	1	Contribute to the long-term digital innovation strategy for priority areas within the Region, including owning the full end-to-end Integration-Ware environment and capability in the region. Lead the maintenance and support of the application portfolio for the benefit of the Region. Actively look for opportunities to align, standardise and rationalise infrastructure across the region and motu. Actively promote regional strategies and objectives and standardise systems and processes accordingly.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the successful development and continuous improvement of relevant clinical application and information systems capability to service Te Waipounamu. Unnecessary duplication of data & digital components is minimised across the region. Users can access information easily from their places of work or remotely In conjunction with Data Services ensure end users are able to easily share information that is relevant for their decision making with colleagues across the region and the nation as appropriate.	Integration Group Manager - Te Waipounamu
Clinical Change Manager	5	1	Works in conjunction with the PMO Manager to manage the clinical aspects of project/programme delivery to deliver agreed outcomes. Contribute to planning to ensure system design and implementation will integrate well with existing systems, clinical processes and workflows. Work with technical support services, and strategic partners to drive scoping, development and implementation of new systems or system enhancements. Stakeholder engagement with clinical and other frontline staff to ensure purpose of IS changes are understood. Development of system improvements that will improve workflow efficiencies, tracking of change adoption. Enhance patient safety through better integration of systems.	Leads our people, developing a strong performance culture and commitment to our values. Programme/project activities are coordinated to support ongoing service operations. Ensure system implementations minimise disruption to clinical care. Ensure the benefits of IS change projects are clearly articulated and communication is appropriate for audience. Benefits realisation is undertaken and findings documented at regular intervals. Work with business owners to ensure legacy systems & processes are stopped as new systems are implemented. Involve clinical and other frontline staff in planning for IS change. Clinicians understand the benefits of regionally aligned service delivery. Ensure system design planning takes into account clinical processes and improves workflow efficiency	Integration Group Manager - Te Waipounamu



# Appendix 1: Proposed new positions (continued)

## Business Support team

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Group Manager Performance Monitoring & Reporting	4	1	Leads the planning and reporting processes to ensure Data & Digital set appropriate operational targets and plans. Works in partnership with Regional Service Performance Lead. Focused on internal and regional customers, stakeholders/needs and request management. Manages D&D Ministerial and external stakeholders needs and requests. Responsible for management of Board Sub-Committee and strategic governance processes for Data & Digital, including acting in the role of Secretariat.	Leads our people, developing a strong performance culture and commitment to our values. Working with Board Sub-Committee Chairs, ensures committees are well prepared, managed and accurately recorded. Members are well informed and actions/outcomes clearly documented and communicated. Ministerial reporting requirements meet timelines and are to a high quality. Regular reporting timelines are understood across D&D to ensure deadlines are met. Reporting is of a high quality and accurately reflects operational situations.	Head of Business Support
Group Manager Decision Support	4	1	Leads a team that enables D&D to manage their financial responsibilities and delegations, working in partnership with other enabling functions. To support strategic oversight enables functional endorsements, convening of forums, compilation of oversight group packs and the like. Holds Statutory & Regulatory oversight to support the D&D Leadership Team	Leads our people, developing a strong performance culture and commitment to our values. D&D Governance is understood, connected and effective to service needs. Ensures financial responsibilities and delegations are understood and adhered to.	Head of Business Support
Group Manager Capabilities	4	1	Provides leadership to the people, practices, principles, and tooling that increases the effectiveness of each D&D capability through common and co-created knowledge. This role will ensure the supporting capabilities are right sized, fit for purpose and future focused and ensures overall delivery outcomes are being achieved. This role will play an advisory role across D&D to aid the Leadership team to establish and operate sound capability practices. This strategic leader role will provide leadership across Quality and Testing; Business Analysis; Enabling Partnerships and Change and Adoption ensuring we have sustainable and repeatable ways of working that continually evolve to meet our strategic aims.	Leads our people, developing a strong performance culture and commitment to our values. Manage Data & Digital methodologies and practice communities for ITSM (change, release, service request etc.), development, testing, quality and business analysis to ensure common practice and standards are instilled and adhered to across Data & Digital, including taking a proactive approach to skills, training, and certification. Provides expert guidance and insight to Leadership about critical gaps in capabilities and practices. Champions new ways of working to meet strategic aims.	Head of Business Support

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Risk, Policy, Assurance Group Manager	4	1	Lead and manage risk management and assurance frameworks and processes specific to Data & Digital. Oversee policy management for Data & Digital on behalf of the D&D Leadership Team, building confidence and understanding in the value of risk and assurance. This is a broad role that will assist D&D Leadership to uplift the maturity and profile of the Risk and Assurance function.	Leads our people, developing a strong performance culture and commitment to our values. Accurate risk register is maintained for Data & Digital that aligns to agreed Risk Framework. Collaboratively working with other Risk colleagues to ensure appropriate linkages to enable an enterprise view of risks across the organisation. Provides expert guidance and support to the D&D Leadership Team and others as required to ensure Data & Digital are managing and mitigating risks appropriately.	Head of Business Support
Group Manager Enabling Partnerships	4	1	Provides business support to the Data & Digital team with the provision of internal/external communications (in partnership with the Office of the CE), human resources (in partnership with People & Culture) and finances (in partnership with Finance) so Data & Digital have the systems, support, and resources to enable its success and delivery of outcomes, obligations, and commitments. The role needs to be well connected across the organisation. The role will balance working with Technology and Process alongside People and Culture. The role works across the various capabilities under the Group Manager – Capabilities, as well as across NDS, to ensure alignment across delivery and that NDS functions are evolving at a shared pace. The role will have input into Training and Development across NDS via its people focus and likewise, will own SFIA for D&D.	Leads our people, developing a strong performance culture and commitment to our values. D&D receive the support they need in relation to Finance, People & Capability, Privacy and Communications to enable them to operate as required to meet operational and strategic goals.	Head of Business Support
Principal Advisor x6	5	6	Responsible for coordinating and maintaining regular monitoring and reporting of strategic priorities as required for ministerial needs, including regular reporting of progress of D&D against Te Pae Tata /NZ Health Plan, Strategy and Roadmaps. The roles also include responsibility for coordinating and maintaining regular monitoring and reporting of operations against service levels, risk and assurance, and other targets that are required but not included in strategic monitoring. Manages and coordinates OIA responses on behalf of D&D, working with D&D Leadership.	Leads our people, developing a strong performance culture and commitment to our values. Ministerial requests and reporting requirements are met with high quality output and on time. Works collaboratively with other key advisors across the organisation to achieve connected reporting. Reporting requirements are met with high quality output and on time. Advice and support is provided across the D&D team regarding performance reporting and its requirements, as required. OIAs are responded to appropriately and on time.	Group Manager Performance Monitoring & Reporting

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Decision Support Lead x4	5	4	Supports Group Managers and provides financial administration support (e.g., purchase ordering) and other general administration support, and secretariat support for key regional oversight groups (not project orientated).	Leads our people, developing a strong performance culture and commitment to our values. Integration Group Managers and approved D&D Governance Groups have the support needed to work and operate effectively.	Group Manager Decision Support
Manager Quality and Testing Practice	5	1	This role ensures that the people, processes, and technology associated within the software testing practice are fit for purpose and easily consumed. The role operates at a practice leadership and people manager level to ensure the Quality and Testing practices are well understood, easily accessible and delivering value. The role leads team members in the practice as well as vendors to ensure common ways of working and to ensure tooling and methods work efficiently across our suite of technologies.	Leads our people, developing a strong performance culture and commitment to our values. Working with relevant managers, develop centres of practice across D&D to develop and maintain test and quality assurance practices for testing to ensure data and digital releases meet specified requirements and do not negatively impact stakeholders. Ensure Data & Digital teams understand, are aligned, and are working to agreed practice and methodologies. We can measure our progress and success against quality indicators. Ensure practices, processes and methodologies are not cumbersome.	Group Manager Capabilities
Manager Business Analysis Practice	5	1	This role ensures that the people, processes, and technology associated with the Business Analysis practice are fit for purpose and easily consumed. The role operates at a practice leadership and people leadership level to ensure the business analysis practice is well understood, easily accessible and delivering value. The role leads team members in the practice as well as vendors to ensure common ways of working.	Leads our people, developing a strong performance culture and commitment to our values. Develop and maintain a centre of excellence for business analysis across Data & Digital and business analysis practice so as to standardise and gain commonality. Ensure Data & Digital teams understand, are aligned and working to agreed practice and methodologies. We can measure our progress and success against quality indicators. Standardised templates are available and used consistently.	Group Manager Capabilities
Manager Change & Adoption Practice	5	1	This role ensures that the people, processes, and technology associated within the Change & Adoption practice are fit for purpose and easily consumed. The role operates at a practice leadership level and people manager level to ensure change and adoption and training practices are well understood, easily accessible and delivering value. The role leads team members in the practice as well as vendors to ensure common ways of working.	Leads our people, developing a strong performance culture and commitment to our values. Working with delivery teams to develop and maintain change management practices that encompass people, process and technology aspects and enable business change to be received well. Ensure Data & Digital teams understand, are aligned and working to agreed practice and methodologies. Ensure practices, processes and methodologies are not cumbersome.	Group Manager Capabilities

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Manager Development Practice	5	1	This role ensures that the people, processes, and technology associated within the Development practice are fit for purpose and easily consumed. The role operates at a practice leadership level and people manager level to ensure development practices and methodologies are well understood, easily accessible and delivering value. The role leads team members in the practice as well as vendors to ensure common ways of working.	Leads our people, developing a strong performance culture and commitment to our values. Working with delivery teams to develop and maintain development practices that encompass people, process and technology aspects and enable high quality development and clean releases. Ensure Data & Digital teams understand, are aligned and working to agreed practice and methodologies. Ensure practices, processes and methodologies are not cumbersome.	Group Manager Capabilities
Risk Manager	5	1	Provides operational risk and compliance advice and guidance to D&D teams, supports them to ensure issues are identified and appropriate remediation plans are in place and executed to resolve such incidents. Working with the Group Manager to provide risk profiles and reporting for D&D to meet requirements.	Leads our people, developing a strong performance culture and commitment to our values. Risks are identified, tracked, and mitigated appropriately to instill confidence in Data & Digital systems, services and platforms. D&D Leadership have the information they need to manage risks appropriately. D&D staff are educated in risk management and mitigations.	Risk, Policy, Assurance Group Manager
Assurance Manager	5	1	Advises and supports D&D teams to establish the right measures to enable good quality assurance, aligned to assurance frameworks, that provides confidence in D&D practices to D&D Leadership.	Leads our people, developing a strong performance culture and commitment to our values. Operational and project activities are monitored to provide assurance that D&D are meeting quality indicators as specified from a regulatory or statutory perspective. Provide assurance activities that are not onerous and have line of sight to meeting agreed strategic outcomes.	Risk, Policy, Assurance Group Manager
Policy Advisor	5	1	Provides policy advice and support to maintain D&D polices. Working with other policy advisors to ensure alignment across the organisation and that meets regulatory and statutory requirements.	Leads our people, developing a strong performance culture and commitment to our values. Ensures D&D policies are understood, maintained, and incorporate required statutory and regulatory compliances as required. Works in collaboration with Policy Analysts across the organisation to ensure consistency and understandable linkages throughout policies.	Risk, Policy, Assurance Group Manager
Manager Capacity Planning & Support	5	1	Developing and monitoring capability and capacity management for our workforce to ensure we can meet upcoming demands, based on agreed strategy and roadmaps.	Leads our people, developing a strong performance culture and commitment to our values. Ensures alignment across D&D teams to enable collective delivery to our committed initiatives. Inputs into Training and Development to ensure capability of our workforce.	Group Manager Enabling Partnerships
Change Management Manager	5	1	This role will work closely with teams across D&D to ensure we are well prepared for upcoming changes within releases so as to not negatively impact stakeholders. Responsible for process and workflow optimisation communication (tips & tricks, new things to know, changes this week to your workflows, activities, expectations) – as needed through transition & transformation periods.	Leads our people, developing a strong performance culture and commitment to our values. Ensures D&D teams have the capabilities needed to deliver quality releases, supporting them in change management when required. Ensures change management practices are aligned and right-sized based on the release type and risk.	Group Manager Enabling Partnerships

# Appendix 1: Proposed new positions (continued)

## ICT team

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Executive Assistant to Head of ICT	4	1	Executive Assistant to perform a variety of administrative tasks and support to Head of ICT.	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Responsible for managing the Head of ICT's schedule and communications, including calendar management and meetings arrangements.</p> <p>Act as the point of contact among executives, employees, clients and other external partners.</p> <p>Gathering documents to prepare for meetings and minute taking.</p> <p>Make travel and accommodation requirements.</p> <p>Manage expenses for Head of ICT and prepare weekly, monthly or quarterly reports as required and ensure office supplies are available for teams.</p> <p>Assist Group Managers when required to enable them to be successful in their roles.</p>	Head of ICT
Group Manager ITSM	4	1	<p>Leads national IT Service Management teams (including site services), functions and processes delivering <i>one view of everything</i> across Data and Digital.</p> <p>Leads a single multi-channel service desk function that includes site services, combining a federated workforce across Aotearoa, utilising a common toolset and processes, supporting on-site digital equipment at corporate and hospital premises, and offering remote intelligent hands service.</p> <p>Leads a dual-site Op-Centre providing visibility and support of operational performance of Data and Digital services.</p> <p>Develops nationally-led capabilities, continuously maturing IT service management, and subsequently lifting availability and performance of Data and Digital platforms and services.</p> <p>Maintains relationships with Data and Digital Integration team and through them key stakeholders.</p> <p>Maintains site relationships and engages with Infrastructure teams in regards to facilities management and investment programmes.</p> <p>Maintains strong working relationships with relevant digital equipment suppliers to ensure their effective performance.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Ensure the development of multiple channels into a national federated service desk platform.</p> <p>Ensure the development and maturation of IT Service Management across Data and Digital through a prioritised annual business plan.</p> <p>Ensure the development of dual-redundant operations centres with ever-expanding visibility and control of Data and Digital platforms and services.</p> <p>Ensure the development of national plans for on-site services including digital equipment consolidation and outsourcing considerations.</p> <p>Ensure effective utilisation and management of resources including workforce, operating and capital expenditure.</p>	Head of ICT

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Group Manager Digital Workspace	4	1	Leads national digital workspace teams, functions and processes supporting legacy environments performance and their currency. Leads development of new digital workspace services to advance the ecosystem and enable more effective solutions for the health sector. Develops nationally-led capabilities for the support of corporate and productivity applications, and asset management of devices, to ensure effective utilisation of assets.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the effective operation and maintenance of the digital workspace systems and continuous delivery of services. Ensure the development and execution of a national roadmap for from legacy standard desktops to the new digital workspace. Ensure the development and execution of national programmes cloud workspace across all health care domains. Ensure effective utilisation and management of resources including workforce, operating and capital expenditure.	Head of ICT
Group Manager Infrastructure	4	1	Leads national server and storage teams, functions and processes supporting legacy environments performance and currency. Leads development of modern hybrid-cloud solutions to advance the ecosystem, enable more effective solutions, and address legacy tech debt in the server and storage space across Aotearoa. Develops nationally-led capabilities for the operation and management of public cloud services.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the effective operation and maintenance of ICT Infrastructure (including cloud, server and storage systems and network and firewalls) and continuous delivery of services. Ensure the development of national plans for hybrid-cloud services including decommissioning legacy server and storage equipment from on-premises computer rooms. Ensure the development and execution of national plans for wide-area-networks bringing Te Whatu Ora together as one. Ensure the development and execution of national roadmaps for in-building / on-campus networks across Te Whatu Ora to standardise and leverage our scale. Ensure effective utilisation and management of resources including workforce, operating and capital expenditure.	Head of ICT
Group Manager ICT Platforms	4	1	Leads national ICT Platforms teams, functions and processes, supporting legacy environments performance and currency. Leads development of modern platform solutions to advance the ecosystem, enable more effective solutions, and address legacy tech debt in the integration space across Aotearoa. Works closely with Group Manager Data Platforms to develop modern database platform solutions to advance the ecosystem, enable more effective solutions, and address legacy tech debt. Develops nationally-led capabilities for the operation and management of ICT Platforms.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the effective operation and maintenance of ICT Platforms (including integration and application databases) and continuous delivery of services. Ensure the development of national plans for integration services including decommissioning legacy platforms. Ensure effective utilisation and management of resources including workforce, operating and capital expenditure.	Head of ICT

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Group Manager ICT Planning & Delivery	4	1	<p>Working in conjunction with the D&amp;D Office of the PMO and Portfolio Team lead the planning for delivery and alignment of D&amp;D initiatives within ICT to deliver agreed outcomes.</p> <p>Provide leadership of project activity ensuring alignment to agreed practice and objectives.</p> <p>Management and development of the consistent reporting on project programmes, projection and financial performance (capex and opex). Works collaboratively with peers across D&amp;D to ensure delivery capability is allocated where needed to assist with resource levelling.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Ensure the assurance and compliance of the ICT programmes and projects to enable efficient and effective delivery.</p> <p>Ensure effective utilisation and management of resources including workforce, operating and capital expenditure.</p>	Head of ICT
ITSM Configur- ation Manager	5	1	<p>Contributes to the leadership of national ITSM teams, functions and processes.</p> <p>Leads development of ITSM platform functions and capabilities (Platform Owner) supporting national standardisation of toolset and processes.</p> <p>Leads expansion and utilisation of modern tools including AI and Automation in the ITSM space.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Ensure the continuous development and standardisation of ITSM for Data and Digital.</p> <p>Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.</p>	Group Manager ITSM
ITIL Manager	5	1	<p>Contributes to the leadership of national ITSM teams, functions, and processes.</p> <p>Owens Service Level Management, Problem Management, Change Management, Service Catalogue and Knowledge Management ITIL practices, leading the development and process maturity to enable investments to align with operational performance targets.</p> <p>Leads national development of Knowledge Management, including the shared "library" for Data and Digital operational artefacts, supporting efficient systems support.</p> <p>Leads national development of Service Management standards and processes to continuously improve performance.</p> <p>Leads national development of Problem Management process maturity and improve operational performance by minimising impact and preventing recurrence of service impacting events.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Ensure the development and executive of national plans to increase maturity and outcomes of agreed Service Level Management processes.</p> <p>Ensures knowledge management processes are in place, we recognise and capture our knowledge to increase efficiency and effectiveness to our services and practices, informing and empowering others.</p> <p>Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.</p> <p>Ensure effective utilisation and management of resources including workforce, operating and capital expenditure.</p>	Group Manager ITSM

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Op Centre Manager	5	1	<p>Contributes to the leadership of national ITSM teams, functions, and processes.</p> <p>Leads national develop of 24 x 365 Op-Centres, physical and federated, providing visibility and support for Data and Digital services.</p> <p>Leads development of Op-Centre capabilities and automation to extend its operating and maintenance capabilities to offer services to all Data and Digital.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Ensure the development and execution of a national programme to develop two geographically disperse Op-Centres, operating 24 hours a day, 365 days a year, with a physical and online presence and a federated workforce.</p> <p>Contribute to the effective operation and maintenance of ICT solutions through Op-Centre services.</p> <p>Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.</p> <p>Ensure the development and execution of national plans to build Op-Centre capability to take on work from regional teams.</p>	Group Manager ITSM
Manager Service Management - Northern	5	1	<p>Contributes to the leadership of national ITSM teams, functions, and processes.</p> <p>Leads regional service desk &amp; Site Services teams, as part of the national ITSM team, maintaining regional expertise as well as contributing to national capability and capacity.</p> <p>Leads regional service management teams, as part of the national ITSM team, delivering regional services as well as contributing to national capability and capacity.</p> <p>Leads operating and maintenance services for on-site digital equipment within region.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Ensure the operational management of service desk and service management capabilities and regional digital equipment.</p> <p>Contribute to the development of national plans to increase maturity and performance of our multi-channel ITSM and site services</p> <p>Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.</p>	Group Manager ITSM
Manager Service Management – Te Manawa Taki	5	1	<p>Contributes to the leadership of national ITSM teams, functions, and processes.</p> <p>Leads regional service desk &amp; Site Services teams, as part of the national ITSM team, maintaining regional expertise as well as contributing to national capability and capacity.</p> <p>Leads regional service management teams, as part of the national ITSM team, delivering regional services as well as contributing to national capability and capacity.</p> <p>Leads operating and maintenance services for on-site digital equipment within region.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Ensure the operational management of service desk and service management capabilities and regional digital equipment.</p> <p>Contribute to the development of national plans to increase maturity and performance of our multi-channel ITSM and site services</p> <p>Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.</p>	Group Manager ITSM



# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Manager Service Management – Central	5	1	<p>Contributes to the leadership of national ITSM teams, functions, and processes.</p> <p>Leads regional service desk &amp; Site Services teams, as part of the national ITSM team, maintaining regional expertise as well as contributing to national capability and capacity.</p> <p>Leads regional service management teams, as part of the national ITSM team, delivering regional services as well as contributing to national capability and capacity.</p> <p>Leads operating and maintenance services for on-site digital equipment within region.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Ensure the operational management of service desk and service management capabilities and regional digital equipment.</p> <p>Contribute to the development of national plans to increase maturity and performance of our multi-channel ITSM and site services.</p> <p>Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.</p>	Group Manager ITSM
Manager Service Management – Te Waipounamu	5	1	<p>Contributes to the leadership of national ITSM teams, functions, and processes.</p> <p>Leads regional service desk &amp; Site Services teams, as part of the national ITSM team, maintaining regional expertise as well as contributing to national capability and capacity.</p> <p>Leads regional service management teams, as part of the national ITSM team, delivering regional services as well as contributing to national capability and capacity.</p> <p>Leads operating and maintenance services for on-site digital equipment within region.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Ensure the operational management of service desk and service management capabilities and regional digital equipment.</p> <p>Contribute to the development of national plans to increase maturity and performance of our multi-channel ITSM and site services.</p> <p>Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.</p>	Group Manager ITSM
Manager Service Management – Corporate and Public Health	5	1	<p>Contributes to the leadership of national ITSM teams, functions, and processes.</p> <p>Leads regional service desk &amp; Site Services teams, as part of the national ITSM team, maintaining regional expertise as well as contributing to national capability and capacity.</p> <p>Leads regional service management teams, as part of the national ITSM team, delivering regional services as well as contributing to national capability and capacity.</p> <p>Leads operating and maintenance services for on-site digital equipment within region.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Ensure the operational management of service desk and service management capabilities and regional digital equipment.</p> <p>Contribute to the development of national plans to increase maturity and performance of our multi-channel ITSM and site services.</p> <p>Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.</p>	Group Manager ITSM

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Manager Audio Visual	5	1	Contributes to the leadership of national Digital Workspace teams, functions, and processes. Leads national team for management of Audio-Visual services at all Te Whatu Ora premises, working in conjunction with Networks and Service Management teams to ensure the right outcomes and service delivered.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the development of national plans for Audio-Visual services. Ensure the operation, maintenance, and continuous delivery of audio-visual services. Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.	Group Manager Digital Workspace
Manager – Cloud Workspace	5	1	Contributes to the leadership of national digital workspace teams, functions, and processes. Leads the national team for delivery of cloud workspace for Te Whatu Ora and the wider health sector.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the operation and maintenance of the digital workspace systems and continuous delivery of services. Contributes to the development and execution of the national cloud workspace programme. Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.	Group Manager Digital Workspace
Manager Workspace Productivity Apps	5	1	Contributes to the leadership of national digital workspace teams, functions, and processes. Leads national team for delivery and support of workspace productivity apps for Te Whatu Ora.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the operation and maintenance of workspace applications and continuous delivery of services. Contributes to the development and execution of the national workspace productivity apps programme. Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.	Group Manager Digital Workspace
Manager Workforce Identity and Access	5	1	Contributes to the leadership of national digital workspace teams, functions, and processes. Leads national team for delivery and support of workspace identity and access management for Te Whatu Ora.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the operation and maintenance of IDAM systems and continuous delivery of services. Contributes to the development and execution of the national workspace IDAM programme. Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.	Group Manager Digital Workspace
Manager Devices	5	1	Contributes to the leadership of national digital workspace teams, functions, and processes. Leads the national team for management of devices for Te Whatu Ora. Leads the development of services for the life-cycle and asset management of devices for Te Whatu Ora.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the development and executive of a national plan for the procurement and management of devices (including desktop, laptop, tablet, and cellular phones) to ensure the effective utilisation of digital equipment. Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.	Group Manager Digital Workspace

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Manager Application Enablement/ Packaging	5	1	Contributes to the leadership of national digital workspace teams, functions, and processes. Leads the national team for enablement of applications across various devices-types for Te Whatu Ora.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the operation and maintenance of workspace applications packaging and continuous delivery of services. Contribute to the development and execution of the digital workspace roadmap and programme. Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.	Group Manager Digital Workspace
Programme Manager Workspace Lifecycle and Standardisation	5	1	Contributes to the leadership of Digital Workspace teams, functions, and processes. Leads national and regional teams to manage the asset life-cycle of workspace devices for Te Whatu Ora.	Leads our people, developing a strong performance culture and commitment to our values. Leads the development and execution of the continuous workspace device upgrade programme. Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.	Group Manager Digital Workspace
Manager Application Database Services	5	1	Contributes to the leadership of national ICT Platforms functions and processes. Leads the national team to operate and maintain applications databases for Te Whatu Ora, including any databases used for infrastructure apps. Works closely with Data Services Platform teams to ensure alignment, simplification, and unification. Leads development of national capabilities to support application databases.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the effective operation and maintenance of national and regional application databases and continuous delivery of services. Contribute to the development and execution of the application database roadmap and programme, including alignment, simplification and unification opportunities and capability requirements. Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.	Group Manager ICT Platforms
Manager Integration Platforms	5	1	Contributes to the leadership of national server and storage teams, functions, and processes. Leads national team to operate and maintain integration platforms for Te Whatu Ora. Leads development of national capabilities to support integration platform services.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the effective operation and maintenance of national and regional integration platforms and continuous delivery of services. Contribute to the development and execution of the integration roadmap and programme, including national capability requirements. Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.	Group Manager ICT Platforms
Manager Cloud and Fin Ops	5	1	Contributes to the leadership of national server and storage teams, functions, and processes. Leads development of the national capabilities to operate and maintain public cloud services for Te Whatu Ora.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the effective operation and maintenance of public cloud platforms and services and continuous delivery of services. Contribute to the development and execution of the cloud migration roadmap and programme, including national capability requirements. Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.	Group Manager Infrastructure

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Infrastructure Manager – Central	5	1	Contributes to the leadership of national server and storage teams, functions, and processes. Leads the regional team, and contributes to the national team, to operate and maintain server and storage solutions for Te Whatu Ora.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the effective operation and maintenance of regional server and storage systems and continuous delivery of services. Contribute to the development and execution of the cloud migration roadmap and programme. Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.	Group Manager Infrastructure
Infrastructure Manager – Te Manawa Taki	5	1	Contributes to the leadership of national server and storage teams, functions, and processes. Leads the regional team, and contributes to the national team, to operate and maintain server and storage solutions for Te Whatu Ora.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the effective operation and maintenance of regional server and storage systems and continuous delivery of services. Contribute to the development and execution of the cloud migration roadmap and programme. Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.	Group Manager Infrastructure
Infrastructure Manager – Northern	5	1	Contributes to the leadership of national server and storage teams, functions, and processes. Leads the regional team, and contributes to the national team, to operate and maintain server and storage solutions for Te Whatu Ora.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the effective operation and maintenance of regional server and storage systems and continuous delivery of services. Contribute to the development and execution of the cloud migration roadmap and programme. Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.	Group Manager Infrastructure
Infrastructure Manager – Te Waipounamu	5	1	Contributes to the leadership of national server and storage teams, functions, and processes. Leads the regional team, and contributes to the national team, to operate and maintain server and storage solutions for Te Whatu Ora.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the effective operation and maintenance of regional server and storage systems and continuous delivery of services. Contribute to the development and execution of the cloud migration roadmap and programme. Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.	Group Manager Infrastructure
Programme Manager Infrastructure Lifecycle and Standardisation	5	1	Contributes to the leadership of national server and storage teams, functions, and processes. Leads national and regional teams to manage the asset life-cycle of server and storage systems for Te Whatu Ora.	Leads our people, developing a strong performance culture and commitment to our values. Leads the development and execution of the continuous server and storage upgrade programme. Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.	Group Manager Infrastructure

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Manager Telecommunications and Networks	5	1	Leads national and local network and firewall teams, functions and processes and Wi-Fi for corporate and hospital sites across Te Whatu Ora. Leads national and regional teams to operate and maintain local-area-networks (LAN) and national wide-area-networks (WAN).	Leads our people, developing a strong performance culture and commitment to our values. Ensure the effective operation and maintenance of local-area-networks, firewalls and firewall services and continuous delivery of services. Ensure the effective operation and maintenance of wide-area-networks (WAN), firewalls and firewall services and continuous delivery of services. Contribute to the development and execution of the national wide-area network and related firewalls roadmap and programme. Contribute to the development and execution of the local-area-network (including firewalls & Wi-Fi) roadmap and programme. Contribute to the effective utilisation and management of resources including workforce, operating and capital expenditure.	Group Manager Infrastructure
Manager Business Analysis	5	1	Leads the Business Analysis team within ICT, providing suitable resource capability to enable the successful delivery of approved ICT programmes/projects aligned to agreed practices and methodologies. Provides mentoring to the team in relation to business analysis. Works with peers across D&D to allocate resourcing and capability to deliver to the D&D Roadmap.	Leads our people, developing a strong performance culture and commitment to our values. Business Analysts align to approved practice and methodologies. Project and delivery outcomes are met as agreed. Actively involved and contributing within appropriate guilds. Contributes to capacity planning and management for D&D resourcing, including accurately allocated resourcing and capability to deliver the D&D Roadmap.	Group Manager ICT Planning & Delivery
Manager Testing	5	1	Leads the Testing team within ICT, providing suitable resource capability to enable the successful delivery of approved ICT programmes/projects aligned to agreed practices and methodologies and to a high quality that reduces errors within releases that may have been imposed on our customers. Provides mentoring to the team in relation to testing. Works with peers across D&D to allocate resourcing and capability to deliver to the D&D Roadmap.	Leads our people, developing a strong performance culture and commitment to our values. Testers are aligned and work to approved practice and methodologies. Project and delivery outcomes are met as agreed. Actively involved and contributing within appropriate guilds. Contributes to capacity planning and management for D&D resourcing, including accurately allocated resourcing and capability to deliver the D&D Roadmap.	Group Manager ICT Planning & Delivery
Manager Delivery	5	1	Leads the Delivery team within ICT, providing suitable resource capability to enable the successful delivery of approved ICT programmes/projects aligned to agreed practices and methodologies. Provides mentoring and support to the team. Works with peers across D&D to allocate resourcing and capability to deliver to the D&D Roadmap.	Leads our people, developing a strong performance culture and commitment to our values. Project Managers, Scrum Masters and the likes are aligned and work to approved practice and methodologies. Project and delivery outcomes are met as agreed. Actively involved and contributing within appropriate guilds. Contributes to capacity planning and management for D&D resourcing, including accurately allocated resourcing and capability to deliver the D&D Roadmap.	Group Manager ICT Planning & Delivery

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Manager ICT Design	5	1	Leads a team of infrastructure solution architects to design ICT systems aligned to strategies and roadmaps and Architecture Blueprints, working closely with Enterprise and Domain Architects and Project Teams (both regionally and nationally focused). Leads delivery of work, ensuring it aligns to agreed designs. Leads the solution architecture & design team in collaboration with others to document and capture current state/target state architectures.	Leads our people, developing a strong performance culture and commitment to our values. Designs and delivers systems and solutions that are aligned (unified, standardised etc.) and meet objectives. Translates the D&D Roadmap (where applicable) into a series of transition and target state architectures. Ensures design aligns with agreed D&D practice and methodology. Ensures current state/target state architectures are documented.	Group Manager ICT Planning & Delivery

# Appendix 1: Proposed new positions (continued)

## Sector Digital Channels Team

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Executive Assistant to Head of Sector Digital Channels	4	1	Executive Assistant to perform a variety of administrative tasks and support to Head of Sector Digital Channels.	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Responsible for managing the Head of Sector Digital Channels' schedule and communications, including calendar management and meeting arrangements.</p> <p>Act as the point of contact among executives, employees, clients and other external partners.</p> <p>Gathering documents to prepare for meetings and minute taking.</p> <p>Make travel and accommodation bookings.</p> <p>Manage expenses for Head of Sector Digital Channels and prepare weekly, monthly or quarterly reports as required and ensure office supplies are available for teams.</p> <p>Assist Group Managers when required to enable them to be successful in their roles.</p>	Head of Sector Digital Channels
Group Manager Sector Digital Channels Integration	4	1	Provides strategic leadership to the Sector Digital Channels Integration team. The role will work collaboratively with peers to develop and execute integration, including technology and sourcing that delivers to the D&D Roadmap and agreed outcomes. This role will provide strategic leadership across Integration and Design; Integration Development and Operations; and Marketplace and Engagement (with Hira).	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Ensure the effective operation and maintenance of the sector digital channels and continuous delivery of services.</p> <p>Ensure effective utilisation and management of resources including workforce, operating and capital expenditure.</p> <p>Maintains sector-facing digital channels to perform at service levels, and maintains lifecycle management.</p>	Head of Sector Digital Channels
Group Manager Design & Channels	4	1	Provides strategic leadership to the Sector Digital Channels Design team. This role will lead the design for digital consumer integration services. Responsible for establishing and delivering the Sector Digital Channels designs aligned to agreed standards and implementation aligned to agreed designs. Accountable for creating and owning the guidance artefacts for the data domain, which underlying solution architecture initiatives are required to adopt across their projects.	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Works in conjunction with Enterprise &amp; Solution Architects, and is actively involved in architectural guilds.</p> <p>Ensure architecture considers and incorporates the ability to capture and measure equitable outcomes.</p> <p>Ensure all architecture designs consider and align to national standards.</p> <p>Work collaboratively and positively across Te Whatu Ora, Te Aka Whai Ora, Manatū Hauora and the wider health sector, government, and other external stakeholders.</p>	Head of Sector Digital Channels

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Group Manager Sector Digital Channel Products	4	1	Provide strategic leadership to delivering new and improved products and services for National Public Health, Payment Systems, and many other line of business products.	Leads our people, developing a strong performance culture and commitment to our values. Ensure that product teams are established and aligned to business areas and delivering efficient services and change to meet evolving business need. Work with other leaders across Sector Digital Channels and the wider D&D team to align delivery capability into these product teams.	Head of Sector Digital Channels
Group Manager Digital Systems Development	4	1	Provides strategic leadership for digital technologies and accessible data including health digital systems, product development and DevOps. This role will provide strategic leadership across Product Development; SaaS and PaaS; Dev Ops; and DBA and O/S. The role will optimise the balance across internal and external delivery capability as we flex with large programmes.	Leads our people, developing a strong performance culture and commitment to our values. Ensures Digital Channels are designed and built in accordance with national direction and standards. Works closely with Business Support's Manager Development Practice to ensure alignment and sustainability of development. Actively contributing in development guilds and providing support and advice to peers.	Head of Sector Digital Channels
Group Manager Sector Digital Channels Planning & Delivery	4	1	Working in conjunction with the D&D Office of the PMO and Portfolio Team, lead the planning for delivery and alignment of D&D initiatives within Sector Digital Channels to deliver agreed outcomes. Provide leadership of project activity ensuring alignment to agreed practice and objectives. Management and development of consistent reporting on project programmes, projection and financial performance (capex and opex). Works collaboratively with peers across D&D to ensure delivery capability is allocated where needed to assist with resource levelling.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the assurance and compliance of the Sector Digital Channels programmes and projects to enable efficient and effective delivery. Ensure effective utilisation and management of resources including workforce, operating and capital expenditure.	Head of Sector Digital Channels
Group Manager Health Identity & Eligibility	4	1	This role is responsible for developing and implementing a strategy and plan for consumer identity services including NHI, NES, CPIR and My Health Account. It will also be responsible for developing and implementing a strategy and plan for HPI and alignment to industry standards such as NZBN and GS1. This role will provide strategic leadership for Health Identity & Eligibility and work closely with Consumer and Workforce Identity and Access Groups to ensure alignment where required.	Leads our people, developing a strong performance culture and commitment to our values. Ensure compliance with standards, policy, and regulation for identity services. Maintain relationships and alignment of products with key consumers of identity services in other agencies such as MSD, ACC and across the Health Sector.	Head of Sector Digital Channels



# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Manager Integration Design	5	1	Oversees and manages the design, quality & sustainability of the integration services (at a solution architecture level) within Sector Digital Channels to deliver the agreed digital roadmap. Work closely with business lines to ensure integration services are easy to consume, fit for purpose and operating effectively. This role needs to turn ideas into practice and needs to be well connected across the organisation, sector and with our vendor community.	Leads our people, developing a strong performance culture and commitment to our values. Ensures integration services are designed and built in accordance with national direction and standards. Works closely with Manager Integration Platforms to ensure alignment and sustainability =. Actively contributing in architectural guilds and providing support and advice to peers.	Group Manager Sector Digital Channels Integration
Manager Integration Development & Operations	5	1	Manage and maintain the hands-on running of the Integration Service within Sector Digital Channels (API management level), utilising the agreed integration design elements. This role builds new integrations (APIs) and operates existing integration services in a build and run style.	Leads our people, developing a strong performance culture and commitment to our values. Ensures integrations are built to agreed standards and designs, removing complexity and duplication to unify and simplify wherever possible. Ensures integrations are sustainable, resilient, and secure making information accessible to systems and services as needed and approved.	Group Manager Sector Digital Channels Integration
Manager Marketplace and Engagement	5	1	This role will ensure that the Integration Marketplace and Consumers have a user-friendly, fit for purpose environment that is easy to consume – thus making end user adoption simple.	Leads our people, developing a strong performance culture and commitment to our values. Ensures appropriate governance over the Marketplace exists and is responsible for increasing engagement and awareness of the marketplace.	Group Manager Sector Digital Channels Integration
Manager Design	5	1	This role will manage the service design, quality & sustainability of digital channels to deliver the agreed digital roadmap. This role will work closely with business lines to achieve agreed channel usage, migration plans, customer satisfaction scores and brand image. The role needs to turn ideas into practice and needs to be well connected across the organisation and with our vendor community.	Leads our people, developing a strong performance culture and commitment to our values. Ensures that our channel design is fit for purpose and progressing. Meets agreed targets such as channel usage, satisfaction scores and brand image. Ensures mitigation plans are in place.	Group Manager Design & Channels
Manager Digital Assisted Channels	5	1	This role will operationalise digital assisted channels, embedding them into the technology landscape for Te Whatu Ora and setting them up for re-use. The role operates at a people leadership level to ensure our Assisted Self-Service Channels are well understood, easily accessible and delivering value.	Leads our people, developing a strong performance culture and commitment to our values. Ensures common understanding and use of Assisted Channels within and external to Te Whatu Ora to enable equitable, effective, and efficient use. Ensures quality is delivered to operate state to minimise impacts to consumers of the services. Ensure the effective operation and maintenance of digital assisted channels and continuous delivery of services.	Group Manager Design & Channels

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Manage Self-Service Channels	5	1	This role will operationalise self-service channels, embedding them into the technology landscape for Te Whatu Ora and setting them up for re-use. The role operates at a people leadership level to ensure Self-Service Channels are well understood, easily accessible and delivering value.	Leads our people, developing a strong performance culture and commitment to our values. Ensures common understanding and use of Self-Service Channels within and external to Te Whatu Ora to enable equitable, effective, and efficient use. Ensures quality is delivered to operate state to minimise impacts to consumers of the services. Ensure the effective operation and maintenance of self-service channels and continuous delivery of services.	Group Manager Design & Channels
Manager Customer Operations	5	1	Leads and manages a team to support and operate identified sector digital channels in conjunction with the ICT team. This involves maintaining the systems and services provisioned so consumers of the systems have reliable resilient services.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the effective operation and maintenance of the sector digital channels and continuous delivery of services. Ensure effective utilisation and management of resources including workforce, operating and capital expenditure. Sector facing digital channels are maintained to perform at service levels. Lifecycle management is maintained.	Group Manager Design & Channels
Manager Product Practice	5	1	This role will ensure that the people, processes, and technology associated within the Product practice are fit for purpose and easily consumed. The role operates at a practice leadership level and people manager level to ensure the practices are well understood, easily accessible and delivering value.	Leads our people, developing a strong performance culture and commitment to our values. Leads team members in the practice to ensure common ways of working and connection to business owners. Ensure strong alignment of the product operating model to investment portfolio, financial and reporting disciplines, and clear cycles of planning and review for each sprint or release as well as on a quarterly and annual basis.	Group Manager Sector Digital Channel Products
Product Managers NPH Products	5	1	This role will work between the business and technology teams to establish, evolve, and drive value from the products supported by Sector Digital Channels. The role operates at a delivery and thought leadership level, utilising indirect reports to deliver and does not have HR responsibility over the Product Team members it works with. There will be multiple Product Managers virtually grouped so that product teams working in the same domains can operate in the same way i.e., National Public Health Products, Payments System Products and many other line of business products.	Leads our people, developing a strong performance culture and commitment to our values. National Public Health Products and services are delivered to agreed standards and quality, are sustainable, resilient and have continuous improvement plans in place. Actively involved and contributing to virtual product team grouping, and applying new ideas/best practice to NPH products.	Group Manager Sector Digital Channel Products

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Product Manager Payment System Products	5	1	This role will work between the business and technology teams to establish, evolve, and drive value from the products supported by Sector Digital Channels. The role operates at a delivery and thought leadership level utilising indirect reports to deliver and does not have HR responsibility over the Product Team members it works with. There will be multiple Product Managers virtually grouped so that product teams working in the same domains can operate in the same way i.e., National Public Health Products, Payments System Products, and many other line of business products.	Leads our people, developing a strong performance culture and commitment to our values. Payment Systems Products and services are delivered to agreed standards and quality, are sustainable, resilient and have continuous improvement plans in place. Actively involved and contributing to virtual product team grouping, and applying new ideas/best practice to Payment Systems products.	Group Manager Sector Digital Channel Products
Product Managers Other line of Business Products	5	1	This role will work between the business and technology teams to establish, evolve, and drive value from the products supported by Sector Digital Channels. The role operates at a delivery and thought leadership level utilising indirect reports to deliver and does not have HR responsibility over the Product Team members it works with. There will be multiple Product Managers virtually grouped so that product teams working in the same domains can operate in the same way i.e., National Public Health Products, Payments System Products and many other line of business products.	Leads our people, developing a strong performance culture and commitment to our values. Other line of business products and services are delivered to agreed standards and quality, are sustainable, resilient and have continuous improvement plans in place. Actively involved and contributing to virtual product team grouping, and applying new ideas/best practice to Other products.	Group Manager Sector Digital Channel Products
Product Manager Consumer Identity and Access	5	1	This role will work between the business and technology teams to establish, evolve, and drive value from the products supported by Sector Digital Channels. The role operates at a delivery and thought leadership level utilising indirect reports to deliver and does not have HR responsibility over the Product Team members it works with. There will be multiple Product Managers virtually grouped so that product teams working in the same domains can operate in the same way i.e., National Public Health Products, Payments System Products, and many other line of business products.	Leads our people, developing a strong performance culture and commitment to our values. Consumer Identity and Access Products and services are delivered to agreed standards and quality, are sustainable, resilient and have continuous improvement plans in place. Actively involved and contributing to virtual product team grouping, and applying new ideas/best practice to Consumer Identity and Access products.	Group Manager Sector Digital Channel Products

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Manager Development	5	1	This role will run the development capability that works on the development of products Sector Digital Channels is responsible for – often focused on building new products. The role owns the associated vendor relationships with our development partners.	Leads our people, developing a strong performance culture and commitment to our values. All development aligns to D&D Development Practices and methodologies, as defined and agreed in conjunction with the Manager Development Practice Development teams are supported to enable them to deliver to outcomes. Allocate resourcing and capability efficiently to deliver product development.	Group Manager Digital Systems Development
Manager DevOps	5	1	This role will run the DevOps capability that works on software development – often focused on the run, maintenance and enhancement of existing applications, products, and systems. The role operates the DevOps teams that deliver this service.	Leads our people, developing a strong performance culture and commitment to our values. Working closely with Practice Leads ensures commonality across Sector Digital Channels teams in relation to DevOps. Continuous Improvement patterns and cycles are established to ensure end to end product lifecycle and currency. Allocate resourcing and capability efficiently to deliver product development.	Group Manager Digital Systems Development
Manager CRM & Case Management	5	1	This role will lead the CRM and Case Management practice and platforms used with Sector Digital Channels. The role will be responsible for providing technical leadership. This role will lead a small functional capability that will deliver continuous improvement and be scaled to support larger programme delivery. This role will look after/own backup and archiving and any other tools that work alongside and perform other administration functions.	Leads our people, developing a strong performance culture and commitment to our values. CRM & Case Management software performs to expected levels, is managed to ensure currency and compatibility across the D&D landscape.	Group Manager Digital Systems Development
Manager Application Services	5	1	This role will lead the suite of commercial and off the shelf applications and databases that underpin key sector digital channel services. Deliver ongoing support, maintenance and upgrades and support business improvement as required. This includes working closely with the vendors supplying and managing the applications.	Leads our people, developing a strong performance culture and commitment to our values. Systems and Solutions are aligned to national direction, compatible and remain current and fit for purpose. Ensure Systems and Solutions maintenance and continuous service delivery.	Group Manager Digital Systems Development
Manager Business Analysis	5	1	Leads the Business Analysis team within Sector Digital Channels, providing suitable resource capability to enable the successful delivery of approved Sector Digital Channels programmes/projects aligned to agreed practices and methodologies. Provides mentoring to the team in relation to business analysis. Works with peers across D&D to allocate resourcing and capability to deliver to the D&D Roadmap.	Leads our people, developing a strong performance culture and commitment to our values. Business Analysts align to approved practice and methodologies. Project and delivery outcomes are met as agreed. Actively involved and contributing within appropriate guilds. Contributes to capacity planning and management for D&D resourcing, including accurately allocated resourcing and capability to deliver the D&D Roadmap.	Group Manager Sector Digital Channels Planning & Delivery

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Manager Testing	5	1	Leads the Testing team within Sector Digital Channels, providing suitable resource capability to enable the successful delivery of approved Sector Digital Channels programmes/projects aligned to agreed practices and methodologies and to a high quality that reduces errors within releases that may have been imposed on our customers. Provides mentoring to the team in relation to testing. Works with peers across D&D to allocate resourcing and capability to deliver to the D&D Roadmap.	Leads our people, developing a strong performance culture and commitment to our values. Testers are aligned and work to approved practice and methodologies. Project and delivery outcomes are met as agreed. Actively involved and contributing within appropriate guilds. Contributes to capacity planning and management for D&D resourcing, including accurately allocated resourcing and capability to deliver the D&D Roadmap.	Group Manager Sector Digital Channels Planning & Delivery
Manager Delivery	5	1	Leads the Delivery team within Sector Digital Channels, providing suitable resource capability to enable the successful delivery of approved Sector Digital Channels programmes/projects aligned to agreed practices and methodologies. Provides mentoring and support to the team. Works with peers across D&D to allocate resourcing and capability to deliver to the D&D Roadmap.	Leads our people, developing a strong performance culture and commitment to our values. Project Managers, Scrum Masters and the likes are aligned and work to approved practice and methodologies. Project and delivery outcomes are met as agreed. Actively involved and contributing within appropriate guilds. Contributes to capacity planning and management for D&D resourcing, including accurately allocated resourcing and capability to deliver the D&D Roadmap.	Group Manager Sector Digital Channels Planning & Delivery
Manager Consumer Identity and Access	5	1	This role will lead a team of experts who design and implement policy logic supporting identity proofing, authentication, and authorisation for health sector consumer identities across an integrated enterprise CIAM solution set. This role will require the application of expertise in digital identity verification (identity proofing); customer authentication; and related ecosystem integration. The key service is the My Health Account capability developed during Covid and supported by the Post Covid investment as well as Hira vision and business case.	Leads our people, developing a strong performance culture and commitment to our values. Ensures Consumer Identity and Access services align to national direction and delivery to agreed outcomes and benefits, while providing common simplified solutions.	Group Manager Health Identity & Eligibility
Manager Health Identity	5	1	This role will manage health identity services for consumers and patients. The key service is the National Health Index which underpins digital health delivery through the unique identification of an individual's health records. This, along with the National Enrolment Service also plays a key role in enrolment and eligibility for New Zealanders. The role requires a strong understanding of privacy and regulation as it applies to health data and an ability to engage and influence across other government agencies.	Leads our people, developing a strong performance culture and commitment to our values. Ensures capture of patient contact details and demographic information to support health delivery and equity. Ensures the National Enrolment Service is fit for purpose and meets agreed outcomes.	Group Manager Health Identity & Eligibility

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Manager Enrolment & Eligibility	5	1	This role will manage enrolment and eligibility services for consumers and patients. It requires a strong understanding of privacy and regulation as it applies to health data and an ability to engage and influence across other government agencies.	Leads our people, developing a strong performance culture and commitment to our values. Ensures enrolment and eligibility services are equitable, understood, and accessible to enable wider access and use of digital health services.	Group Manager Health Identity & Eligibility

# Appendix 1: Proposed new positions (continued)

## Strategy & Investment Team

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Executive Assistant to Strategy & Investment	4	1	Executive Assistant to perform a variety of administrative tasks and support to Head of Strategy & Investment.	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Responsible for managing the Head of Strategy &amp; Investment's schedule and communications, including calendar management and meeting arrangements.</p> <p>Act as the point of contact among executives, employees, clients and other external partners.</p> <p>Gathering documents to prepare for meetings and minute taking.</p> <p>Make travel and accommodation bookings.</p> <p>Manage expenses for Head of Strategy &amp; Investment and prepare weekly, monthly or quarterly reports as required and ensure office supplies are available for teams.</p> <p>Assist Group Managers when required to enable them to be successful in their roles.</p>	Head of Strategy and Investment
Group Manager Industry Strategic Partnerships	4	1	<p>This role will provide strategic leadership to the D&amp;D team to enable leverage from our industry partners to deliver our outcomes in a financially sustainable way.</p> <p>The role will also act as a trusted adviser to the D&amp;D Leadership team to inform future decision making for work programmes that best support the delivery of the Government's and Agency priorities and objectives.</p> <p>Provides mentoring and support to the team to enable their, and the organisation's success.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Key and Strategic Industry Partners are engaged.</p> <p>Enables Te Whatu Ora to have opportunities to shape product roadmaps.</p> <p>Industry partners understand our needs and challenges and work with us to meet objectives.</p> <p>Working alongside Procurement and Supply industry Partners to meet their obligations.</p>	Head of Strategy and Investment
Group Manager Architecture	4	1	Leads the architecture teams and practice for Data & Digital, helping to define the ICT strategic direction and subsequent roadmap and investments, having an end-to-end view. Ensures the optimal design and use of D&D ICT capabilities and enabling technologies within the business function. There is a strong focus on delivering equitable outcomes, reducing complexity, standards adoption, analysis of economic impact, and delivery.	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Ensures the optimal design and use of D&amp;D ICT capabilities and enabling technologies across the business.</p> <p>Deliverables (such as investment plans) have appropriately taken into account equity, simplicity (i.e., reducing complexity) and economic considerations.</p>	Head of Strategy and Investment

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Group Manager PMO	4	1	Oversees the PMO Office and Practice, providing strategic leadership across D&D in relation to Programme and Project Management Practices to ensure effective and efficient delivery of initiatives that instill confidence in our ability to deliver on time, to budget, to agreed outcomes and quality.	Leads our people, developing a strong performance culture and commitment to our values. Programmes and Projects align to national direction and agreed outcomes. Financial costs, benefits and outcomes are measured and tracked. Resource allocation is managed and reported. Stakeholders are engaged and there are strong communications across the region in relation to programmes of work.	Head of Strategy and Investment
Group Manager Strategic Business Partners	4	1	This role will lead and mentor a team that provides critical leadership, advisory and leverages broad engagement and partnership connections to ensure that the data and digital roadmap aligns to the strategic objectives of the business, and sector. The role will provide thought leadership and guidance to inform future decision making for work programmes that best support the delivery of the Government's and Organisation's priorities and objectives. Maintains strategic relationships with cross-functional data and digital teams to improve the business areas experience.	Leads our people, developing a strong performance culture and commitment to our values. Ensures the agreement and establishment of a data and digital roadmap in support of the strategic objectives of the business area. Ensures identified digital technology and infrastructure for business needs, and their integration with health services, aligns with wider data and digital strategies. Establishes aspirations and standards. Develops partnerships across the sector to support improving care and equity outcomes and optimisation of value for money from digital investment.	Head of Strategy and Investment
Group Manager Investment Portfolio	4	1	Provides strategic advice on the digital health portfolio, implementation opportunities and challenges as well as investment opportunities. Builds powerful and positive engagement, communication and change management with the sector, other areas of government agencies such as ACC, GCDO, Treasury and MBIE and other state sector agencies and strategic vendors. Leads positive and pro-active engagement to guide and support the definition and successful implementation of a portfolio of technology investments. This role ensures technology investments align to strategic objectives, government priorities and delivery of value for Aotearoa.	Leads our people, developing a strong performance culture and commitment to our values. Annual portfolio of work is aligned to strategy and roadmap, and is supported with the appropriate investment portfolio to enable agreed outcomes. Regular, effective, and positive engagement with sector, government agencies and vendors, and insights are appropriately incorporated into the portfolio of work.	Head of Strategy and Investment



# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Group Manager Strategy & Planning	4	1	Responsible for leading the development and delivery of data and digital strategy to support the strategic objectives of Te Pae Tata/NZ Health Plan. Acts as a trusted advisor and thought leader to the Data and Digital function, works collaboratively in partnership with Strategic Business Partners and other key stakeholders across the sector and market, whilst supporting the ongoing transformation of the Data and Digital operating model and ensure that delivery oversight is effective.	Leads our people, developing a strong performance culture and commitment to our values. Ensure the agreement and establishment of a Data and Digital strategic roadmap and work plan in support of the strategic objectives of Te Pae Tata/NZ Health Plan. Regular and effective stakeholder engagement and communications using a diverse range of channels is maintained. Contributes to the development and continuous improvement of processes, tools, and frameworks within Data and Digital.	Head of Strategy and Investment
Supplier Relationship Manager x 4	5	4	Develop strong relationships with their business, localities, providers, and other key stakeholders, working with Digital Commercial Partners to get the best value from our engagements. Foster relationships with key suppliers, including innovation opportunities and executive sponsorship. Help provide operational coordination & management of services, such as managing vendor SLAs.	Leads our people, developing a strong performance culture and commitment to our values. Ensures positive and proactive relationships with stakeholders and vendors, ensuring continuous operation of services and improvement opportunities are identified and acted upon. SLAs are managed according to terms & conditions.	Group Manager Industry Strategic Partnerships
Digital Commercial Partner x 4	5	4	Each partner will be aligned to a value-stream, to support the value-stream Senior Responsible Owners (SRO) to identify and manage their portfolio of stakeholders. The role will also work with SROs to keep the digital health market up to date with our roadmap. Commence implementation of the Supplier Relationship Management framework. Support procurement with negotiations with initial Tier 1 / Tier 2 suppliers for national agreements. Assist procurement with the development of category / sourcing strategies.	Leads our people, developing a strong performance culture and commitment to our values. Stakeholder engagement is accurately, timely and messaging is relevant. Supplier Relationship Management framework is implemented to agreed design and timeframes. Procurement teams are supported in a timely manner.	Group Manager Industry Strategic Partnerships

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Manager Enterprise Architecture	5	1	Provides strategic leadership to the Enterprise Architect team and advice and guidance to the D&D Leadership Team to enable well-aligned strategies and roadmaps that future proof the health sector. The role will have a wide sphere of influence across the sector and ensure business needs are understood and reflected in architectural blueprints. Supports the Manager Domain Architecture to mentor and coach in the practice of architect to ensure equitable outcomes, reduction in complexity, and adoption of principles and standards.	Leads our people, developing a strong performance culture and commitment to our values. Business direction, needs and challenges are understood so that D&D systems and solutions best meet business needs. Architecture practice is fit for purpose, not onerous and delivers value. Architectural blueprints are understood and align to strategic direction whilst future proofing the organisation in relation to Data & Digital components.	Group Manager Architecture
Manager Domain Architecture	5	1	Provides strategic leadership to the Domain Architecture team, overseeing the development of domain guidance material which includes: domain Strategies/ Roadmaps/ Investment Bids; Principles/ Standards/ Guidelines/ NFRs; Technical Capability Models; Reference Models/ Design Patterns; Current/ Future State Views; Risks & Rationale. Provides guidance and support to the Manager Enterprise Architecture enabling well aligned strategies and roadmaps that future proof the health sector. Mentors and coaches the team to ensure solutions and services are designed to reduce complexity and deliver equitable outcomes.	Leads our people, developing a strong performance culture and commitment to our values. Participate in the governance process for approving domain guidance material and reviewing wider project solutions to ensure alignment and compliance. Ensures domain guidance materials, solutions and services are appropriately designing for reduced complexity and support equitable outcomes.	Group Manager Architecture
Manager Architecture Practice	5	1	This role is responsible for the overall Architecture Practice, including management of architecture blueprints and continuously improving the maturity of the practice.	Leads our people, developing a strong performance culture and commitment to our values. Architectural Practice is maintained, communicated and understood whilst being easy to work to. Key considerations will be removing complexity and increasing speed from design to delivery.	Group Manager Architecture
Manager Planning and Reporting	5	1	Supports the Group Manager PMO by providing required reports for Treasury, Ministry Boards and Committees in relation to D&D Portfolios.	Leads our people, developing a strong performance culture and commitment to our values. Ensures reporting is timely, relevant, and accurate. Financial costs, benefits and outcomes are measured and tracked. Resource allocation is managed and reported.	Group Manager PMO

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
PMO Coordinator Manager	5	1	Leads the team of Coordinators to effectively and efficiently provide Programme and Project coordination and support for Integration, ICT and Sector Digital Channels Delivery Managers. Supports the Manager Planning and Reporting to achieve required outcomes and deliverables.	Leads our people, developing a strong performance culture and commitment to our values. Assists with ensuring accurate, timely reporting of D&D initiatives and enables tracking against milestones and agreed outcomes. Assists with the recording and reporting of risks, benefits, lessons learnt, resource planning and other programme/project outcomes as agreed.	Group Manager PMO
Manager Benefits and Assurance	5	1	This role will lead D&D's benefit tracking and realisation work, and work to improve benefits realisation maturity. It will include development of a Benefits Management Strategy and Framework that is understood, workable and able to be adopted across all D&D programmes of work. Provide guidance and support across the function to enable the successful tracking of benefits from inception to realisation. Provide assurance across Portfolio, Programme and Projects as required and to assure our Boards, Committees and Stakeholders of our effectiveness and alignment to Policy, Practice, Regulatory and Statutory Compliance as applicable.	Leads our people, developing a strong performance culture and commitment to our values. Development of a fit-for-purpose Benefits Management Strategy and Framework, and socialise this across D&D teams. Ensure benefits realisation through guidance and support in the development and tracking of stated benefits. Provide required assurance assessments and reporting to build confidence in D&D in relation to operating and delivery functions.	Group Manager PMO
Manager Delivery Practice	5	1	The role operates at a practice leadership level and people manager level to ensure the Programme, Project and Project Coordinator practices are well understood, easily accessible and delivering value. The role leads team members in the practice as well as vendors to ensure common ways of working.	Leads our people, developing a strong performance culture and commitment to our values. Ensures that the people, processes and technology associated within the Delivery practice are fit for purpose and easily consumed. Aligns teams (including vendors) to common ways of working.	Group Manager PMO
Strategic Business Partners x 5	5	5	This is a critical leadership and advisory role responsible for leveraging broad engagement and partnership connections to ensure that a Data and Digital roadmap aligned to the strategic objectives of the business area is established and delivered. Providing thought leadership and senior technical expertise and guidance to inform future decision making for work programmes that best support the delivery of the Government's and Agency priorities and objectives. Maintain key relationships with cross-functional data and digital teams to improve the business area's experience.	Leads our people, developing a strong performance culture and commitment to our values. Ensures identified digital technology and infrastructure for business needs, and their integration with health services, aligns with wider data and digital strategies. Establishes aspirations and standards. Additionally, assures ongoing operational support for business area. Collaboratively work in partnership with the business area to lead activities outlined in the agreed roadmap. It is anticipated that these activities will focus on delivering improved security and resilience of digital services, strengthened data governance, improved care and equity outcomes and optimisation of value for money from digital investment.	Group Manager Strategic Business Partners

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Portfolio Manager x 5	5	5	<p>Manage assigned D&amp;D Strategic Portfolio, enabling tracking from a milestone, financial, outcomes and benefits perspective.</p> <p>Assist the Group Manager Investment Portfolio to support, influence and prioritise the right investments, at the right time, ensuring they are delivered to time and budget.</p> <p>Collaboratively work with Delivery Managers to ensure alignment of work and effective communication of our priorities and progress.</p> <p>In conjunction with the Business Support Team provide required reporting for Ministerial requests, Boards and Committees.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Strategic Portfolios are managed to enable financial tracking, prioritisation (&amp; reprioritisation), outcomes and benefits tracking.</p> <p>Relationships with key stakeholders and groups are formed to enable effective understanding and delivery of the Portfolios the role is responsible for.</p> <p>Reporting is accurate and provided on time for e.g., Ministerial requests, Boards and Committees.</p>	Group Manager Investment Portfolio
Manager Portfolio Analysis	5	1	<p>This role will provide portfolio analysis to support Portfolio Managers and Coordinators. The analysis needs to enable visibility and oversight of programmes and projects, and the ability to report and reflect on these as needed.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Portfolio Managers and Coordinators are supported and requested analysis is provided efficient and effectively.</p> <p>Portfolio data is accurate and therefore can be relied upon.</p>	Group Manager Investment Portfolio
Portfolio Coordinators x 5	5	5	<p>Assist Portfolio Managers to manage Strategic Portfolios, working closely with the Programme and Project Managers to provide a portfolio view of activities and tracking across these. Support prioritisation processes, capturing of benefits, risks and lessons learnt.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Analysis and delivery of meaningful information to support the Strategic Portfolio(s).</p> <p>Accurate tracking of finances and milestones.</p> <p>Provides support and guidance in relation to Strategic Portfolios as required.</p>	Group Manager Investment Portfolio

# Appendix 1: Proposed new positions (continued)

## Data Services Team

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Executive Assistant to Head of Data Services	4	1	Executive Assistant to perform a variety of administrative tasks and support to Head of Data Services.	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Responsible for managing the Head of Data Services' schedule and communications, including calendar management and meetings arrangements.</p> <p>Act as the point of contact among executives, employees, clients and other external partners.</p> <p>Gathering documents to prepare for meetings and minute taking.</p> <p>Make travel and accommodation bookings.</p> <p>Manage expenses for Head of Data Services and prepare weekly, monthly or quarterly reports as required and ensure office supplies are available for teams.</p> <p>Assist Group Managers when required to enable them to be successful in their roles.</p>	Head of Data Services
Group Manager Data Platforms	4	1	Responsible for the development and maintaining of data platforms and holds accountability for the performance of these. This role will work closely with Improvement and Innovation and Te Aka Whai Ora to ensure data is accessible and usable for analytics, intelligence and insights at all levels of the system and across the motu and to enable equity for Māori and Pacific communities.	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Data Platforms, warehouses and other repositories are well connected, performant, resilient, scalable and useable for the sector. Ensure the effective operation and maintenance of Data Platforms and continuous delivery of services.</p> <p>Ensures that data is understood, and is connected data (a key enabler).</p> <p>Ensures that inequities and unmet needs are surfaced.</p> <p>Ensures that data access is driven by service purpose and values. Supports data being used to predict risk and guide optimal care. Designs data for re-use, starting at procurement and inception stage.</p>	Head of Data Services
National Collections Group Manager	4	1	<p>Lead and manage the teams that are responsible for data collection, coding and classification, data quality, data management, data warehousing and data distribution for National Collections.</p> <p>Lead and manage National Collections annual maintenance.</p> <p>Lead the evolution of National Collections core functions and services to ensure these remain relevant and support the new health system.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Core agreed national collections and data assets are maintained.</p> <p>Ensures data is accessible.</p> <p>Ensures data and processes support the Pae Ora, Te Pae Tata and the success of the new health system.</p>	Head of Data Services

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Group Manager Data Governance	4	1	This role will lead the development of the data governance function for the new system. Collaborates with Te Aka Whai Ora to integrate the Māori Sovereignty Framework they have developed into the way the system governs data. Builds data governance capability across the health system.	Leads our people, developing a strong performance culture and commitment to our values. Implements the data governance actions from Data and Digital strategies. Establishes and implements a sector-wide data governance framework (inc. Māori Sovereignty Framework). Implements the decisions of a Data Governance Council through a network of domain, organisation or location-based data governance groups. Contributes to strategies as needed to support the uplift of data governance capability in the system.	Head of Data Services
Group Manager Data & Digital Standards	4	1	Leads the development and adoption of data and digital standards for the health and disability sector. This will involve providing leaders with expert advice on standards to support effective use of D&D technologies and the delivery of value to the sector. Chairs the Health Information Standards Organisation and represents Data & Digital standards in the sector. Monitors sector effectiveness and performance, ensuring the adoption of standards and realisation of intended benefits. Promotes national, regional and cross-sector collaboration and innovation, contributing to and leveraging learnings from good practice in terms of standards.	Leads our people, developing a strong performance culture and commitment to our values. HISO standards are well understood and adopted cross sector. Ensures all work reflects our responsibility to the priority of equity and meeting Te Tiriti obligations. Monitors adoption and benefits realisation to identify gaps in standards adoption and works to address these.	Head of Data Services
Data Platform Manager x 4	5	4	Develop and maintain an agile, analytics-ready, conformed data store with explicit and implicit joins between disparate datasets - including the use of standardised, intuitive nomenclature.	Leads our people, developing a strong performance culture and commitment to our values. Ensure connectivity to other datasets and platforms is established where needed to enable a connected health system.	Group Manager Data Platforms
Data Domain Architect Lead	5	1	Accountable for creating and owning the guidance artefacts for the data domain which underlying solution architecture initiatives are required to adopt across their projects. Provides project oversight to ensure the data domain is being implemented correctly by working closely with the solution architects who are doing the underlying solution designs. Domain guidance material that is required to be created for the data domain includes: Strategies/ Roadmaps (Blueprint)/ Investment Bids; Principles/ Standards/ Guidelines/ NFRs; Technical Capability Models; Reference Models/ Design Patterns; Current/ Future State Views; risk register.	Leads our people, developing a strong performance culture and commitment to our values. Develops guidance artefacts and ensure all architecture designs consider and align to national standards. Works in conjunction with Enterprise & Solution Architects, actively involved in architectural guilds. Ensure data architecture considers and incorporates the ability to capture and measure equitable outcomes. Works collaboratively and positively across Te Whatu Ora, Te Aka Whai Ora, Manatū Hauora and the wider health sector, government, and other external stakeholders. Champion the benefits of data expectations and best practices, advocating their adoption and continued use within Te Whatu Ora and Te Aka Whai Ora.	Group Manager Data Platforms

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Manager National Collections Data Warehousing	5	1	This role will specifically focus on managing the national collections data warehouse, providing an agile, analytics-ready, conformed data store with explicit and implicit joins between disparate datasets, including standardised, intuitive nomenclature	Leads our people, developing a strong performance culture and commitment to our values. Ensure connectivity to other datasets and platforms is established where needed to enable a connected health system. Ensure National Collections data warehouse is maintained to support sector data analytics requirements.	Group Manager Data Platforms
Data Translator Manager	5	1	The role will work closely with the National Director Improvement and Innovation and Te Aka Whai Ora to ensure data captured and hosted within the region is accurate, accessible, and usable for analytics, intelligence and insights at all levels of the system and across the motu and to enable equity for Māori and Pacific communities.	Leads our people, developing a strong performance culture and commitment to our values. Enable timely access to relevant, up-to-date, and connected data for those that need it to make informed decisions. Maximised value for money is obtained from data assets and resources. Ensure security and required approvals are in place for data storage and sharing mechanisms.	Group Manager Data Platforms
Manager Data Management National Collections	5	1	Responsible for ensuring the data within the National Collection is of high quality and meets agreed national standards. This role will work closely with Data Translator Group to join up data and make it easily accessible to those who need it.	Leads our people, developing a strong performance culture and commitment to our values. Ensure data quality is managed in conjunction with Intelligence & Insights and cross sector teams, receiving and correcting quality issues as appropriate. Enable timely access to relevant, up-to-date, and connected data for those that need it to make informed decisions. Maximised value for money is obtained from data assets and resources. Ensure security and required approvals are in place for data storage and sharing mechanisms.	National Collections Group Manager
Manager Classification and Terminology	5	1	This role will be responsible for the authoring, mapping, management, version control, and accessibility of terminologies and code sets for consumption across the sector through various systems in relation to National Collections. Terminologies and code sets are used in the Health and Disability System to ensure common meaning when describing Health-related information, which contributes to effective interoperability across the Health and Disability System.	Leads our people, developing a strong performance culture and commitment to our values. Working with the Terminology Services Manager to ensure terminology systems are common, compatible, consistent, and simple to use.	National Collections Group Manager
Manager National Collections Data Services	5	1	The role will work closely with the National Director Improvement and Innovation and Te Aka Whai Ora to ensure data captured and hosted is accessible and usable for analytics, intelligence, and insights at all levels of the system and across the motu and to enable equity for Māori and Pacific communities.	Leads our people, developing a strong performance culture and commitment to our values. Enable timely access to relevant, up-to-date, and connected data for those that need it to make informed decisions. Maximised value for money is obtained from data assets and resources. Ensure security and required approvals are in place for data storage and sharing mechanisms.	National Collections Group Manager

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Data Access & Distribution Manager	5	1	This role will create a culture of access to, use of and respect for health data. The role will be responsible for managing requests for access to Te Whatu Ora-held data. This will require developing and maintaining a Data Access Framework for Te Whatu Ora data. An important consideration in this framework will be managing the tension between data accessibility and privacy and security requirements.	Leads our people, developing a strong performance culture and commitment to our values. Manage processes that resolve requests for access to Te Whatu Ora-held data. Create data sharing agreements and processes which minimise bureaucracy and barriers to data access. Automate access to data for organisations and users where practical.	Group Manager Data Governance
Principal Advisor Data Strategy & Roadmap	5	1	Oversee the development, refresh and implementation of current and future data strategies and roadmaps. Collaborate across data services, wider Te Whatu Ora and with other key agencies across the system on data strategy priorities and approaches to implementation. Identify required funding and resources to support implementation and support decision-making to secure and deploy these.	Leads our people, developing a strong performance culture and commitment to our values. Ensure data strategies and roadmaps are developed. Engage on the content of existing and future data strategies. Develop plans for implementation. Collaborate with colleagues across Data Services, wider Te Whatu Ora and with other key agencies across the system to agree implementation actions. Monitor the success of strategy objectives and implementation actions.	Group Manager Data Governance
Principal Advisor Information Privacy & Governance	5	1	Responsible for setting and embedding responsible data use practices into the tools, processes, and culture across the Hira platform, by developing guardrails, implementation frameworks, and education programs to ensure the use of Hira data is consistent with New Zealanders' values. Currently, the legislation, codes, frameworks, and guidelines available to us for privacy, security, data and information governance and data ethics assume and require a lot of grey area decision-making. This role will be responsible for translating those data protection requirements into rulesets that must be applied to access data via Hira.	Leads our people, developing a strong performance culture and commitment to our values. Engage with stakeholders across the Health and Disability Sector, Māori data interests, the Ministry of Health, the Privacy Commission and others as identified to define best practice guidance and playbooks around data governance, data ethics, customer consent and privacy. Drive the definition and implementation of the frameworks, habits and guardrails needed to embed responsibility and ethics into Hira access requirements including considerations of social license, Māori Data Sovereignty, fairness, accountability, transparency, bias and 'right of reply' and explainability in automated decision making. Develop the ruleset to allow information to flow to the right people at the right time, consistent with legislation, codes, policies and standards. Ensure the rules appropriately limit or restrict access based on user role, context, and purpose.	Group Manager Data Governance
Standards Advisors	5	3	Establishing a common system of standards for data and digital that enables transformation is key to creating a health system that is more equitable, accessible, cohesive and people-centred. The Health Information Standards Organisation (HISO) protects, promotes, and advances the use of data and digital standards across the health system. This role will work as part of a team to run the HISO operation and to support the adoption and best use of standards within the agency and by all health providers and their industry partners.	Leads our people, developing a strong performance culture and commitment to our values. Ensure mandated data and digital standards for public services are adopted in the health system. Content of standards is developed working with Subject Matter Experts. Ensure all standards work prioritises equity and meets Te Tiriti o Waitangi obligations.	Group Manager Digital & Data Standards



# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Technical Standards Advisor	5	1	Provides technical advice and assistance for the development and operation of tools and materials supporting the standards development and adoption process. These tools and materials include the NZ Health Terminology Service, NZ FHIR Registry and HISO standards resource centre. An expert user of these services and supporting tools, including terminology servers, FHIR APIs, SNOMED CT authoring tools and Confluence/Jira.	Leads our people, developing a strong performance culture and commitment to our values. Ensures terminology standards are workable, communicated, understood, and used across the sector, in conjunction with the Manager Classification and Terminology and Terminology Services Manager.	Group Manager Digital & Data Standards
Terminology Services Manager	5	1	Manages the development, production, and release of the SNOMED CT NZ Edition and all our other standard terminologies and code sets for the health sector. This role will work from an approved content development roadmap to deliver new terminology and code set content using our NZ Health Terminology Service (NZHTS) authoring and distribution platforms and APIs. Responsible for NZHTS business and user support. As a terminology subject matter expert, this role will oversee all content development by other authors across Te Whatu Ora and with accredited partners. Works closely with the SNOMED International Managed Service team to produce each release of the SNOMED CT NZ Edition.	Leads our people, developing a strong performance culture and commitment to our values. Terminology Services are maintained to ensure they meet the needs of the health sector and are aligned to agreed roadmaps. Ensure that NZHTS business and user support is provided to agreed service levels.	Group Manager Digital & Data Standards

# Appendix 1: Proposed new positions (continued)

## Clinical Informatics Team

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Group Manager New Technology	4	1	Provide clinical leadership on clinical information system innovations and new technologies. Work with National and Regional Clinical Informatics Leads to develop strategy and processes for trialing and implementing new technologies across the motu.	Leads our people, developing a strong performance culture and commitment to our values. Provide key insights into new innovations and technologies (including opportunities for Te Whatu Ora to adopt). Input into strategy and implementation work in a timely manner. Build relationships across the business to ensure strategies and work programmes are aligned.	Chief Clinical Informatics Officer
Group Manager Clinical Governance & Support	4	1	Establish and operationalise right-sized clinical governance structures and processes to support regions and the motu, working in partnership with other clinical governance groups to ensure effective and efficient oversight.	Leads our people, developing a strong performance culture and commitment to our values. Manage governance/oversight forums and or groups responsible for meeting D&D strategic objectives. Define best practice governance processes and methods, repositories, and tooling usage.	Chief Clinical Informatics Officer
Regional Clinical Informatics Officer - Northern	4	1	Provide clinical leadership on clinical information system innovation and initiatives. Drive clinician engagement in clinical information system programme activities to ensure that clinical information systems are aligned across the Northern region and the motu. Engage with multidisciplinary groups to develop understanding of clinician needs, promote acceptance and user competence, promote standards and quality, facilitate clinical commentary and develop clinical champions and superusers for information systems initiatives. Review clinical informatics developments and support strategic planning for clinical information systems. Robustly represent the Northern region and good practice in regional and national committees and processes related to information systems.	Leads our people, developing a strong performance culture and commitment to our values. Creation of digital landscape across Te Whatu Ora primary and secondary care and Te Aka Whai Ora that is fit for purpose. Develop a network of clinical informaticians across the region that spans medical, nursing and allied health professions. Active maintenance of clinical governance processes and input across the region. Clinical requirements are represented in planning and implementation of information systems. Clinical information systems are used effectively, safely, and sustainably. Clinical staff are well informed and competent in use of information technology to support clinical services. Training programmes are designed in conjunction with the Clinical Change team and are available for and accessed by clinical staff. Clinicians understand the benefits of regionally aligned service delivery.	Chief Clinical Informatics Officer

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Regional Clinical Informatics Officer – Te Manawa Taki	4	1	<p>Provide clinical leadership on clinical information system innovation and initiatives.</p> <p>Drive clinician engagement in clinical information system programme activities to ensure that clinical information systems are aligned across the Te Manawa Taki region and the motu.</p> <p>Engage with multidisciplinary groups to develop understanding of clinician needs, promote acceptance and user competence, promote standards and quality, facilitate clinical commentary and develop clinical champions and superusers for information systems initiatives.</p> <p>Review clinical informatics developments and support strategic planning for clinical information systems.</p> <p>Robustly represent the Te Manawa Taki region and good practice in regional and national committees and processes related to information systems.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Creation of digital landscape across Te Whatu Ora primary and secondary care and Te Aka Whai Ora that is fit for purpose.</p> <p>Develop a network of clinical informaticians across the region that spans medical, nursing and allied health professions.</p> <p>Active maintenance of clinical governance processes and input across the region.</p> <p>Clinical requirements are represented in planning and implementation of information systems.</p> <p>Clinical information systems are used effectively, safely, and sustainably.</p> <p>Clinical staff are well informed and competent in use of information technology to support clinical services.</p> <p>Training programmes are designed in conjunction with the Clinical Change team and are available for and accessed by clinical staff.</p> <p>Clinicians understand the benefits of regionally aligned service delivery.</p>	Chief Clinical Informatics Officer
Regional Clinical Informatics Officer - Central	4	1	<p>Provide clinical leadership on clinical information system innovation and initiatives.</p> <p>Drive clinician engagement in clinical information system programme activities to ensure that clinical information systems are aligned across the Central region and the motu.</p> <p>Engage with multidisciplinary groups to develop understanding of clinician needs, promote acceptance and user competence, promote standards and quality, facilitate clinical commentary and develop clinical champions and superusers for information systems initiatives.</p> <p>Review clinical informatics developments and support strategic planning for clinical information systems.</p> <p>Robustly represent the Central region and good practice in regional and national committees and processes related to information systems.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Creation of digital landscape across Te Whatu Ora primary and secondary care and Te Aka Whai Ora that is fit for purpose.</p> <p>Develop a network of clinical informaticians across the region that spans medical, nursing and allied health professions.</p> <p>Active maintenance of clinical governance processes and input across the region.</p> <p>Clinical requirements are represented in planning and implementation of information systems.</p> <p>Clinical information systems are used effectively, safely and sustainably.</p> <p>Clinical staff are well informed and competent in use of information technology to support clinical services.</p> <p>Training programmes are designed in conjunction with the Clinical Change team and are available for and accessed by clinical staff.</p> <p>Clinicians understand the benefits of regionally aligned service delivery.</p>	Chief Clinical Informatics Officer

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Regional Clinical Informatics Officer – Te Waipounamu	4	1	<p>Provide clinical leadership on clinical information system innovation and initiatives.</p> <p>Drive clinician engagement in clinical information system programme activities to ensure that clinical information systems are aligned across the Te Waipounamu region and the motu.</p> <p>Engage with multidisciplinary groups to develop understanding of clinician needs, promote acceptance and user competence, promote standards and quality, facilitate clinical commentary and develop clinical champions and superusers for information systems initiatives.</p> <p>Review clinical informatics developments and support strategic planning for clinical information systems.</p> <p>Robustly represent the Te Waipounamu region and good practice in regional and national committees and processes related to information systems.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Creation of digital landscape across Te Whatu Ora primary and secondary care and Te Aka Whai Ora that is fit for purpose.</p> <p>Develop a network of clinical informaticians across the region that spans medical, nursing and allied health professions.</p> <p>Active maintenance of clinical governance processes and input across the region.</p> <p>Clinical requirements are represented in planning and implementation of information systems.</p> <p>Clinical information systems are used effectively, safely and sustainably.</p> <p>Clinical staff are well informed and competent in use of information technology to support clinical services.</p> <p>Training programmes are designed in conjunction with the Clinical Change team and are available for and accessed by clinical staff.</p> <p>Clinicians understand the benefits of regionally aligned service delivery.</p>	Chief Clinical Informatics Officer
Programme Director Hira	4	1	<p>Responsible for leading ongoing programme management on behalf of the Senior Responsible Owner, to ensure that desired Hira outcomes and objectives are delivered. This includes the effective management of key stakeholders including a range of health sector and government agencies. This role has overall responsibility for programme delivery.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Ensure strategic alignment between the programme and organisational objectives by providing strategic leadership and support to the development and planning of specific transformation programme strategies to ensure objectives are achieved.</p> <p>Ensure programme governance and executive confidence is maintained with a clear view on strategic and tactical progress. Define the programme governance arrangements and establish and oversee workstreams that are necessary to deliver the Hira programme.</p> <p>Ensure the delivery of new products or services from work-streams within the programme is to the appropriate level of quality, on time, within budget, and in accordance with the programme plan and programme governance arrangements.</p>	Chief Clinical Informatics Officer

# Appendix 1: Proposed new positions (continued)

Position	Tier	FTE	Core Purpose	Responsibilities	Reporting To
Programme Manager Hira, Digital Enablement & Engagement	5	1	<p>Lead a team of clinical and informatics experts to provide insights, advice and contribute actively to work agreed for Hira or other digital enablements.</p> <p>Ensure that an appropriately informed and constructive clinical perspective is sought across all aspects of the Hira and digital engagement programmes that supports design, development, change and adoption.</p> <p>Seek to set a new standard in delivering digital transformation whilst deliberately and actively enabling change for those that do not have equitable access to health information.</p> <p>Advise on opportunities for new digital technologies that will improve equity of access to health information.</p>	<p>Leads our people, developing a strong performance culture and commitment to our values.</p> <p>Design the programme to ensure key documentation, concepts and design initiatives allow for the clinical workforce to be clearly represented, understood, and considered at all points.</p> <p>Design the programme to ensure those who do not have equitable access to health information are considered and included in all workstreams.</p>	Chief Clinical Informatics Officer
Clinical Director	5	7	<p>Engage with multidisciplinary groups to develop understanding of clinician needs, promote acceptance and user competence, promote standards and quality, facilitate clinical commentary and develop clinical champions and superusers for information systems initiatives.</p> <p>Review clinical informatics developments and support planning for clinical information systems.</p>	<p>Develop a network of clinical informaticians across the region that spans medical, nursing and allied health professions.</p> <p>Active maintenance of clinical governance processes and input across the region.</p> <p>Clinical requirements are represented in planning and implementation of information systems.</p> <p>Clinical information systems are used effectively, safely and sustainably.</p> <p>Clinical staff are well informed and competent in use of information technology to support clinical services.</p> <p>Training programmes are designed in conjunction with the Clinical Change team and are available for and accessed by clinical staff.</p> <p>Clinicians understand the benefits of regionally aligned service delivery.</p>	Regional Clinical Informatics Officer

**It is considered these existing positions would be impacted as follows should this proposal be implemented after this consultation process.**

Given the nature of this change and the bringing together of all the districts and ex shared service agencies into Te Whatu Ora, there will be an impact to a number of current positions. Given the complexity of the system, how positions are grouped together in districts and the quality of the data across the multiple payroll systems, it has been challenging to identify all of the roles and the impact on them. We anticipate that in some cases, this data may be inaccurate in terms of position titles, people in positions etc. which will have led to potential inaccuracies in the impact tables. There may also be some individuals and teams who we have missed as part of this change process.

We apologise in advance for any inaccuracies in the data and if this is the situation then please tell us so we can update the proposal and our systems accordingly. You can do this by posting the details as a question on the 'What Say You' portal page. Note that you can tick "Don't publish this question". This means that your post will NOT be shown to other participants.

*It is proposed the following existing positions will be significantly impacted and due to the level of change, it is proposed these positions are disestablished.*

# Appendix 2: Positions proposed to be significantly affected - disestablished

It is proposed the following existing positions will be significantly affected and due to the level of change, it is proposed these positions are **disestablished**.

District	FTE	Position Title	Reports To	Proposed Impact
Auckland	1	Strategic Program Delivery Lead	Projects & Programmes Director	Disestablished
Auckland	1	Projects & Programmes Director	Acting Chief Digital Officer	Disestablished
Auckland	1	Portfolio Reporting & Finance Manager	Projects & Programmes Director	Disestablished
Auckland	0.8	Acting Chief Digital Officer	Chief Executive Officer	Disestablished
Capital and Coast		Team Lead - Test / DbA	Chief Technology Officer 3Dhb Ict	Disestablished
Capital and Coast	1	Team Lead - Test / DbA	Chief Technology Officer 3Dhb Ict	Disestablished
Capital and Coast	1	Programme Coordinator	Manager - Platforms & Security	Disestablished
Capital and Coast	1	Principal Advisor - Strategy	Manager Strategy Planning & Architecture (Vacant)	Disestablished
Capital and Coast	0.8	Portfolio Manager - Hospital Services	Chief Digital Officer (Vacant)	Disestablished
Capital and Coast	1	Portfolio Manager - Corporate	Chief Digital Officer (Vacant)	Disestablished
Capital and Coast	1	Portfolio Manager - Community Network	Chief Digital Officer (Vacant)	Disestablished
Capital and Coast	1	Manager Strategy Planning And Architecture	Chief Technology Officer 3Dhb Ict	Disestablished
Capital and Coast	1	Manager - Solution Architects	Chief Technology Officer 3Dhb Ict	Disestablished
Capital and Coast	1	Manager - Service Delivery	Chief Technology Officer 3Dhb Ict	Disestablished
Capital and Coast	1	Manager - Projects	Chief Technology Officer 3Dhb Ict	Disestablished
Capital and Coast	1	Manager - Platforms & Security	Chief Technology Officer 3Dhb Ict	Disestablished
Capital and Coast	1	Gm Service Delivery	Chief Technology Officer 3Dhb Ict	Disestablished
Capital and Coast	1	Chief Technology Officer 3Dhb Ict	Chief Digital Officer	Disestablished
Capital and Coast	1	Chief Digital Officer	Regional Data & Digital Lead - Central (Interim)	Disestablished

District	FTE	Position Title	Reports To	Proposed Impact
Capital and Coast	1	Business Partner	Gm Service Delivery	Disestablished
Capital and Coast	1	Business Partner	Gm Service Delivery	Disestablished
Capital and Coast	1	Business Partner	Gm Service Delivery	Disestablished
Capital and Coast	0.9	Business Partner	Gm Service Delivery	Disestablished
Counties Manukau	1	Health Intelligence Manager	Deputy Chief Information Officer	Disestablished
Counties Manukau	1	Executive Assistant	Chief Information Officer	Disestablished
Counties Manukau	1	Deputy Chief Information Officer	Chief Information Officer	Disestablished
Counties Manukau	0	Chief Information Officer	Director Hospital Services	Disestablished
Counties Manukau	0.8	Healthy Together Tech Programme Director	Deputy Chief Information Officer	Disestablished
Hauora a Toi Bay of Plenty	0.8	Personal Assistant	Chief Information Officer	Disestablished
Hauora a Toi Bay of Plenty	1	Chief Information Officer	Regional Data & Digital Lead - Te Manawa Taki (Interim)	Disestablished
Hawke's Bay	1	Head Of Programme Management	Executive Director Of Digital Enablement	Disestablished
Hawke's Bay	1	Head Of Innovation&Strategic Partnership	Executive Director Of Digital Enablement	Disestablished
Hawke's Bay	1	Head Of Business Information	Executive Director Of Digital Enablement	Disestablished
Hawke's Bay	0.8	Head Of Architecture	Executive Director Of Digital Enablement	Disestablished
Hawke's Bay	1	Executive Director Of Digital Enablement	Interim District Director	Disestablished
Hawke's Bay	1	Executive Assistant	Executive Director Of Digital Enablement	Disestablished
Hawke's Bay	1	Business Analysis Team Leader	Head Of Programme Management	Disestablished

# Appendix 2: Positions proposed to be significantly affected – disestablished (continued)

District	FTE	Position Title	Reports To	Proposed Impact
Hawke's Bay	1	Bsa/Tester And Applications Team Leader	Head Of Applications	Disestablished
HealthAlliance	1	Tpm End User Experiences	Acting Gm Digital Health Services	Disestablished
HealthAlliance	1	Test Capability Manager	Gm Programmes And Projects	Disestablished
HealthAlliance	1	Technical Solutions Architects Manager	Head Of Architecture & Design	Disestablished
HealthAlliance	1	Service Desk Manager	Acting Gm Digital Health Services	Disestablished
HealthAlliance	1	Service Delivery Manager - Whangarei	Acting Gm Customer	Disestablished
HealthAlliance	1	Service Delivery Manager	Acting Gm Customer	Disestablished
HealthAlliance	1	Service Delivery Manager	Acting Gm Customer	Disestablished
HealthAlliance	1	Service Delivery Manager	Acting Gm Customer	Disestablished
HealthAlliance	1	Purchasing Manager	Tpm End User Experiences	Disestablished
HealthAlliance	1	Project Delivery Practice Manager	Gm Programmes And Projects	Disestablished
HealthAlliance	1	Procurement Partner -Technology Services	Acting Gm Technology Services	Disestablished
HealthAlliance	1	Portfolio Manager	Acting Gm Customer	Disestablished
HealthAlliance	1	Portfolio Manager	Acting Gm Customer	Disestablished
HealthAlliance	1	Portfolio Manager	Acting Gm Customer	Disestablished
HealthAlliance	1	Portfolio Manager	Acting Gm Customer	Disestablished
HealthAlliance	1	Portfolio Coordinator	Acting Gm Customer	Disestablished
HealthAlliance	1	Platform Owner, Application Services	Acting Gm Digital Health Services	Disestablished
HealthAlliance	1	Northern Region Head Of Data	Chief Clinical Information Officer	Disestablished
HealthAlliance	1	Manager Business Analysis Team	Project Delivery Practice Manager	Disestablished
HealthAlliance	1	Head Of Technology Platforms	Acting Gm Technology Services	Disestablished
Health Alliance	1	Service Delivery Manager	Acting GM Customer Service	Disestablished

District	FTE	Position Title	Reports To	Proposed Impact
Health Alliance	1	Regional IT Change and Release Manager	Head of IT Service management	Disestablished
HealthAlliance	1	Head Of Strategic Engagement & Cust Svc	Acting Gm Customer	Disestablished
HealthAlliance	1	Head Of It Service Management	Acting Gm Technology Services	Disestablished
HealthAlliance	1	Head Of Business Operations & Risk	Acting Gm Technology Services	Disestablished
HealthAlliance	1	Head Of Architecture & Design	Acting Director Health Alliance	Disestablished
HealthAlliance	1	Head Of Architecture	Acting Director Health Alliance	Disestablished
HealthAlliance	1	General Manager Transformation	Acting Director - Health Alliance	Disestablished
HealthAlliance	1	Executive Assistant		Disestablished
HealthAlliance	1	Acting Gm Technology Services	Acting Director - Health Alliance	Disestablished
HealthAlliance	1	Acting Gm Digital Health Services	Acting Director - Health Alliance	Disestablished
HealthAlliance	1	Acting Gm Customer	Acting Director - Health Alliance	Disestablished
HealthShare	1	Regional Services Manager - Midland Clinical Portal	Interim Regional Director Te Manawa Taki	Disestablished
HealthShare	1	Regional Services Manager	Director	Disestablished
HealthShare	1	Manager - Regional Services	Director	Disestablished
HealthShare	1	Director It / Chief Digital Officer	Regional Data & Digital Lead - Te Manawa Taki (Interim)	Disestablished
HealthShare	0.8	Business Support Manager	Regional Is Services Delivery Manager	Disestablished
Lakes	1	Issp Prj Mrg & Applications	Chief Information Officer	Disestablished
Lakes	1	Is Operations Manager	Chief Information Officer	Disestablished
Lakes	1	Chief Information Officer		Disestablished
Midcentral	1	Head Of Strategy And Architecture	Chief Digital Officer	Disestablished
Midcentral	1	Head Of Operations	Chief Digital Officer	Disestablished
Midcentral	1	Head Of Business Operations	Chief Digital Officer	Disestablished



# Appendix 2: Positions proposed to be significantly affected – disestablished (continued)

District	FTE	Position Title	Reports To	Proposed Impact
Midcentral	1	Executive Assistant	Chief Digital Officer	Disestablished
Midcentral	1	Chief Digital Officer	District Director - Midcentral	Disestablished
Midcentral	1	Business Partnership Manager	Head Of Operations	Disestablished
Nelson Marlborough	1	General Manager: Digital	Interim Regional Director Te Wai Pounamu	Disestablished
Northland	1	Portfolio Manager Information Services	Chief Information Officer	Disestablished
Northland	0.5	Personal Assistant	Chief Information Officer	Disestablished
Northland	1	Chief Information Officer	Interim Finance Director Nphs	Disestablished
Southern	1	GM Digital Operations	Chief Digital Officer	Disestablished
Southern	1	Director Digital Transformation	Chief Digital Officer	Disestablished
Southern	1	Chief Digital Officer	Interim Regional Director Te Wai Pounamu	Disestablished
Tairāwhiti	1	Group Manager	Regional Data & Digital Lead - Te Manawa Taki (Interim)	Disestablished
Taranaki	0.725	Procurement Systems Specialist	Chief Information Officer	Disestablished
Taranaki	1	Manager-Information Management	Chief Information Officer	Disestablished
Taranaki	1	Manager Customer Experience	Chief Information Officer	Disestablished
Taranaki	1	Chief Information Officer	Gen Mgr - Finance/Commercial	Disestablished
Taranaki	1	Applications And Portfolio Mgr	Chief Information Officer	Disestablished
Te Tai o Poutini West Coast	1	Chief Information Officer	Interim Regional Director Te Wai Pounamu	Disestablished
Te Whatu Ora	1	Senior Manager Capabilities	Group Manager Digital Services And Chief Technology Officer	Disestablished
Te Whatu Ora	1	Security Manager	Group Manager	Disestablished
Te Whatu Ora		Sector Portfolio Manager	Manager Strategy and Investment	Disestablished

District	FTE	Position Title	Reports To	Proposed Impact
Te Whatu Ora	1	Sector Portfolio Manager	Manager Strategy And Investment	Disestablished
Te Whatu Ora	1	Sector Portfolio Manager	Manager Strategy And Investment	Disestablished
Te Whatu Ora	0.5	Rapid Data Automation Lead	Interim Lead Data & Digital	Disestablished
Te Whatu Ora	0	Principal Advisor Digital Strategy	Group Manager	Disestablished
Te Whatu Ora	1	Mgr Office Of Deputy Director-General	Interim Lead Data & Digital	Disestablished
Te Whatu Ora	1	Manager It Asset Management	Group Manager Portfolio, Resource And Commercial	Disestablished
Te Whatu Ora	1	Manager - Architecture And Standards	Group Manager	Disestablished
Te Whatu Ora	1	Group Manager Digital Services And Chief Technology Officer	Interim Lead Data & Digital	Disestablished
Te Whatu Ora	1	Group Manager	Interim Lead Data & Digital	Disestablished
Te Whatu Ora	1	Executive Assistant	Group Manager Digital Services And Chief Technology Officer	Disestablished
Te Whatu Ora	1	Director - Technology Enablers	Group Manager	Disestablished
Te Whatu Ora	1	Executive Assistant	Mgr Office of Deputy Director General	Disestablished
Te Whatu Ora	0.9	Executive Assistant	Mgr Office of Deputy Director General	Disestablished
Technical Advisory Services		Service Delivery Manager	Director Regional Digital Health Services (Rdhs)	Disestablished
Technical Advisory Services		Portfolio Manager	Director Regional Digital Health Services (Rdhs)	Disestablished
Technical Advisory Services		Operations Manager	Director Regional Digital Health Services (Rdhs)	Disestablished

# Appendix 2: Positions proposed to be significantly affected – disestablished (continued)

District	FTE	Position Title	Reports To	Proposed Impact
Technical Advisory Services		Director Regional Digital Health Services (Rdhs)	GM Commercial	Disestablished
Waikato	1	Pmo Lead	Director Of Business Services	Disestablished
Waikato	1	Personal Assistant	Dir - Intelligence And Insight	Disestablished
Waikato	1	Manager - Systems Development	Ed Digital Enabling	Disestablished
Waikato	1	Manager - Service Excellence	Ed Digital Enabling	Disestablished
Waikato	1	Manager - Inf Services	Ed Digital Enabling	Disestablished
Waikato	1	Manager - Delivery And Operation	Ed Digital Enabling	Disestablished
Waikato	1	Manager - Delivery And Operation	Ed Digital Enabling	Disestablished
Waikato	1	Manager - Architecture	Ed Digital Enabling	Disestablished
Waikato	1	Manager	Ed Digital Enabling	Disestablished
Waikato	1	Manager	Manager - Service Excellence	Disestablished
Waikato	1	Ed Digital Enabling	Regional Data & Digital Lead - Te Manawa Taki (Interim)	Disestablished
Waikato	1	Ed Digital Enabling	Ed Digital Enabling	Disestablished
Waikato	1	Director Of Business Services	Ed Digital Enabling	Disestablished
Waikato	1	Dir - Intelligence And Insight	Manager - Inf Services	Disestablished
Waikato	1	Coordinator	Ed Digital Enabling	Disestablished
Waikato	1	Client Engagement Manager	Manager	Disestablished
Waitaha Canterbury	1	Team Leader Information Services	Chief Digital Officer And Interim Data & Digital Lead Te Wai Pounamu	Disestablished

District	FTE	Position Title	Reports To	Proposed Impact
Waitaha Canterbury	1	Regional CISO	Chief Digital Officer And Interim Data & Digital Lead Te Wai Pounamu	Disestablished
Waitaha Canterbury	1	Projects And Portfolio Manager	Chief Digital Officer And Interim Data & Digital Lead Te Wai Pounamu	Disestablished
Waitaha Canterbury	1	Programme Manager	Programme Director	Disestablished
Waitaha Canterbury	1	Programme Director	Chief Digital Officer And Interim Data & Digital Lead Te Wai Pounamu	Disestablished
Waitaha Canterbury	1	Portfolio Manager	Programme Director	Disestablished
Waitaha Canterbury	1	Portfolio Manager	Programme Director	Disestablished
Waitaha Canterbury	1	Capability Portfolio Manager	Chief Digital Officer And Interim Data & Digital Lead Te Wai Pounamu	Disestablished
Waitaha Canterbury	1	Manager IT Services	Chief Digital Officer And Interim Data & Digital Lead Te Wai Pounamu	Disestablished
Waitaha Canterbury	1	Manager Enterprise Architect	Chief Digital Officer And Interim Data & Digital Lead Te Wai Pounamu	Disestablished
Waitaha Canterbury	1	Executive Assistant	Chief Digital Officer And Interim Data & Digital Lead Te Wai Pounamu	Disestablished
Waitaha Canterbury	1	Director Innovation	Chief Digital Officer And Interim Data & Digital Lead Te Wai Pounamu	Disestablished
Waitaha Canterbury	1	Chief Digital Officer And Interim Data & Digital Lead Te Wai Pounamu	Interim District Director	Disestablished
Whanganui	1	Manager Programme Delivery	Chief Digital Officer	Disestablished

# Appendix 2: Positions proposed to be impacted

It is proposed the following positions that are currently within the Data & Digital Business Unit will be impacted e.g. change of reporting line, change to position title (responsibilities remain unchanged) or aligned to a proposed new position description that is substantially similar to the existing position. Although this reflects some change, it is not proposed these changes are significant and positions remain required and in the proposed future structure.

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Auckland	1	Business Analyst Professional	Clinical Informatics Director	Change of reporting line to Integration Group Manager - Northern/Clinical Change Manager
Auckland	1	Business Analyst Professional	Strategic Program Delivery Lead	Change of reporting line to Integration/Integration Group Manager Northern/Bus Analyst Lead
Auckland	1	Clinical & Business Applications Manager	Acting Chief Digital Officer	Change of reporting line to Integration/Group Manager Integration Northern/Application Services Manager
Auckland	0.6	Clinical Informatics Director	Acting Chief Digital Officer	Change of reporting line to Clinical Informatics/ Chief Clinical Informatics Officer, maps to Regional Clinical Informatics Officer Northern
Auckland	1	Clinical Informatics Specialist	Clinical Informatics Director	Change of reporting line to Integration Group Manager - Northern/Clinical Change Manager
Auckland	1	Clinical Informatics Specialist	Clinical Informatics Director	Change of reporting line to Integration Group Manager - Northern/Clinical Change Manager
Auckland	1	Clinical Informatics Specialist	Clinical Informatics Director	Change of reporting line to Integration Group Manager - Northern/Clinical Change Manager
Auckland	1	Clinical Informatics Specialist	Clinical Informatics Director	Change of reporting line to Integration Group Manager - Northern/Clinical Change Manager
Auckland	1	Data Governance Lead	Acting Data & Analytics Director	Change of reporting line to Data Services/Data Access and Distribution Manager

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Auckland	1	Engineering & Integration Manager	Acting Data & Analytics Director	Change of reporting line to Data Services/Group Manager Data Platforms/Data Platform Manager
Auckland	1	Information, Security & Risk Manager	Acting Chief Digital Officer	Change of reporting line to Cyber Security/Group Manager Risk and Advisory/Cyber Security Risk Manager, maps to IT Security Manager
Auckland	1	Portfolio Coordinator	Portfolio Reporting & Finance Manager	Change of reporting line to Integration/Group Manager Northern/Planning and Delivery Manager/Project Coordinator Team Lead
Auckland	1	Portfolio Demand & Analytics Manager	Portfolio Reporting & Finance Manager	Change of reporting line through Integration/Group Manager Northern/Planning and Delivery Manager/Business Analysis Team Lead
Auckland	1	Senior It Project Manager	Strategic Program Delivery Lead	Change of reporting line to Integration/Integration Group Manager Northern/Northern Planning and Delivery Manager
Capital and Coast	1	Change Manager	Chief Technology Officer 3Dhb Ict	Change of reporting line to Integration/Group Manager Integration/Clinical Change Manager
Capital and Coast	0.8	Chief Clinical Innovation Officer	Chief Digital Officer	Change of reporting line to Clinical Informatic/Chief Clinical Informatics Officer, maps to Regional Clinical Informatics Officer Central

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Capital and Coast	1	Database Administrator	Team Lead - Test / Dba	Role Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Database Services
Capital and Coast	1	Database Administrator	Team Lead - Test / Dba	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Database Services
Capital and Coast	1	Database Administrator	Team Lead - Test / Dba	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Database Services
Capital and Coast	1	Ict Asset Analyst	Gm Service Delivery	Change of reporting line to ICT/Group Manager Digital Workspace/Manager Devices
Capital and Coast	1	Ict Asset Analyst	Gm Service Delivery	Change of reporting line to ICT/Group Manager Digital Workspace/Manager Devices
Capital and Coast	1	Manager - Analyst Programmers	Chief Technology Officer 3Dhb Ict	Change of reporting line to maps to Integration/Integration Group Manager Central/Manager Service Design
Capital and Coast	0.9	Manager - Clinical Informatics	Chief Clinical Innovation Officer	Change of reporting line to Clinical Informatics/CCIO/Group Manager Clinical Governance and Support
Capital and Coast	1	Manager - Information Management	Chief Technology Officer 3Dhb Ict	Change of reporting line to Business Support/Group Manager Enabling Partnerships/Change Management Manager
Capital and Coast	1	Manager - Systems Analysts	Chief Technology Officer 3Dhb Ict	Change of reporting line to Integration/Group Manager Intergration Central/Applications Services Manager
Capital and Coast	1	Operations Manager (Pas)	Group Manager - Hospital Operations	Change of reporting line to Integration/Group Manager Integration Central/Applications Services Manager
Capital and Coast	1	Programme Coordinator	Programme Manager	Change of reporting line to Integration/Integration Group Manager Centra/Central Planning and Delivery Manager/Team Lead Project Co-odinators
Capital and Coast	1	Programme Manager	Chief Technology Officer 3Dhb Ict	Change of reporting line to Integration/Integration Group Manager Central/Planning and Delivery Manager
Capital and Coast	1	System Analyst	Team Lead - Test / Dba	Change of reporting line to Integration/Integration Group Manager Central/Application Services Manager/Team Lead Applications

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Capital and Coast	1	Project Coordinator	Manager - Projects	Change of reporting line to Integration/Integration Group Manager Central/Central Planning and Delivery Manager/Project Coordinator Team Lead
Capital and Coast	0.65	Project Coordinator	Manager - Projects	Change of reporting line to Integration/Integration Group Manager Central/Central Planning and Delivery Manager/ PM Team Lead
Capital and Coast	1	Project Manager	Manager - Projects	Change of reporting line to Integration/Integration Group Manager Central/Central Planning and Delivery Manager/Project Manager Team Lead
Capital and Coast	1	Project Manager	Manager - Projects	Change of reporting line to Integration/Integration Group Manager Central/Central Planning and Delivery Manager/ PM Team Lead
Capital and Coast	1	Project Manager	Manager - Projects	Change of reporting line to Integration/Integration Group Manager Central/Planning and Delivery Manager/Project Manager Team Lead
Capital and Coast	1	Project Manager	Manager - Projects	Change of reporting line to Integration/Integration Group Manager Central/Central Planning and Delivery Manager/Project Manager Team Lead
Capital and Coast	1	Project Manager	Manager - Projects	Change of reporting line to Integration/Integration Group Manager Central/Central Planning and Delivery Manager/PM Team Lead
Capital and Coast	1	Project Manager	Manager - Projects	Change of reporting line to Integration/Integration Group Manager Central/Central Planning and Delivery Manager/Project Manager Team Lead
Capital and Coast	0.5	Project Manager	Manager -Projects	Change of reporting line to Integration/Integration Group Manager Central/Central Planning and Delivery Manager/Project Manager Team Lead
Capital and Coast	1	Team Leader EDW and Architecture	Manager -Business Intelligence and Analytics	Change of reporting line to Data Services/ Group Manager Data Platforms/ Data Platform Manager

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Capital and Coast	1	Security Analyst	Team Lead - Security	Changes of reporting line to Cyber Security/Group Manager Security Operations/Security Operations Centre Manager within Sec Ops team
Capital and Coast	1	Security Architect	Team Lead - Security	Change of reporting line to Cyber Security/Group Manager Cyber Risk and Advisory/Customer Security Advisory Manager
Capital and Coast	1	Security Engineer	Team Lead - Security	Change of reporting line to Cyber Security /Group Manager Security Operations/Security Operations Centre Manager
Capital and Coast	0.6	Senior Portfolio Business Analyst	Portfolio Manager - Hospital Services	Change of reporting line to Integration/Integration Group Manager Central/Planning and Delivery Manager/BA Team Lead
Capital and Coast	1	Senior Technical Business Analyst	Manager - Solution Architects	Change of reporting line to ICT/Group Manager Planning and Delivery/Manager Business Analysis
Capital and Coast	1	Senior Technical Business Analyst	Manager - Solution Architects	Change of reporting line to ICT/Group Manager Planning and Delivery/Manager Business Analysis
Capital and Coast	1	Senior Technical Business Analyst	Manager - Solution Architects	Change of reporting line to ICT/Group Manager Planning and Delivery/Manager Business Analysis
Capital and Coast	1	Senior Technical Business Analyst	Manager - Solution Architects	Change of reporting line to ICT/Group Manager Planning and Delivery/Manager Business Analysis
Capital and Coast	1	Senior Test Analyst	Team Lead - Test / Db	Change of reporting line to Integration/Integration Group Manager Central/Central Planning and Delivery Manager/Team Lead Testing
Capital and Coast	0	Senior Test Analyst	Team Lead - Test / Db	Change of reporting line to the Team Lead Testing within Integration/Integration Group Manager Central/Central Planning and Delivery Manager line

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Capital and Coast	0	Senior Test Analyst	Team Lead - Test / Db	Change of reporting line to the Team Lead Testing within Integration/Integration Group Manager Central/Central Planning and Delivery Manager line
Capital and Coast	1	Service Assurance Analyst	Gm Service Delivery	Change of reporting line to ICT/Group Manager ITSM/ITIL Manager
Capital and Coast	1	Solution Architect	Manager - Solution Architects	Change of reporting line to Integration/Integration Group Manager Central/Manager Service Design
Capital and Coast	1	Solution Architect	Manager - Solution Architects	Change of reporting line to Integration/Integration Group Manager Central/Manager Service Design
Capital and Coast	1	Solution Architect	Manager - Solution Architects	Change of reporting line to Integration/Integration Group Manager Central/Manager Service Design
Capital and Coast	1	Solution Architect	Manager - Solution Architects	Change of reporting line to Integration/Integration Group Manager Central/Manager Service Design
Capital and Coast	1	Solution Architect	Manager - Solution Architects	Change of reporting line to Integration/Integration Group Manager Central/Manager Service Design
Capital and Coast	1	Solution Architect	Manager - Solution Architects	Change of reporting line to Integration/Integration Group Manager Central/Manager Service Design
Capital and Coast	1	Solution Architect	Manager - Solution Architects	Change of reporting line to Integration/Integration Group Manager Central/Manager Service Design
Capital and Coast	1	Solution Architect	Manager - Solution Architects	Change of reporting line to Integration/Integration Group Manager Central/Manager Service Design
Capital and Coast	1	Team Lead - Cloud	Manager - Platforms & Security	Change of reporting line to ICT/Group Manager Infrastructure/Manager Cloud and Fin Ops
Capital and Coast	1	Team Lead - Desktop Services	Gm Service Delivery	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Central, maps to Manager Desktop Support - change in job title

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Capital and Coast	1	Team Lead - Euc	Manager - Platforms & Security	Change of reporting line to ITC/Group Manager Digital Workspace and will report to the Manager Application and Packaging
Capital and Coast	1	Team Lead - Networks & Telephony	Manager - Platforms & Security	Change of reporting line to ICT/Group Manager Infrastructure/Telecommunication and Network Manager
Capital and Coast	1	Team Lead - On-Prem Systems	Manager - Platforms & Security	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Central, maps to Team Lead On Prem Systems role
Capital and Coast	1	Team Lead - Security	Manager - Platforms & Security	Change of reporting line to Cyber/Group Manager Cyber Risk and Advisory/Cyber Security Risk Manager, maps to IT Security Manager role
Capital and Coast	1	Team Lead - Service Desk	GM Service Delivery	Changes reporting line to ICT/Group Manager ITSM/Manager Service Management Central
Capital and Coast	1	Technical Product Owner-Unified Comms	Manager - Platforms & Security	Change of reporting line to ICT/Group Manager Infrastructure/ Manager Telecommunications and Networks
Capital and Coast	1	Test Analyst	Team Lead - Test / Dba	Change of reporting line to Integration/Integration Group Manager Central/Central Planning and Delivery Manager/Team Lead Testing
Capital and Coast	1	Test Analyst	Team Lead - Test / Dba	Change of reporting line to the Team Lead Testing within Integration/Integration Group Manager Central/Central Planning and Delivery Manager
Capital and Coast	1	Project Manager	Manager - Projects	Change of reporting line to Integration/Integration Group Manager Central/Planning and Delivery Manager/Project Manager Team Lead
Capital and Coast	1	Project Manager	Manager - Projects	Change of reporting line to Integration/Integration Group Manager Central/Planning and Delivery Manager/Project Manager Team Lead

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Capital and Coast	0.6	Project Coordinator	Manager Platforms and Security	Change of reporting line to Integration/Integration Group Manager Central/Planning and Delivery Manager/Project Coordinator Team Lead
Counties Manukau	1	Menatal Health Senior Analyst		Change of reporting line to Integration/Integration Group Manager Northern/Application Services Manager
Counties Manukau District Health Board	0	Business Analyst	Healthy Together Tech Programme Director	Change of reporting line to Integration/Group Manager Integration Northern/Northern Planning and Delivery Manager/BA Team Lead
Counties Manukau District Health Board	0	Business Analyst	Healthy Together Tech Programme Director	Change of reporting line to Integration/Integration Group Manager Northern/Northern Planning and Delivery Manager/BA Team Lead
Counties Manukau District Health Board	1	Clinical Change Analyst Lead	Healthy Together Tech Programme Director	Change of reporting line to Integration/Group Manager Integration/Clinical Change Manager
Counties Manukau District Health Board	1	Clinical Systems Support Administrator	TL Clinical Systems Support (vacant)	Change of reporting line to Integration/Integration Group Manager Northern/Application Services Manager/Clinical and Business Applications Manager
Counties Manukau District Health Board	0	Data Warehouse Developer	Health Intelligence Manager	Change of reporting line to Data Services/Group Manager Data Platform/Data Platform Manager/Data Warehouse Manager
Counties Manukau District Health Board	1	Data Warehouse Developer	Health Intelligence Manager	Change of reporting line to Data Services/Group Manager Data Platform/Data Platform Manager/Data Warehouse Manager
Counties Manukau District Health Board	1	Data Warehouse Lead	Health Intelligence Manager	Change of reporting line to Data Services/Group Manager Data Platform/Data Platform Manager/Data Warehouse Manager

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Counties Manukau District Health Board	1	Functional Specialist	TL Clinical Systems Support (vacant)	Change of reporting line to Integration/Integration Group Manager Northern/Application Services Manager/Clinical and Business Applications Manager
Counties Manukau District Health Board	1	Functional Specialist	TL Clinical Systems Support (vacant)	Change of reporting line to Integration/Integration Group Manager Northern/Application Services Manager/Clinical and Business Applications Manager
Counties Manukau District Health Board	1	Functional Specialist	TL Clinical Systems Support (vacant)	Change of reporting line to Integration/Integration Group Manager Northern/Application Services Manager/Clinical and Business Applications Manager
Counties Manukau District Health Board	1	Functional Specialist	TL Clinical Systems Support (vacant)	Change of reporting line to Integration/Integration Group Manager Northern/Application Services Manager/Clinical and Business Applications Manager
Counties Manukau District Health Board	1	Functional Specialist	TL Clinical Systems Support (vacant)	Change of reporting line to Integration/Integration Group Manager Northern/Application Services Manager/Clinical and Business Applications Manager
Counties Manukau District Health Board	1	Functional Specialist	TL Clinical Systems Support (vacant)	Change of reporting line to Integration/Integration Group Manager Northern/Application Services Manager/Clinical and Business Applications Manager
Counties Manukau District Health Board	1	Functional Specialist	TL Clinical Systems Support (vacant)	Change of reporting line to Integration/Integration Group Manager Northern/Application Services Manager/Clinical and Business Applications Manager
Counties Manukau District Health Board	1	Functional Specialist	TL Clinical Systems Support (vacant)	Change of reporting line to Integration/Integration Group Manager Northern/Application Services Manager/Clinical and Business Applications Manager
Counties Manukau District Health Board	1	Functional Specialist	TL Clinical Systems Support (vacant)	Change of reporting line to Integration/Integration Group Manager Northern/Application Services Manager/Clinical and Business Applications Manager

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Counties Manukau District Health Board	1	Implementation Co-Ordinator	Healthy Together Tech Programme Director	Change of reporting line to within the Integration/Group Manager Integration Northern/Northern Planning and Delivery Manager/Project Coordinator Team Lead
Counties Manukau District Health Board	1	Is Clinical Change Manager	Healthy Together Tech Programme Director	Change of reporting line to Integration/Integration Group Manager Northern/Clinical Change Manager, maps as IS Clinical Change Manager
Counties Manukau District Health Board	1	Programme Coordinator	Deputy Chief Information Officer	Change of reporting line to Integration/Group Manager Integration Northern/Northern Planning and Delivery Manager/Project Manager Team Lead
Counties Manukau District Health Board	1	Project Coordinator	Healthy Together Tech Programme Director	Change of reporting line to Integration/Group Manager Integration Northern/Northern Planning and Delivery Manager/Team Lead Project Managers
Counties Manukau District Health Board	0.8	Project Manager	Healthy Together Tech Programme Director	Change of reporting line to the Team Lead Project Managers within the Integration/Group Manager Integration Northern/Northern Planning and Delivery Manager line
Counties Manukau District Health Board	1	Project Coordinator	Healthy Together Tech Programme Director	Change of reporting line to Integration/Group Manager Integration Northern/Northern Planning and Delivery Manager/Project Manager Team Lead
Counties Manukau District Health Board	1	Senior Applications Developer	Clinical Change Analyst Lead	Change of reporting line to Integration/Group Manager Integration/Manager Service Design
Counties Manukau District Health Board	1	Senior Web Developer	Clinical Change Analyst Lead	Changes of reporting line to Integration/Integration Group Manager - Northern/Manager Service Design
Counties Manukau District Health Board	0.8	Telehealth Lead	Healthy Together Tech Programme Director	Change of reporting line to Integration Group Manager Northern/Clinical Change Manager Northern

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Hauora a Toi Bay of Plenty	1	Analyst	It Infrastructure And Security Team Leader	Change of reporting line to Cyber Security/Group Manager Security Operations/Security Operations Centre Manager (within SecOps team)
Hauora a Toi Bay of Plenty	1	Change Manager	Project Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Clinical Change Manager
Hauora a Toi Bay of Plenty	1	Clinical Systems Manager	Chief Information Officer	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Application Manager Services, maps to Clinical Systems Manager
Hauora a Toi Bay of Plenty	1	It Infrastructure And Security Team Leader	Chief Information Officer	Change of reporting line to ICT/ Group Manager Infrastructure/Infrastructure Manager Te Manawa Taki, maps to Team Lead Infrastructure
Hauora a Toi Bay of Plenty	1	Project Manager	Project Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Te Manawa Taki Planning and Delivery Manager/Project Manager Team Lead
Hauora a Toi Bay of Plenty	1	Project Manager	Chief Information Officer	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Te Manawa Taki Planning and Delivery Manager/Project Manager Team Lead
Hauora a Toi Bay of Plenty	1	Team Leader -IT Service Desk	IT Infrastructure And Security Team Leader	Change of reporting line to ICT/Group Manager ITSM/ITIL Manager/ Service Design and Transition Manager
Hauora a Toi Bay of Plenty	1	Trainer	Clinical Systems Manager	Change of reporting line to ICT/Group Manager ITSM/ITIL Manager/Service Design and Transition Manager
Hauora a Toi Bay of Plenty	1	IT Analyst Support	Team Leader -IT Service Desk	ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki/IS Customer Services Team Leader
Hawke's Bay	1	Application Support Analyst	Bsa/Tester And Applications Team Leader	Change of reporting line to Integration/Group Manager Central/Application Services Manager/Business Applications Manager

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Hawke's Bay	1	Application Support Analyst	Bsa/Tester And Applications Team Leader	Change of reporting line to Integration/Group Manager Central/Application Services Manager/Business Applications Manager
Hawke's Bay	0.8	Business Systems Analyst	Business Analysis Team Leader	Change of reporting line to the BA Team Lead within Integration/Integration Group Manager Central/Central Planning and Delivery Manager
Hawke's Bay	1	Business Systems Analyst	Business Analysis Team Leader	Change of reporting line to the BA Team Lead within the Integration/Integration Group Manager Central/Central Planning and Delivery Manager line
Hawke's Bay	1	Business Test Analyst	Bsa/Tester And Applications Team Leader	Change of reporting line to Integration/Integration Group Manager Central and reports to Planning & Delivery Manager
Hawke's Bay	0.4	Clinical Systems Trainer	Bsa/Tester And Applications Team Leader	Change of reporting line to Integration/Group Manager Integration Central/Clinical Change Manager
Hawke's Bay	1	End User Solutions Engineer	Head Of Architecture	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Central
Hawke's Bay	1	Head Of Applications	Executive Director Of Digital Enablement	Change of reporting line Application Services Manager within Integration/Integration Group Manager Central, maps to Business Applications Manager
Hawke's Bay	1	Head Of Operations - De	Executive Director Of Digital Enablement	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Central, maps to Team Lead Infrastructure
Hawke's Bay	1	Incident And Change Manager	Head Of Operations - De	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Central/Service Hub Manager
Hawke's Bay	1	Project Manager	Executive Director Of Digital Enablement	Change of reporting line to Integration/Integration Group Manager Central/Central Planning and Delivery Manager/Project Manager Team Lead



# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Hawke's Bay	1	Project Manager	Head Of Programme Management	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Te Manawa Taki Planning and Delivery Manager/Project Manager Team Lead
Hawke's Bay	1	Project Manager	Executive Director Of Digital Enablement	Change of reporting line to Integration/Integration Group Manager Central/Central Planning and Delivery Manager/Project Manager Team Lead
Hawke's Bay	1	Service Hub Manager	Head Of Operations - De	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Central, maps to Service Hub Manager
Hawke's Bay	1	Solutions Manager	Head Of Architecture	Change of reporting line to ICT/Group Manager Planning and Delivery/Manager ICT Design
Hawke's Bay	1	Solutions Manager	Head Of Architecture	Change of reporting line to ICT/Group Manager Planning and Delivery/Manager ICT Design
Hawke's Bay	0.8	Training Co-Ordinator	Bsa/Tester And Applications Team Leader	Change of reporting line to Integration/Group Manager Integration Central/Clinical Change Manager
Health Alliance	1	Automation Test Specialist	Test Capability Manager	Change of reporting line to Integration/Integration Group Manager Northern/Northern Planning and Delivery Manager/Testing Team Lead
Health Alliance	1	Platform Owner, RCP	Acting GM Digital Health Services	Change of reporting line to Integration/Integration Group GM Northern/Application Services Manager, maps to Platform Owner RCP
Health Alliance	1	Senior Business Analyst	Manager Business Analysis Team	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Business Analysis Team Lead
Health Alliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group Manager Northern/Planning and Delivery Manager/Project Manager Team Lead
Health Alliance	1	Test Lead	Test Capability Manager	Change of reporting line to Integration/Integration Group Manager Northern/Northern Planning and Delivery Manager/Testing Team Lead

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	0	Administration Assistant	Head Of Business Operations & Risk	Change of reporting line to Business Support/Decision Support Lead
HealthAlliance	1	Administration Assistant	Head Of Business Operations & Risk	Change of reporting line to Business Support/Decision Support Lead
HealthAlliance	1	Administration Assistant	Head Of Business Operations & Risk	Change of reporting line to Business Support/Decision Support Lead
HealthAlliance	1	Applications Support Analyst	Platform Owner, Application Services	Change of reporting line to Integration/Integration Group Manager Northern/Applications Services Manager /Squad Lead
HealthAlliance	1	Applications Support Analyst	Platform Owner, Application Services	Change of reporting line to Integration/Integration Group Manager Northern/Applications Services Manager /Squad Lead
HealthAlliance	1	Applications Support Analyst	Platform Owner, Application Services	Change of reporting line to Integration/Integration Group Manager Northern/Applications Services Manager /Squad Lead
HealthAlliance	1	Applications Support Analyst	Platform Owner, Application Services	Change of reporting line to Integration/Integration Group Manager Northern/Applications Services Manager /Squad Lead
HealthAlliance	1	Applications Support Analyst	Platform Owner, Application Services	Change of reporting line to Integration/Integration Group Manager Northern/Applications Services Manager /Squad Lead
HealthAlliance	1	Applications Support Analyst	Platform Owner Application Services	Change of reporting line to Integration/Integration Group Manager Northern/Applications Services Manager/Squad Lead
HealthAlliance	1	Applications Support Analyst	Platform Owner Application Services	Change of reporting line to Integration/Integration Group Manager Northern/Applications Services Manager/Squad Lead
HealthAlliance	1	Business Analyst	Manager Business Analysis Team	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/BA Team Lead
HealthAlliance	0.6	Chief Clinical Information Officer	Acting Director - Health Alliance	Change of reporting line to Clinical Informatics/Chief Clinical Informatics Officer, maps to Regional Clinical Informatics Officer Northern

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	0.6	Chief Clinical Information Officer	Acting Director - Health Alliance	Change of reporting line to Clinical Informatics/Chief Clinical Informatics Officer, maps to Regional Clinical Informatics Officer Northern
HealthAlliance	1	Chief Information Security Officer	Acting Director - Health Alliance	Change of reporting line to Cyber/CISO, maps to Group Manager Security Assurance
HealthAlliance	1	Critical Health Services Manager	Platform Owner, Application Services	Change of reporting line to Integration/Integration Group Manager Northern/ Application Services Manager
HealthAlliance	1	Cyber Intelligence Centre Manager	Chief Information Security Officer	Change of reporting line to Cyber Security/Group Manager Security Operation/Threat Response and Vulnerability Manager (moves to Vulnerability Management team)
HealthAlliance	1	Cyber Technical Manager	Chief Information Security Officer	Change of reporting line to Cyber Security/Group Manager Security Assurance , maps to Security Certification & Assurance Manager -change in job title
HealthAlliance	1	Database Administrator	TPM Database Services Manager	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Databases/TPM Database Services Manager
HealthAlliance	1	Database Administrator	TPM Database Services Manager	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Databases/TPM Database Services Manager
HealthAlliance	1	Database Administrator	TPM Database Services Manager	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Databases/TPM Database Services Manager
HealthAlliance	1	Database Administrator	TPM Database Services Manager	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Databases/TPM Database Services Manager
HealthAlliance	1	Database Administrator	TPM Database Services Manager	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Databases/TPM Database Services Manager
HealthAlliance	1	Database Administrator	TPM Database Services Manager	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Databases/TPM Database Services Manager

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	Database Administrator	TPM Database Services Manager	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Databases/TPM Database Services Manager
HealthAlliance	1	Database Administrator	TPM Database Services Manager	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Databases/TPM Database Services Manager
HealthAlliance	1	Database Administrator	TPM Database Services Manager	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Databases/TPM Database Services Manager
HealthAlliance	1	Database Administrator	TPM Database Services Manager	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Databases/TPM Database Services Manager
HealthAlliance	1	Database Administrator	TPM Database Services Manager	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Databases/TPM Database Services Manager
HealthAlliance	1	Database Administrator	TPM Database Services Manager	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Databases/TPM Database Services Manager
HealthAlliance	1	Database Administrator	TPM Database Services Manager	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Databases/TPM Database Services Manager
HealthAlliance	1	Development Security Operations Engineer	Vulnerability Manager	Change of reporting line to Cyber Security/ Group Manager Security Operations/Threat Response and Vulnerability Manager (within Vulnerability Management team)
HealthAlliance	1	Digital Services Platform Coordinator	Acting Gm Technology Services	Change of reporting line to ICT/Group Manager Infrastructure/Service Manager Northern

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	Enterprise Architect Modeller	Head Of Architecture & Design	Change of reporting line to Strategy and Investment/Group Manager Architecture/Manager Architecture Practice
HealthAlliance	1	Head Of Clinical Informatics	Chief Clinical Information Officer	Change of reporting line to Integration/Integration Group Manager Northern/Clinical Change Manager
HealthAlliance	1	Head Of Commercial Management	Acting Director - Health Alliance	Change of reporting line to Strategy and Investment/ Group Manager Industry Strategic Partnerships/Digital Commercial Partner
HealthAlliance	1	Health Services Op-Centre Manager	Acting Gm Technology Services	Change of reporting line to ICT/Group Manager ITSM and maps to Op Centre Manager - job title change
HealthAlliance	1	Implementation Manager	Tpm End User Experiences	Change of reporting line to ITSM team under ICT team Service Manager Northern
HealthAlliance	1	Infrastructure Architect	Technical Solutions Architects Manager	Change of reporting line to ICT/GM Planning and Delivery/Manager ICT Design
HealthAlliance	1	Infrastructure Architect	Technical Solutions Architects Manager	Change of reporting line to ICT/GM Planning and Delivery/Manager ICT Design
HealthAlliance	1	Infrastructure Architect	Technical Solutions Architects Manager	Change of reporting line to ICT/GM Planning and Delivery/Manager ICT Design
HealthAlliance	1	Infrastructure Architect	Technical Solutions Architects Manager	Change of reporting line to ICT/GM Planning and Delivery/Manager ICT Design
HealthAlliance	1	Infrastructure Architect	Technical Solutions Architects Manager	Change of reporting line to ICT/GM Planning and Delivery/Manager ICT Design
HealthAlliance	1	Intergration Architect	Technical Solutions Architects Manager	Change of reporting line to ICT/GM Planning and Delivery/Manager ICT Design
HealthAlliance	1	Intergration Architect	Technical Solutions Architects Manager	Change of reporting line to Integration/GM Integration Northern/Manager Service Design

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	IS Service Delivery Co-Ordinator	Purchasing Manager (vacant)	Change of reporting line to Integration/Integration Group Manager Northern/Application Services Manager/Squad Lead
HealthAlliance	1	Issp Transformation Programme Coordinato	Gm Programmes And Projects	Change of reporting line to Integration/Integration Group Manager Northern/Northern Planning and Delivery Manager/ Team Lead Project Managers
HealthAlliance	1	It Risk Manager	Head Of Business Operations & Risk	Change of reporting line to Business Support/Risk Policy Assurance Group Manager, maps to Risk Manager
HealthAlliance	1	IT Training And Support Team Lead	Service Design And Transition Manager	Change of reporting line to ICT/ITSM/Manager Service Management Northern maps to IT Training and Support Team Lead
HealthAlliance	1	It Training Team Leader	Service Design And Transition Manager	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Northern, maps to IT Training Team Lead - job title change
HealthAlliance	1	Methodology Manager	Gm Programmes And Projects	Change of reporting line to Strategy and Investment/Group Manager PMO/Manager Delivery Practice
HealthAlliance	1	Network/Server Architect	Technical Solutions Architects Manager	Change of reporting line to ICT/GM Planning and Delivery/Manager ICT Design
HealthAlliance	1	Penetration Tester	Cyber Technical Manager	Change of reporting line to Cyber Security/Group Manager Security Assurance/Security Certification and Assurance Manager (to within Security Certification team)
HealthAlliance	1	Penetration Tester	Cyber Technical Manager	Change of reporting line to Cyber Security/Group Manager Security Assurance/Security Certification and Assurance Manager
HealthAlliance	1	Penetration Tester	Cyber Technical Manager	Change of reporting line to Cyber Security/Group Manager Security Assurance/Security Certification and Assurance Manager (to within Security Certification team)

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	Platform Owner Development And Integration	Acting Gm Digital Health Services	Change of reporting line to Integration/Integration Group Manager Northern/Manager Service Design, maps to Platform Owner Development & Integration
HealthAlliance	1	Platform Owner Workspace & Productivity	Acting Gm Technology Services	Change of reporting line to ICT/Group Manager Digital Workspace and role title becomes Manager Workspace Productivity Apps
HealthAlliance	1	Platforms Environments Manager	Acting Gm Technology Services	Change of reporting line to ICT/Group Manager Platforms/Manager Integration Platforms, maps to Manager Platform Environments - change in job title
HealthAlliance	1	Portfolio Coordinator	Portfolio Manager	Change of reporting line to PM Team Lead within the Integration/Integration Group Manager - Northern/Nothorn Planning and Delivery Manager/Project Coordinator Team Lead
HealthAlliance	1	Practice Co-Ordinator	Head Of Architecture & Design	Change of reporting line to Strategy and Investment/GM Architecture/Manager Architecture Practice
HealthAlliance	1	Procjct Delivery Practice Coordinator	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/Project Coordinator Team Lead
HealthAlliance	1	Programme Coordinator	Gm Programmes And Projects	Change of reporting line to the Team Lead Project Managers within Integration/GM Integration Northern/Northern Planning and Delivery Manager
HealthAlliance	1	Programme Manager	Gm Programmes And Projects	Change of reporting line to Integration/Integration Group Manager Northern/ Northern Planning and Delivery Manager
HealthAlliance	1	Programme Manager	Gm Programmes And Projects	Change of reporting line to Integration/Integration Group Manager Northern/Planning and Delivery Manager

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	Programme Manager	Gm Programmes And Projects	Change of reporting line to Integration/Integration Group Manager Northern/Planning and Delivery Manager
HealthAlliance	1	Project Change Manager	Acting Gm Customer	Change of reporting line to Integration/Integration Group Manager Northern/Clinical Change Manager/Clinical Change Lead
HealthAlliance	1	Project Delivery Coordinators Lead	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/Team Lead Co-ordinators
HealthAlliance	1	Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Project Manager	Project Delivery Practice Manager	Change of reporting line to the Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/ Project Manager Team Lead
HealthAlliance	1	Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/Project Manager Team Lead

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Purchasing Officer	Purchasing Manager	Change of reporting line to ICT/Group Manager Digital Workspace/Manager Devices
HealthAlliance	1	Purchasing Officer	Purchasing Manager	Change of reporting line to ICT/Group Manager Digital Workspace/Manager Devices
HealthAlliance	1	Purchasing Officer	Purchasing Manager	Change of reporting line to ICT/Group Manager Digital Workspace/Manager Devices
HealthAlliance	1	Purchasing Officer	Purchasing Manager	Change of reporting line to ICT/Group Manager Digital Workspace/Manager Devices
HealthAlliance	1	Queue Lead	Service Desk Manager	Change of reporting line to ICT/Group Manager ITSM/ ITSM Configuration Manager
HealthAlliance	1	Queue Lead	Service Desk Manager	Change of reporting line to ICT/Group Manager ITSM/ ITSM Configuration Manager
HealthAlliance	1	Resource Analyst	Gm Programmes And Projects	Change of reporting line to Integration/Group Manager Integration Northern/Northern Planning and Delivery Manager/Business Analysis Team Leader
HealthAlliance	1	Security Engineer	Cyber Intelligence Centre Manager	Change of reporting line to Cyber Security/Group Manager Cyber Risk and Advisory/Customer Security Advisory Manager (to within Threat Intelligence team)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	Security Engineer	Cyber Intelligence Centre Manager	Change of reporting line to Cyber Security/Group Manager Security Operations/Threat Response and Vulnerability Manager (to within Detect and Respond (DART) team)
HealthAlliance	1	Security Engineer	Cyber Intelligence Centre Manager	Change of reporting line to Cyber Security/Group Manager Security Operations/Threat Response and Vulnerability Manager (to within Detect and Respond (DART) team)
HealthAlliance	1	Security Engineer	Cyber Intelligence Centre Manager	Change of reporting line to Cyber Security/Group Manager Security Operations/Threat Response and Vulnerability Manager (to within Detect and Respond (DART) team)
HealthAlliance	1	Security Engineer	Cyber Intelligence Centre Manager	Change of reporting line to Cyber Security/Group Manager Security Operations/Threat Response and Vulnerability Manager (to within Detect and Respond (DART) team)
HealthAlliance	1	Senior Business Analyst	Manager Business Analysis Team	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/BA Team Lead
HealthAlliance	1	Senior Business Analyst	Manager Business Analysis Team	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/BA Team Lead
HealthAlliance	1	Senior Business Analyst	Manager Business Analysis Team	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/BA Team Lead
HealthAlliance	1	Senior Business Analyst	Manager Business Analysis Team	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/BA Team Lead
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/ Project Manager Team Lead

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/Team Leader Project Managers
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Group Manager Integration Northern/Northern Planning and Delivery Manager/Team Lead Project Managers
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Northern Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Planning and Delivery Manager/Team Leader Project Managers
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Planning and Delivery Manager/Project Manager Team Lead

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Senior Project Manager	Project Delivery Practice Manager	Change of reporting line to Integration/Integration Group GM Northern/Planning and Delivery Manager/Project Manager Team Lead
HealthAlliance	1	Senior Security Engineer	Cyber Intelligence Centre Manager	Change of reporting line to Cyber Security/Group Manager Cyber Risk and Advisory/Customer Security Advisory Manager (to within Threat Intelligence team)
HealthAlliance	1	Senior Security Engineer	Cyber Intelligence Centre Manager	Change of reporting line to Cyber Security/Group Manager Security Operations/Threat Response and Vulnerability Manager (to within Detect and Respond (DART) team)

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	Senior Security Engineer	Cyber Intelligence Centre Manager	Change of reporting line to Cyber Security/Group Manager Cyber Risk and Advisory/Customer Security Advisory Manager (to within Threat Intelligence team)
HealthAlliance	1	Senior Security Engineer	Cyber Intelligence Centre Manager	Change of reporting line to Cyber Security/Group Manager Cyber Risk and Advisory/Customer Security Advisory Manager (to within Threat Intelligence team)
HealthAlliance	1	Senior Security Engineer	Cyber Intelligence Centre Manager	Change of reporting line to Cyber Security/Group Manager Cyber Risk and Advisory/Customer Security Advisory Manager (to within Threat Intelligence team)
HealthAlliance	1	Senior Security Specialist	Cyber Technical Manager	Change of reporting line to Cyber Security/Group Manager Security Assurance/Security Certification and Assurance Manager (to within Security Certification team)
HealthAlliance	1	Senior Security Specialist	Cyber Technical Manager	Change of reporting line to Cyber Security/Group Manager Security Assurance/Security Certification and Assurance Manager (to within Security Certification team)
HealthAlliance	1	Senior Security Specialist	Cyber Technical Manager	Change of reporting line to Cyber Security/Group Manager Security Assurance/Security Certification and Assurance Manager (to within Security Certification team)
HealthAlliance	0	Senior Security Specialist	Cyber Technical Manager	Change of reporting line to Cyber Security/Group Manager Security Assurance/Security Certification and Assurance Manager (to within Security Certification team)
HealthAlliance	1	Service Delivery Mangr Breast Screening	Acting Gm Customer	Group Manager Northern/Clinical Change Manager

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	Service Delivery Technician	Purchasing Manager (vacant)	Change of reporting line ICT/Group Manager ITSM/Manager Service Management Northern/Team Lead End User Services
HealthAlliance	1	Service Delivery Technician	Purchasing Manager (vacant)	Change of reporting line ICT/Group Manager ITSM/Manager Service Management Northern/Team Lead End User Services
HealthAlliance	1	Service Delivery Technician	Purchasing Manager (vacant)	Change of reporting line ICT/Group Manager ITSM/Manager Service Management Northern/Team Lead End User Services
HealthAlliance	1	Service Delivery Technician	Purchasing Manager (vacant)	Change of reporting line ICT/Group Manager ITSM/Manager Service Management Northern/Team Lead End User Services
HealthAlliance	1	Service Delivery Technician	Purchasing Manager	Change of reporting line ICT/Group Manager ITSM/Manager Service Management Northern/Team Lead End User Services
HealthAlliance	1	Service Delivery Technician	Purchasing Manager (vacant)	Change of reporting line ICT/Group Manager ITSM/Manager Service Management Northern/Team Lead End User Service
HealthAlliance	1	Service Design And Transition Manager		Change of reporting line to ICT/Group Manager ITSM/ITIL Manager, maps to Service Design and Transition Manager
HealthAlliance	1	Service Desk Process and Knowledge Lead	Service Desk Manager	Change of reporting line to ICT/Group Manager ITSM/ITSM Configuration Manager
HealthAlliance	1	Service Management Analyst	Service Management Analyst	Change of reporting line to ICT/Group Manager ITSM/ITIL Manager

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	Service Management Analyst		Change of reporting line to ICT/Group Manager ITSM/ITIL Manager
HealthAlliance	1	Service Management Analyst	Service Design And Transition Manager	Change of reporting line to ICT/Group Manager ITSM/ITIL Manager
HealthAlliance	1	Service Management Analyst	Squad Lead	Change of reporting line to ICT/Group Manager ITSM/ITIL Manager
HealthAlliance	1	Software Consultant	Squad Lead - Development And Integration	Change of reporting line to Integration/Integration Group GM Northern/Manager Service Design/Platform Owner Development and Integration
HealthAlliance	1	Software Consultant	Squad Lead	Change of reporting line to Integration/Integration Group GM Northern/Manager Service Design/Platform Owner Development and Integration
HealthAlliance	1	Software Consultant	Squad Lead - Development And Integration	Change of reporting line to Integration/Integration Group GM Northern/Manager Service Design/Platform Owner Development and Integration
HealthAlliance	1	Software Consultant	Squad Lead	Change of reporting line to Integration/Integration Group GM Northern/Manager Service Design/Platform Owner Development and Integration
HealthAlliance	1	Solutions Architect	Technical Solutions Architects Manager	Change of reporting line to Integration/Integration Group GM Northern/Manager Service Design
HealthAlliance	1	Solutions Architect	Technical Solutions Architects Manager	Change of reporting line to Integration/Integration Group GM Northern/Manager Service Design
HealthAlliance	1	Solutions Architect	Technical Solutions Architects Manager	Change of reporting line to Integration/Integration Group GM Northern/Manager Service Design

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	Solutions Architect	Technical Solutions Architects Manager	Change of reporting line to Integration/Integration Group GM Northern/Manager Service Design
HealthAlliance	1	SQL Database Administrator	TPM Database Services Manager	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Databases/TPM Database Services Manager
HealthAlliance	1	Squad Lead	Head Of It Service Management	Change of reporting line to ICT/Manager ITSM/ITSM Configuration Manager
HealthAlliance	1	Squad Lead	Platform Owner, Application Services	Change of reporting line to Integration/Integration Group GM Northern/Application Services Manager
HealthAlliance	1	Squad Lead	Platform Owner, Application Services	Change of reporting line to Integration/Integration Group GM Northern/Application Services Manager
HealthAlliance	1	Squad Lead	Platform Owner, Application Services	Change of reporting line to Integration/Integration Group GM Northern/Application Services Manager
HealthAlliance	1	Squad Lead	Platform Owner, Application Services	Change of reporting line to Integration/Integration Group GM Northern/Application Services Manager
HealthAlliance	1	Squad Lead	Platform Owner, Application Services	Change of reporting line to Integration/Integration Group GM Northern/Application Services Manager
HealthAlliance	1	Squad Lead	Platform Owner, Application Services	Change of reporting line to Integration/Integration Group GM Northern/Application Services Manager
HealthAlliance	1	Team Leader - Service Desk	Service Desk Manager	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Northern, maps to Team Lead Service Desk - change in job title
HealthAlliance	1	Team Leader - Service Desk	Service Desk Manager	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Northern, maps to Team Lead Service Desk - change in job title



# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	Team Leader - Service Desk	Service Desk Manager	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Northern, maps to Team Lead Service Desk - change in job title
HealthAlliance	1	Team Leader - Service Desk	Service Desk Manager	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Northern, maps to Team Lead Service Desk - change in job title
HealthAlliance	1	Team Leader - Service Desk	Service Desk Manager	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Northern, maps to Team Lead Service Desk - change in job title
HealthAlliance	1	Team Leader - End User Services	Tpm End User Experiences	Change of reporting line ICT/Group Manager ITSM/Manager Service Management Northern, maps to Team Lead End User Services - change in job title
HealthAlliance	1	Team Leader - End User Services	Tpm End User Experiences	Change of reporting line ICT/Group Manager ITSM/Manager Service Management Northern, maps to Team Lead End User Services - change in job title
HealthAlliance	1	Technical Applications Consultant	Technical Solutions Architects Manager	Change of reporting line to Integration/Integration Group Manager Northern/Manager Service Design/Platform Owner Development & Integration
HealthAlliance	1	Technical Applications Consultant	Technical Solutions Architects Manager	Change of reporting line to Integration/Integration Group Manager Northern/Manager Service Design/Platform Owner Development & Integration
HealthAlliance	1	Technical Applications Consultant	Technical Solutions Architects Manager	Change of reporting line to Integration/Integration Group Manager Northern/Manager Service Design/Platform Owner Development & Integration
HealthAlliance	1	Technical Applications Consultant	Platform Owner, Application Services	Change of reporting line to Integration/Integration Group Manager Northern/Manager Service Design/Platform Owner Development & Integration

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	Technical Applications Consultant	Platform Owner, Application Services	Change of reporting line to Integration/Integration Group Manager Northern/Manager Service Design/Platform Owner Development & Integration
HealthAlliance	1	Technical Applications Consultant	Technical Solutions Architects Manager	Change of reporting line to Integration/Integration Group Manager Northern/Manager Service Design/Platform Owner Development & Integration
HealthAlliance	1	Technical Applications Consultant	Capability Lead - Operations	Change of reporting line to Integration/Integration Group Manager Northern/Manager Service Design/Platform Owner Development & Integration
HealthAlliance	1	Technical Applications Consultant	Capability Lead - Operations	Change of reporting line to Integration/Integration Group Manager Northern/Manager Service Design/Platform Owner Development & Integration
HealthAlliance	1	Technical Applications Consultant	Capability Lead - Operations	Change of reporting line to Integration/Integration Group Manager Northern/Manager Service Design/Platform Owner Development & Integration
HealthAlliance	1	Technical Applications Consultant	Technical Solutions Architects Manager	Change of reporting line to Integration/Integration Group Manager Northern/Manager Service Design/Platform Owner Development & Integration
HealthAlliance	1	Technical Applications Consultant	Capability Lead - Operations	Change of reporting line to Integration/Integration Group Manager Northern/Manager Service Design/Platform Owner Development & Integration
HealthAlliance	1	Technology Platform Manager - Cloud Serv	Acting Gm Technology Services	Change of reporting line to ICT/Group Manager Infrastructure, maps to Cloud and Fin Ops Manager
HealthAlliance	1	Test Lead	Test Capability Manager	Change of reporting line to Integration/Integration Group Manager Northern/Northern Planning and Delivery Manager/Testing Team Lead
HealthAlliance	1	Test Manager	Test Capability Manager	Change of reporting line to Integration/Integration Group Manager Northern/Northern Planning and Delivery Manager/Testing Team Lead

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	Test Manager	Test Capability Manager	Change of reporting line to Integration/Integration Group Manager Northern/Northern Planning and Delivery Manager/Testing Team Lead
HealthAlliance	1	Test Manager	Test Capability Manager	Change of reporting line to Integration/Integration Group Manager Northern/Northern Planning and Delivery Manager/Testing Team Lead
HealthAlliance	1	Test Manager	Test Capability Manager	Change of reporting line to Integration/Integration Group Manager Northern/Northern Planning and Delivery Manager/Testing Team Lead
HealthAlliance	1	Test Manager	Test Capability Manager	Change of reporting line to Integration/Integration Group Manager Northern/Northern Planning and Delivery Manager/Testing Team Lead
HealthAlliance	1	Testing Specialist	Test Capability Manager	Change of reporting line to Integration/Integration Group Manager Northern/Northern Planning and Delivery Manager/Testing Team Lead
HealthAlliance	1	Testing Specialist	Test Capability Manager	Change of reporting line to Integration/Integration Group Manager Northern/Northern Planning and Delivery Manager/Testing Team Lead
HealthAlliance	1	Threat Intelligence Analyst	Vulnerability Manager	Change of reporting line to Cyber Security/Group Manager Security Operations/Threat Response and Vulnerability Manager
HealthAlliance	1	Tpm Database Services	Acting Gm Technology Services	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Databases, maps to TPM Database Services Manager - job title change
HealthAlliance	1	Tpm Secure Comms & Facilities Manager	Acting Gm Technology Services	Change of reporting line to ICT/Group Manager Infrastructure/ Manager Telecommunications and Networks, maps to TPM Secure Comms and Facilities Manager

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	1	Training And Awareness Lead	Cyber Technical Manager	Change of reporting line to Cyber Security/Group Manager Security Capability and Capacity/National Cyber Training Manager, maps to Security Awareness Lead -job title change
HealthAlliance	1	Vulnerability Analyst	Vulnerability Manager	Change of reporting line to Cyber Security/Group Manager Security Operations/Threat Response and Vulnerability Manager
HealthAlliance	1	Vulnerability Analyst	Vulnerability Manager	Change of reporting line to Cyber Security/Group Manager Security Operations/Threat Response and Vulnerability Manager (within Vulnerability Management Team)
HealthAlliance	1	Vulnerability Manager	Cyber Technical Manager	Change of reporting line to Cyber Security/Group Manager Security Operations/Threat Response and Vulnerability Manager, maps to Vulnerability Management Team Leader - change of job title
HealthAlliance	1	Programme Manager - Issp	Gm Programmes And Projects	Change of reporting line to Integration/Integration Group Manager Northern/Planning and Delivery Manager
HealthAlliance	1	Senior Business Analyst	Business Support Manager	Change of reporting line to Integration/Integration Group Manager Northern/Northern Planning and Delivery Manager/BA Team Lead
HealthAlliance	0.997	App & Integration Developer	Development Lead	Change of reporting line to Integration/Group Manager Integration Te Manawa Taki/Application Services Manager
HealthAlliance	0.997	Application And Integration Developer	Development Lead	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Application Services Manager/Regional IS Service Delivery Manager

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	0.997	Coordinator	Director	Change of reporting line to ICT/group Manager Digital Workspace/Manager Devices
HealthAlliance	0.997	Data Analytics Developer	Development Lead	Change of reporting line to Data Services/ Group Manager Data Platforms/Data Platforms Manager
HealthAlliance	0.997	Data Quality Analyst	Domain Architect - Data	Change of reporting line through to Integration/Integration Group Manager Te Manawa Taki/Clinical Change Manager
HealthAlliance	0.997	Domain Architect - Data	Director	Change of reporting line to Strategy and Investment/Head of Architecture/Domain Architect Lead
HealthAlliance	0.997	Domain Architect - Technology	Director	Change of reporting line to Strategy and Investment/Head of Architecture/Domain Architect Lead
HealthAlliance	0.997	Domain Integration Architect	Director	Change of reporting line to Strategy and Investment/Head of Architecture/Domain Architect Lead
HealthAlliance	1	Enterprise Architect	Director	Change of reporting line to Strategy and Investment/ Group Manager Architecture/Manager Enterprise Architecture
HealthAlliance	0.997	Enterprise Architect - Informatics	Director	Change of reporting line to Strategy and Investment/Group Manager Architecture/ Manager Enterprise Architecture
HealthAlliance	0.997	Portfolio Liaison	Business Support Manager	Change of reporting line to Strategy and Investment/ Investment Portfolio/Manager Portfolio Analysis
HealthAlliance	0.748	Project Manager / Business Analyst	Regional Services Manager	Change of reporting line to Integration/Group Manager Integration Te Manawa Taki Region/Planning and Delivery Manager/PM Team Lead
HealthAlliance	0.997	Regional Is Services Delivery Manager	Director	Change of reporting line to Integration/Integration Group Manager/Application Services Manager for Te Manawa Taki region

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
HealthAlliance	0.623	Regional Telehealth Coordinator	Regional Services Manager - Midland Clinical Portal	Change of reporting line through to Integration/Integration Group Manager Te Manawa Taki/Clinical Change Manager
HealthAlliance	0.997	Senior Business Analyst	Business Support Manager	Change of reporting line to BA Team Lead within Integration/Integration Group Manager Northern/Northern Planning and Delivery Manager line
HealthAlliance	0.997	Support Manager	Regional Is Services Delivery Manager	Change of reporting line to Integration/Group Manager Integration Te Manawa Taki/Applications Services Manager
HealthAlliance	1	Business Analyst	Business Support Manager	Change of reporting line to Integration/Integration Group Manager Northern/Northern Planning and Delivery Manager/BA Team Lead
Lakes	1	Application And Integration Developer	Development Lead	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Application Services Manager/Regional IS Service Delivery Manager
Lakes	1	Information Systems Network Team Leader	Is Operations Manager	Change of reporting line to ICT/Group Manager Infrastructure Te Manawa Taki/Team Lead Infrastructure
Lakes	1	Is Analyst / Developer	Issp Prj Mrg & Applications	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/ Manager Service Design
Lakes	0.75	Is App Support Spec	Issp Prj Mrg & Applications	Change of reporting line to Integration/Group Manager Te Manawa Taki/Application Services Manager
Lakes	1	Is App Support Specialist	Issp Prj Mrg & Applications	Change of reporting line to Integration/Group Manager Te Manawa Taki/Application Services Manager
Lakes	1	Is App Support Specialist	Issp Prj Mrg & Applications	Change of reporting line to Integration/Group Manager Te Manawa Taki/Application Services Manager

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Lakes	1	Is App Support Specialist	Issp Prj Mrg & Applications	Change of reporting line to Integration/Group Manager Te Manawa Taki/Application Services Manager
Lakes	1	Is App Support Specialist	Issp Prj Mrg & Applications	Change of reporting line to Integration/Group Manager Te Manawa Taki/Application Services Manager
Lakes	1	Is Application Support Specialist	Issp Prj Mrg & Applications	Change of reporting line to Integration/Group Manager Te Manawa Taki/Application Services Manager
Lakes	1	Is Applications Support Specialist	Issp Prj Mrg & Applications	Change of reporting line to Integration/Group Manager Te Manawa Taki/Application Services Manager
Lakes	1	Is Applications Support Specialist	Issp Prj Mrg & Applications	Change of reporting line to Integration/Group Manager Te Manawa Taki/Application Services Manager
Lakes	1	Is Apps Support Specialist	Issp Prj Mrg & Applications	Change of reporting line to Integration/Group Manager Te Manawa Taki/Application Services Manager
Lakes	1	IS Comm & Mobility App Support	ISSP Prj Mrg & Applications	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa TakiCustomer Services Team Lead
Lakes	1	Is Comm & Mobility Mgr	Issp Prj Mrg & Applications	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki
Lakes	1	Is Customer Service TI	Is Operations Manager	Change of reporting line to ICT/ITSM Group Manager/Manager Service Management Te Manawa Taki
Lakes	1	Is Developer	Issp Prj Mrg & Applications	Change of reporting line to report to the Manager Service Design within Integration/Integration Group Manager Te Manawa Taki
Lakes	1	Is Developer	Issp Prj Mrg & Applications	Change of reporting line to report to the Manager Service Design within Integration/Integration Group Manager Te Manawa Taki

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Lakes	1	Is Pacs Administrator	Issp Prj Mrg & Applications	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Applications Services Manager
Lakes	1	Is Project Support Coordintaor	Issp Prj Mrg & Applications	Change of reporting line to Team Lead Project Managers within Integration/Integration Group Manager Te Manawa Taki/Te Manawa Taki Planning and Delivery Manager line
Lakes	1	Is Systems Analyst / Prg Mgr	Issp Prj Mrg & Applications	Change of reporting line to Team Lead Project Managers within Integration/Integration Group Manager Te Manawa Taki/Te Manawa Taki Planning and Delivery Manager
Lakes	2	Is Tester	Issp Prj Mrg & Applications	Change of reporting line to Team Lead Testing within Integration/Integration Group Manager Te Manawa Taki/Te Manawa Taki Planning and Delivery Manager line
Lakes	1	Is Tester	Issp Prj Mrg & Applications	Change of reporting line to Team Lead Testing within Integration/Integration Group Manager Te Manawa Taki/Te Manawa Taki Planning and Delivery Manager line
Lakes	1	Is Tester/ Trainer	Issp Prj Mrg & Applications	Change of reporting line to Team Lead Testing within Integration/Integration Group Manager Te Manawa Taki/Te Manawa Taki Planning and Delivery Manager/Team Lead Testing
Midcentral	1	Administration Coordinator	Head Of Business Operations	Change of reporting line to Business Support/Group Manager Enabling Partnerships/Manager Capacity Planning and Support
Midcentral	1	Cyber Security Analyst	Head Of Strategy And Architecture	Change of reporting line to Cyber Security/Group Manager Security Operations/Security Operations Centre Manager
Midcentral	1	Digital Business Analyst	Head Of Business Operations	Change of reporting line to Integration/Integration group Manager Central/Central Planning and Delivery Manager/the BA Team Lead

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Midcentral	1	Engagement Lead	Head Of Business Operations	Change of reporting line to Integration/Group Manager Central/Clinical Change Manager
Midcentral	1	Head Of Delivery Operations And Applications	Chief Digital Officer	Change of reporting line to Integration/Group Manager Central/Central Planning and Delivery Manager
Midcentral	1	Project Director - Technology Modernisation	Head Of Operations	Change of reporting line to ICT/Group Manager Planning and Delivery/Manager Delivery
Midcentral	1	Security Architect	Head Of Strategy And Architecture	Change of reporting line to Cyber Security/CISO/Group Manager Cyber Risk and Advisory/Customer Security Advisory Manager
Midcentral	1	Senior Business Analyst	Head Of Business Operations	Change of reporting line to Integration/Group Manager Central/Central Planning and Delivery Manager/Business Analysis Team Lead
Midcentral	1	Senior Business Analyst	Head Of Business Operations	Change of reporting line to Integration/Integration group Manager Central/Manager PMO/BA Team Lead
Midcentral	0.8	Senior Project Manager	Head Of Business Operations	Change of reporting line to Integration/Integration Group Manager Central/Central Planning and Delivery Manager/ Team Lead Project Managers
Midcentral	1	Solution Architect	Head Of Strategy And Architecture	Change of reporting line to Integration/Integration Central/Manager Service Design
Midcentral		Solution Architect	Head Of Strategy And Architecture	Change of reporting line to Integration/Integration Central/Manager Service Design
Midcentral	1	Team and Projects Lead	Head Of Operations	Change of reporting line to ICT//General Manager Infrastructure/Infrastructure Manager Central, maps to Team Leader Infrastructure
Midcentral	1	Team Coordinator	Head Of Business Operations	Change of reporting line to Business Support/GM Decision Support/Decision Support Lead

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Midcentral	1	Team Leader Customer Services	Head Of Operations	Change of reporting line to ICT/ITSM/Manager Service Management Central, maps to Team Lead Customer Services
Midcentral	1	Team Leader Systems Applications Quality and Change Management	Head Of Operations	Change of reporting line to Integration/Group Manager Integration Central/Applications Services Manager, maps to Team Leader Applications
Nelson Marlborough	1	Business Solutions Manager	General Manager Digital	Change of reporting line to Integration/Integration Group Manager Te Waipounamu, maps to Business Solutions Manager
Nelson Marlborough	0.5	Clinical Director - Digital	General Manager: Digital	Change of reporting line to Clinical Informatics/Chief Clinical Informatics Office, maps to Clinical Informatics Officer Te Waipounamu
Nelson Marlborough	1	Clinical Lead - Digital	Clinical Director - Digital	Change of reporting line to Integration/Group Manager Integration Te Waipounamu/Clinical Change Manager
Nelson Marlborough	1	Data Steward	General Manager: Digital	Change of reporting line to the Data Translator Manager within Data Services/Group Manager Data Platforms
Nelson Marlborough	1	Digital Health Navigator		Change of reporting line to Integration Integration/Integration Group Manager Te Waipounamu Mgr/Clinical Mgr
Nelson Marlborough	0.9	Digital Programme Administrator	General Manager: Digital	Change of reporting line to Integration/Integration Group Te Waipounamu/Planning and Delivery Manager/Project Coordinator Team Lead
Nelson Marlborough	1	ICT Services Manager	Chief Digital Officer (Vacant)	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager – Te Waipounamu
Nelson Marlborough	1	Telehealth Coordinator	Clinical Lead - Digital	Change of reporting line to Integration/Group Manager Integration Te Waipounamu/Clinical Change Manager

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Northland	0.375	Anaesthetist/ Clinical Director Digital Services	Service Manager - Surgical Services	Change of reporting line to Clinical Informatics/Chief Clinical Informatics Officer, maps to Regional Clinical Informatic Officer Northern
Northland	0.238	Clin Dir Information Systems/Clinical Leader & Medical Officer	General Manager Planning, Integration, People And Performance	Change of reporting line to Clinical Informatics/Chief Clinical Informatics Officer, maps to Regional Clinical Informatic Officer Northern
Northland	1	Business Support Officer	Gm Child Youth Maternal Oral Ph District Hospitals	Change of reporting line to Data Services/Group Manager Data Platform/Data Platform Manager
Northland	1	Health System Support Manager, Information Services	Chief Information Officer	Change of reporting line to Integration/Group Manager Integration Norther/Application Services Manager
Northland	1	Portfolio Coordinator	Portfolio Manager Information Services	Change of reporting line to PM Team Lead within the Integration/Integration Group Manager - Northern/Nothorn Planning and Delivery Manager/Project Coordinator Team Lead
Northland	1	Business Analyst	Portfolio Manager Information Services	Change of reporting line to Integration/Integration Group Manager - Northern/Planning and Delivery Manager/Business Analyst Team Lead
Northland	1	Project Director	Chief Information Officer	Change of reporting line to Integration/Integration Group Manager Northern/Planning and Delivery Manager
Northland	1	Senior Project Manager	Portfolio Manager Information Services	Change of reporting line to Integration/Integration Group Manager - Northern/Northern Planning and Delivery Manager/Team Lead Project Managers
Northland	1	Telehealth / Mobility Programme Manager	Portfolio Manager Information Services	Change of reporting line to Integration/Integration Group Manager - Northern/Clinical Change Manager
Northland	1	Business Analyst	Portfolio Manager Information Services	Change of reporting line to Integration/Integration Group Manager - Northern/Planning and Delivery Manager/Business Analysis Team Lead

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
South Canterbury	1	It Manager	Interim District Lead - South Canterbury	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Te Wai Pounamu, maps as Manager IT - change in job title
Southern	1	Business Analyst	Lead Business Analyst - Digital Solutions	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Business Analysis Team Lead
Southern	1	Business Analyst	Lead Business Analyst - Digital Solutions	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Business Analysis Team Lead
Southern	0.6	Business Analyst	Lead Business Analyst - Digital Solutions	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Business Analysis Team Lead
Southern	1	Business Analyst	Lead Business Analyst - Digital Solutions	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Business Analysis Team Lead
Southern	0.63	Business Analyst	Lead Business Analyst - Digital Solutions	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Business Analysis Team Lead
Southern	1	Cyber Security Engineer	Technical Architect	Change of reporting line to Cyber Security/Group Manager Security Operations/Security Operations Centre Manager (to within Sec Ops team)
Southern	1	Digital Relationships Manager	GM Digital Operations	Change of reporting line to Integration/Group Manager Integration Te Waipounamu/Clinical Change Manager
Southern	1	Functional Transformation Lead	Director Digital Transformation	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Manager Service Design
Southern	1	PMO Manager Information Services	Director Digital Transformation	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Business Analysis Team Lead

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Southern	1	Project Facilitator	GM Digital Operations	Change of reporting line to Integration/Integration Group Manager – Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Southern	1	Project Manager	GM Digital Operations	Change of reporting line to Integration/Integration Group Manager – Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Southern	1	Project Manager	GM Digital Operations	Change of reporting line to Integration/Integration Group Manager – Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Southern	1	Project Manager	GM Digital Operations	Change of reporting line to Integration/Integration Group Manager – Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Southern	1	Project Manager	GM Digital Operations	Change of reporting line to Integration/Integration Group Manager – Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Southern	1	Project Manager	GM Digital Operations	Change of reporting line to Integration/Integration Group Manager – Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Southern	1	Project Manager	GM Digital Operations	Change of reporting line to Integration/Integration Group Manager – Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Southern	1	Senior Application Analyst / Team Leader	Digital Relationships Manager	Change of reporting line to Integration/Group Manager Integration/Integration Manager Te Waipounamu/Application Services Manager
Southern	1	Senior Solution Architect	Director Digital Transformation	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Manager Service Design
Southern	1	Service Desk Team Leader	GM Digital Operations	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Waipounamu
Southern	1	Solutions Analyst/Solutions Team Leader	Director Digital Transformation	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Manager Service Design, maps to Solutions Analyst Team Lead

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Southern	1	Technical Architect	GM Digital Operations	Change of reporting line to ICT/Group Manager Infrastructure and report to the Infrastructure Manager Te Waipounamu
Tairāwhiti	1	Analyst Management	Project Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Business Analysis Team Lead
Tairāwhiti	1	Analyst Management	Project Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Business Analysis Team Lead
Tairāwhiti	1	Analyst Management	Group Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Project Manager Team Lead
Tairāwhiti	1	Analyst Management	Group Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Business Analysis Team Lead
Tairāwhiti	1	Data Administrator	Analyst Management	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Database Services
Tairāwhiti	1	Data Administrator	Group Manager	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Application Database Services
Tairāwhiti	1	System Administrator	Group Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Applications Services Manager/Support Manager
Tairāwhiti	1	IT Educator/Tester	Group Manager	Change of reporting line to Integration/Group Manager Integration Te Manawa Taki/Planning and Delivery Manager/Project Manager Team Lead
Tairāwhiti	1	Team Leader IT Service Desk	Group Manager	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Te Manawa Taki, maps to Team Lead Infrastructure role - change of job title

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Taranaki	0.5	Applications Specialist	Applications And Portfolio Mgr	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Applications Services Manager
Taranaki	1	Applications Specialist - Corp	Applications And Portfolio Mgr	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Applications Services Manager
Taranaki	1	Applications Specialist - Corp	Applications And Portfolio Mgr	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Applications Services Manager
Taranaki	1	Applications Specialist - Corp	Applications And Portfolio Mgr	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Applications Services Manager
Taranaki	0.625	Applications Trainer	Applications And Portfolio Mgr	Change of reporting line ICT/Group Manager ITSM/Manager/Service Management Te Manawa Taki
Taranaki	1	Business & Systems Analyst	Applications And Portfolio Mgr	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Te Manawa Taki Planning and Delivery Manager/Business Analysis Team Lead
Taranaki	0.8	Business & Systems Analyst	Applications And Portfolio Mgr	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Te Manawa Taki Planning and Delivery Manager/Business Analysis Team Lead
Taranaki	1	Business and Systems Analyst	Applications and Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Te Manawa Taki Planning and Delivery Manager/Business Analysis Team Lead
Taranaki	1	Database Administrator	Manager Customer Experience	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Database Application Services
Taranaki	1	Desktop Engineer	Manager Customer Experience	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki/Customer Services Team Lead

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Taranaki	1	Desktop Engineer	Manager Customer Experience	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki/Customer Services Team Lead
Taranaki	1	Desktop Engineer Coordinator	Manager Customer Experience	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki/Customer Services Team Lead
Taranaki	1	Developer Integration Engineer	Manager-Information Management	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Applications Services Manager
Taranaki	1	Ict Intern	Manager Customer Experience	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki
Taranaki	1	Network & Comms Tech Lead	Chief Information Officer	Change of reporting line to ICT/group Manager Infrastructur/Manager Telecommunications and Networks
Taranaki	1	Network Engineer	Network and Comms Tech Lead	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki/Customer Services Team Lead
Taranaki	1	Project Manager	Applications And Portfolio Mgr	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Te Manawa Taki Planning and Delivery Manager/Project Manager Team Lead
Taranaki	1	Project Manager	Applications And Portfolio Mgr	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Te Manawa Taki Planning and Delivery Manager/Project Manager Team Lead
Taranaki	1	Project Manager	Applications And Portfolio Mgr	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Te Manawa Taki Planning and Delivery Manager/Project Manager Team Lead



# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Taranaki	1	Ris/Pacs Administrator	Applications And Portfolio Mgr	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Applications Services Manager
Taranaki	1	Senior Systems Engineer	Manager Customer Experience	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Te Manawa Taki/Team Lead Infrastructure
Taranaki	1	Senior Systems Engineer	Manager Customer Experience	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Te Manawa Taki/Team Lead Infrastructure
Taranaki	0.8	Service Desk Coordinator	Manager Customer Experience	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki
Taranaki	1	Snr Developer Integration Engr	Manager-Information Management	Change of reporting line to Data Services/Group Manager Data Platforms/Data Capture Manager
Taranaki	1	Snr Developer Integration Engr	Manager-Information Management	Change of reporting line to Data Services/Group manager Data Platforms/Data Capture Manager
Taranaki	0.8	Snr Developer Integration Engr	Manager-Information Management	Change of reporting line to Data Services/Group manager Data Platforms/Data Capture Manager
Taranaki	1	Solution Architect	Chief Information Officer	Change of reporting line to ICT/Integration/Group Manager Integration Te Manawa Taki/Manager Service Design
Taranaki	1	Support Technician	Manager Customer Experience	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki/IS Customer Services Team Leader
Taranaki	0.8	Support Technician	Manager Customer Experience	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki/IS Customer Services Team Leader
Taranaki	0.8	Support Technician	Manager Customer Experience	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki/IS Customer Services Team Leader

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Taranaki	0.8	Support Technician	Manager Customer Experience	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki/IS Customer Services Team Leader
Taranaki	1	Support Technician	Manager Customer Experience	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki/IS Customer Services Team Leader
Taranaki	0.8	Support Technician	Manager Customer Experience	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki/IS Customer Services Team Leader
Taranaki	1	Systems Engineer	Manager Customer Experience	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Te Manawa Taki/Team Lead Infrastructure
Taranaki	1	Telecommunications Engineer	Network and Comms Tech Lead	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki/Customer Services Team Lead
Taranaki	1	Support Technician	Manager Customer Experience	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki/IS Customer Services Team Leader
Te Tai o Poutini West Coast	1	Isg Facilities Programme Manager	Chief Information Officer	Change of reporting line to the Planning and Delivery Manager within Integration/Integration Group Manager Te Waipounamu line
Te Tai o Poutini West Coast	1	Project Co-Ordinator	Isg Facilities Programme Manager	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/ Planning and Delivery Manager/ Project Manager Team Lead
Te Tai o Poutini West Coast	1	Project Manager	Isg Facilities Programme Manager	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/ Planning and Delivery Manager/Project Manager Team Lead

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Te Tai o Poutini West Coast	1	Security & Systems Engineer	Team Leader	Change of reporting line to Cyber Security/Group Manager Security Operations/Security Operations Centre Manager (to within SecOps team)
Te Tai o Poutini West Coast	1	Team Leader	Chief Information Officer	Change of reporting line to the Infrastructure Server Manager Te Waipounamu within the ICT/Group Manager Infrastructure line
Te Tai o Poutini West Coast	1	Team Leader Isg Applications Team	Chief Information Officer	Change of reporting line to the Applications Services Manager Te Waipounamu
Te Whatu Ora	1.001	Administrator	Manager Service Centre Operations And Applications Manager	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Corporate and Public Health
Te Whatu Ora	1.001	Advisor	Mgr Office Of Deputy Director-General	Change of reporting line to Business Support/Group Manager Performance Monitoring and Reporting, maps to a Principal Advisor role
Te Whatu Ora	1.001	Bus Intel & Data Warehouse Ops Lead	Group Manager National Collections & Reporting	Change of reporting line to Data Services/Group Manager Data Platforms
Te Whatu Ora	1.001	Change And Release Manager	Manager Service Centre Operations And Applications Manager	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Corporate and Public Health
Te Whatu Ora	1	Chief Info Security Officer Primary Care	National Chief Information Security Officer	Maps to Group Manager Security Capability and Capacity within Cyber Security
Te Whatu Ora	1	Chief Standards Advisor	Group Manager	Change of reporting line to within Data Services as Group Manager Data and Digital Standards
Te Whatu Ora	1	Clinical Principal Advisor	Programme Director	Change of reporting line to Clinical Informatics/CCIO/Group Manager Clinical Governance and Support
Te Whatu Ora	1	Cyber Security Assurance And Risk Officer - Primary Health Sector	Chief Info Security Officer Primary Care	Change of reporting line to Cyber Security/Group Manager Security Assurance/Supply Chain Security Risk Manager (to within 3rd Party Security, Risk and Assurance team)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Te Whatu Ora	0.85	Data Steward	Manager	Change of reporting line to Data Services/Group Manager Data Platforms/Data Translator Manager
Te Whatu Ora	1	Data Warehouse Manager	Manager	Change of reporting line to Data Services/Group Manager Data Platforms Data Platform Manager, maps to Data Warehouse Manager
Te Whatu Ora	1.001	Desktop Support Analyst	Desktop & Service Improvement Lead	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Corporate and Public Health
Te Whatu Ora	1	Digital Lead Developer	Director - Technology Enablers	Change of reporting line to Sector Digital Channels/Group Manager Digital Systems Development/Manager Development
Te Whatu Ora	1	Digital Strategic Business Partner	Group Manager	Change of reporting line to Strategy and Investment/Group Manager Strategic Business Partners, maps to Strategic Business Partner
Te Whatu Ora	1	Digital Strategic Business Partner	Group Manager	Change of reporting line to Strategy and Investment/Group Manager Strategic Business Partners, maps to Strategic Business Partner
Te Whatu Ora	1	Domain Architect	Manager - Architecture And Standards	Change of reporting line to Strategy and Investment/Group Manager Architecture/Manager Domain Architecture
Te Whatu Ora	1	Enterprise Architect	Manager - Architecture And Standards	Change of reporting line to Strategy and Investment/Group Manager Architecture/Manager Enterprise Architecture
Te Whatu Ora	1	Enterprise Architect	Manager Architecture and Standards	Change of reporting line to Strategy and Investment/Group Manager Architecture/Manager Enterprise Architecture
Te Whatu Ora	1	Enterprise Architect	Manager Architecture and Standards	Change of reporting line to Strategy and Investment/Group Manager Architecture/Enterprise Architect Lead

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Te Whatu Ora	1	Group Manager Emerging Health Technology And Innovation	Interim Lead Data & Digital	Change of reporting line to Clinical Informatics/Chief Clinical Informatics Officer, maps to the Group Manager New Technology
Te Whatu Ora	1	Group Manager National Collections & Reporting	Interim Lead Data & Digital	Change of reporting line to Data Services/Head of Data Services, maps to Group Manager National Collections - job title change
Te Whatu Ora	1	Group Manager Portfolio, Resource And Commercial	Interim Lead Data & Digital	Change of reporting line to Strategy and Investment/Head of Strategy and Investment, maps to Group Manager Industry Strategic Partnerships - job title change
Te Whatu Ora	1.001	Incident Problem Manager	Manager Service Centre Operations and Applications Manager	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Corporate and Public Health
Te Whatu Ora	1	Information & Data Collection Serv Mngr	Group Manager Digital Services And Chief Technology Officer	Change of reporting line to Sector Digital Channels/Group Manager Sector Digital Channel Products - maps to Product Manager(s) Other line of Business Products
Te Whatu Ora	1	Infrastructure Architect	Manager Architecture and Standards	Change of reporting line to ICT/Group Manager Planning and Delivery/Manager ICT Design
Te Whatu Ora	1	Infrastructure Architect	Manager Architecture and Standards	Change of reporting line to ICT/Group Manager Planning and Delivery/Manager ICT Design
Te Whatu Ora	1	Integration Enterprise Architect	Manager - Architecture And Standards	Change of reporting line to Strategy and Investment/Group Manager Architecture/ Domain Architecture Lead
Te Whatu Ora	1	It Security Manager	Security Manager	Change of reporting line to Cyber Security/Group Manager Cyber Risk and Advisory/Cyber Security Risk Manager, maps to IT Security Manager
Te Whatu Ora	1	Lead Business Analyst	Senior Manager Capabilities	Change of reporting line to Sector Digital Channels/Group Manager Sector Digital Channels Planning & Delivery/Manager Business Analysis

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Te Whatu Ora	1	Manager Business Intelligence And Data Warehousing	Group Manager National Collections & Reporting	Change of reporting line to the Group Manager Data Platforms within Data Services
Te Whatu Ora	1	Manager Classification And Terminology	Group Manager National Collections & Reporting	Change of reporting line to Data Services/National Collections Group Manager
Te Whatu Ora	1	Manager Data Governance	Interim Lead Data & Digital	Change of reporting line to Data Services/Head of Data Services, maps to Group Manager Data Governance
Te Whatu Ora	1	Manager Data Management National Collections	Group Manager National Collections & Reporting	Change of reporting line to Data Services/National Collections Group Manager
Te Whatu Ora	1	Manager Database/Unix/Networks	Group Manager Digital Services And Chief Technology Officer	Change of reporting line to ICT/Group Manager ICT Platforms/ Application Database Services Manager
Te Whatu Ora	1	Manager Identity & Eligibility Services	Group Manager Digital Services And Chief Technology Officer	Change of reporting line to Sector Digital Channels and becomes Group Manager Health Identity and Eligibility
Te Whatu Ora	1	Manager Service Centre Operations And Applications Manager	Group Manager Digital Services And Chief Technology Officer	Change of reporting line ICT/Group Manager ITSM/, maps to the Manager Service Management Corporate and Public Health
Te Whatu Ora	1	Manager Service Design	GM and CTO	Change of reporting line to Sector Digital Channels/Group Manager Design and Channels, maps to Manager Design
Te Whatu Ora	1	Payment Services - Service Manager	Group Manager Digital Services And Chief Technology Officer	Change of reporting line to Sector Digital Channels/Group Manager Sector Digital Channel Products
Te Whatu Ora	1	Portfolio Analyst	Manager Strategy And Investment	Change of reporting line to Strategy and Investment/Group Manager Portfolio/Manager Portfolio Investment
Te Whatu Ora	1	Principal Advisor	Mgr Office Of Deputy Director-General	Change of reporting line to Business Support/Group Manager Performance Monitoring and Reporting

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Te Whatu Ora	1	Principal Advisor	Mgr Office Of Deputy Director-General	Change of reporting line to Business Support/Group Manager Performance Monitoring and Reporting
Te Whatu Ora	1	Principal Advisor Security	Security Manager	Change of reporting line to Cyber Security/Group Manager Security Assurance/Security Certification & Assurance Manager (to within Security Certification Team)
Te Whatu Ora	1	Principal Advisor Security	Security Manager	Change of reporting line to Cyber Security/Group Manager Cyber Risk and Advisory/Customer Security Advisory, maps to Security Architect
Te Whatu Ora	1	Principal Architect	Manager - Architecture And Standards	Change of reporting line to Strategy and Investment/Group Manager Architecture/Enterprise Architecture Lead
Te Whatu Ora	1	Principal Architect	Manager - Architecture And Standards	Change of reporting line to Strategy and Investment/Group Manager Architecture/Enterprise Architecture Lead
Te Whatu Ora	1	Principal Architect	Manager Architecture and Standards	Change of reporting line to Strategy and Investment/Group Manager Architecture/Manager Enterprise Architecture
Te Whatu Ora	1	Principal Data Architect	Group Manager National Collections & Reporting	Change of reporting line to Strategy and Investment/Group Manager Architecture/Manager Domain Architecture
Te Whatu Ora	0	Principal Privacy Advisor	Manager Data Governance	Change of reporting line to Data Services/Group Manager Data Governance, maps to Principal Advisor Information Privacy & Governance - job title change
Te Whatu Ora	1	Principal Technical Security Consultant	National Chief Information Security Officer	Change of reporting line to Cyber Security/Group Manager Cyber Risk and Advisory, maps to Customer Security Advisory Manager - change in job title
Te Whatu Ora	1	Programme Manager	Programme Director	Change of reporting line to Clinical Informatics/Chief Clinical Informatics Officer, maps to Digital Enablement and Engagement Group Manager

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Te Whatu Ora	1	Project Coordinator	Director - Technology Enablers	Change of reporting line to Sector Digital Channels/Group Manager Sector Digital Channels Planning and Delivery/Manager Delivery/Team Lead Planning and Support
Te Whatu Ora	1.001	Project Coordinator	Mgr Office Of Deputy Director-General	Change of reporting line Sector Digital Channels/Group Manager Sector Digital Planning and Delivery/Manager Delivery
Te Whatu Ora	1.001	Security Analyst		Change of reporting line to Cyber Security/Group Manager Security Operations/ Security Operations Centre Manager
Te Whatu Ora	1.001	Security Analyst	Security Operation Manager	Change of reporting line to Cyber Security/Group Manager Security Operations/ Security Operations Centre Manager
Te Whatu Ora	1	Security Analyst	Security Operation Manager	Change of reporting line to Cyber Security/Group Manager Security Operations/Security Operations Centre Manager (to within Security Operations Centre SOC team)
Te Whatu Ora	1	Security Assurance	Chief Info Security Officer Primary Care	Change of reporting line to the Supply Chain Security Risk Manager and will be in the 3rd Party Security Risk & Assurance Team
Te Whatu Ora	0	Security Operation Manager		Change of reporting line to Cyber Security/Group Manager Security Operations and current role maps to Security Operations Centre Manager - job title change
Te Whatu Ora	1	Senior Advisor	Mgr Office Of Deputy Director-General	Change of reporting line to Business Support/Group Manager Performance Monitoring and Reporting and maps to a Principal Advisor role
Te Whatu Ora	1.001	Senior Advisor	Manager - Architecture And Standards	Change of reporting line to Data Services/Group Manager Digital and Data Standards

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Te Whatu Ora	1	Senior Advisor	Mgr Office Of Deputy Director-General	Change of reporting line to Business Support/Group Manager Performance Monitoring and Reporting and maps to a Principal Advisor role
Te Whatu Ora	0.528	Senior Advisor	Mgr Office Of Deputy Director-General	Change of reporting line to Business Support/Group Manager Performance Monitoring and Reporting and maps to a Principal Advisor role
Te Whatu Ora	1	Senior Advisor	Manager - Architecture And Standards	Change of reporting line to Data Services/Group Manager Digital and Data Standards
Te Whatu Ora	1	Senior Manager Digital Systems Development	Group Manager Digital Services And Chief Technology Officer	Change of reporting line to Head of Sector Digital Channels, maps to Group Manager Digital Systems Development - job title change
Te Whatu Ora	1	Senior Portfolio Lead	Group Manager	Change of reporting line to Strategy and Investment/Group Manager Strategic Business Partners
Te Whatu Ora	1.001	Senior Strategic Business Partner	Group Manager	Change of reporting line to Strategy and Investment/Group Manager Strategic Business Partners, maps to Strategic Business Partner - change in job title
Te Whatu Ora	1	Senior Systems Administrator	Team Leader, Operations & Applications	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Central
Te Whatu Ora	1	Senior Systems Administrator	Team Leader, Operations & Applications	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Central
Te Whatu Ora	1	Senior Systems Administrator	Team Leader, Operations & Applications	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Central
Te Whatu Ora	0	Senior Systems Administrator	Team Leader, Operations & Applications	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Central
Te Whatu Ora	1	Service Design Analyst	Senior Manager , Design	Change of reporting line to Integration/Integration Group Manager Central/Planning and Delivery Manager

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Te Whatu Ora	0	Service Desk Team Lead	Manager Service Centre Operations And Applications Manager	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Corporate and Public Health
Te Whatu Ora	1.001	Solutions Architect	Manager - Architecture And Standards	Change of reporting line to ICT/Group Manager Planning and Delivery/Manager ICT Design
Te Whatu Ora	1	Standards Advisor	Manager - Architecture And Standards	Change of reporting line to Data Services/Group Manager Digital and Data Standards
Te Whatu Ora	1	Systems Administrator	Team Leader, Operations & Applications	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Central
Te Whatu Ora	1	Team Administrator	Mgr Office Of Deputy Director-General	Change of reporting line to Business Support/Leadership Support Lead
Te Whatu Ora	1	Team Administrator	Mgr Office Of Deputy Director-General	Change of reporting line to Business Support/Leadership Support Lead
Te Whatu Ora	1	Team Leader	Manager Service Centre Operations And Applications Manager	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Corporate and Public Health
Te Whatu Ora	1.001	Team Leader	Manager Service Centre Operations And Applications Manager	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Corporate and Public Health
Te Whatu Ora	1.001	Team Leader	Manager Service Centre Operations And Applications Manager	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Corporate and Public Health
Te Whatu Ora	1.001	Team Leader, Operations & Applications	Group Manager Digital Services And Chief Technology Officer	Change of reporting line to ICT/ Group Manager Infrastructure Manager Central, maps to Team Lead Operations and Applications

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Te Whatu Ora	1.001	Unix Team Lead	Manager Database/Unix/Networks	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Central, maps to Team Lead Unix/Networks - job title change
Te Whatu Ora	1	Coordinator	Infrastructure and Support Manager	Change of reporting line to Integration/Integration Group Manager Central/Planning and Delivery Manager/Project Coordinator Team Lead
Technical Advisory Services		Change Assurance Manager, RDHS	Operations Manager	Change of reporting line to ICT/ITSM/Manager Service Management Central/Manager Service Desk
Technical Advisory Services		Engineering Team Leader	Operations Manager	Change of reporting line to within the ICT/Group manager Infrastructure/Infrastructure Manager Central, maps to Team Lead Engineering
Technical Advisory Services	1	IT Infrastructure and Support Manager	GM Commercial	Change of reporting line to ICT/Group Manager Infrastructure/ Infrastructure Manager Central, maps to Team Leader Infrastructure - job title change
Technical Advisory Services		Portfolio Coordinator	Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Central/Planning and Delivery Manager/Project Coordinator Team Lead
Technical Advisory Services		Regional Chief Information Security	Director Regional Digital Health Services (RDHS)	Change of reporting line to Cyber Security/CISO, maps to Group Manager Cyber Risk and Advisory
Technical Advisory Services		Regional Ris/Pacs Administrator	Operations Manager	Change of reporting line to Integration/Integration Group Manager Central/Application Services Manager/Team Leader Applications
Technical Advisory Services		System Engineer	Engineering Team Lead	Change of reporting line to Cyber Security/Group Manager Security Operations/Security Operations Centre Manager (to within SecOps team)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Technical Advisory Services	1	Team Leader, Data Management	Director Operations	Change of reporting line to Data Services /Group Manager Data Platforms/Data Platform Manager, maps to Data Management Team Leader
Technical Advisory Services	1	Infrastructure and Support Manager	GM Commercial	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Central, maps to Team Leader Infrastructure - job title change
Waikato	1	Analyst	Coordinator	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Business Analysis Team Lead
Waikato	1	Analyst	Coordinator	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Business Analysis Team Lead
Waikato	1	Architect	Manager - Architecture	Change of reporting line to Integration/Group Manager Integration Te Manawa Taki/ Manager Service Design
Waikato	1	Architect	Manager - Architecture	Change of reporting line to Integration/Group Manager Integration Te Manawa Taki/ Manager Service Design
Waikato	1	Architect	Manager - Architecture	Change of reporting line to Integration/Group Manager Integration Te Manawa Taki/ Manager Service Design
Waikato	1	Architect	Manager - Architecture	Change of reporting line to Integration/Group Manager Integration Te Manawa Taki/ Manager Service Design
Waikato	1	Architect	Manager - Architecture	Change of reporting line to Integration/Group Manager Integration Te Manawa Taki/ Manager Service Design
Waikato	1	Architect	Manager - Architecture	Change of reporting line to Integration/Group Manager Integration Te Manawa Taki/ Manager Service Design

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Waikato	1	Architect	Manager Architecture	Changes reporting line to Integration/Group Manager Integration Te Manawa Taki/ Manager Service Design
Waikato	1	Architect	Manager - Architecture	Change of reporting line to Integration/Group Manager Integration Te Manawa Taki/ Manager Service Design
Waikato	1	Architect	Manager - Architecture	Change of reporting line to Integration/Group Manager Integration Te Manawa Taki/ Manager Service Design
Waikato	1	Asset Assurance Advisor	Manager	Change of Reporting Line to Risk, Policy, Assurance Group Manager/ Risk and Assurance Manager
Waikato	1	Assurance Advisor	Manager	Change of Reporting Line to Risk, Policy, Assurance Group Manager/ Risk and Assurance Manager
Waikato	1	Assurance Advisor-Is Assurance	Manager	Change of Reporting Line to Risk, Policy, Assurance Group Manager/ Risk and Assurance Manager
Waikato	0.6	Audiovisual Technician	Capability Lead– People/Process	Change of reporting line to ICT/ Group Manager ITSM / Manager Service Manager – Te Manawa Taki
Waikato	1	Business Analyst	Coordinator	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Business Analysis Team Lead
Waikato	1	Business Analyst	Coordinator	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Business Analysis Team Lead
Waikato	1	Business Analyst	Coordinator	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Business Analysis Team Lead
Waikato	1	Capability Lead– People/Process	Manager - Delivery And Operation	Change of reporting line to Integration/Group Manager Integration Te Manawa Taki/Applications Services Manager

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Waikato	1	Capability Lead-Planning & Res	Manager - Delivery And Operation	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Application Services Manager
Waikato	1	Coordinator	Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Business Analysis Team Lead
Waikato	0.6	Coordinator	Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Support Manager
Waikato	1	Coordinator	Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Project Manager Team Lead
Waikato	1	Coordinator	Programme Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Business Analysis Team Lead
Waikato	1	Coordinator - Software & Int	Manager - Systems Development	Change of reporting line to Integration/ Integration Group Manager Te Manawa Taki/Manager Service Design, maps to Developer Lead - job title change
Waikato	1	Coordinator - Tech Services	Manager - Inf Services	Change of reporting line to ICT/Group Manager Infrastructure/ Infrastructure Manager Te Manawa Taki, maps as Team Lead Infrastructure - change in job title
Waikato	1	Coordinator-Customer Services	Manager - Delivery And Operation	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki, maps to IS Customer Services Coordinator
Waikato	1	Coordinator-Customer Services	Manager - Delivery And Operation	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki, maps to IS Customer Services Coordinator

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Waikato	1	Customer Site Services Tech	Coordinator - Tech Services	Change of reporting line to ICT/ITSM/Manager Service Management Te Manawa Taki
Waikato	1	Head Of Data Engineering	Dir - Intelligence And Insight	Change of reporting line to Data Services/Data Platform Group Manager/ Data Platform Manager, maps to Coordinator - Data
Waikato	1	IS Office Manager	ED Digital Enabling	Change of reporting line to Business Support/Group Manager Decision Support/Decision Support Lead
Waikato	1	Lead Technical Specialist	Manager - Inf Services	Change of reporting line to ICT/Group Manager Infrastructure/will report to Manager Telecommunications and Networks, maps to Technical Specialist - job title change
Waikato	1	Manager - Delivery And Operation	Ed Digital Enabling	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/ Application Services Manager, job title change to CWS Manager
Waikato	1	Manager - Service Excellent And Corp Rec	Manager - Service Excellence	Change of reporting line to ICT/Group Manager ITSM and change of job title to Manager Change and Release Problem
Waikato	1	Programme Manager	Manager	Change of reporting line to Integration/Integration Group Manager Northern/Planning and Delivery Manager
Waikato	1	Programme Manager	Manager	Change of reporting line to Intergration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager
Waikato	1	Programme Manager - Project Delivery Team	Director Of Business Services	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager
Waikato	1	Project Manager	Programme Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Project Manager Team Lead
Waikato	0.8	Project Manager	Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Project Manager Team Lead

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Waikato	1	Project Manager	Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Project Manager Team Lead
Waikato	1	Project Manager	Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Project Manager Team Lead
Waikato	1	Project Manager	Programme Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Project Manager Team Lead
Waikato	1	Project Manager	Programme Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Project Manager Team Lead
Waikato	vacant	Project Manager	Programme Manager	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Project Manager Team Lead
Waikato	1	Regional CISO	Ed Digital Enabling	Change of reporting line to Cyber Security/CISO, maps to Group Manager Security Operations
Waikato	1	Security Operations Analyst	Technical Delivery Manager Sec Ops	Change of reporting line to Cyber Security/Group Manager Security Operations/Security Operations Centre Manager
Waikato	1	Security Operations Analyst	Technical Delivery Manager Sec Ops	Change of reporting line to Cyber Security/Group Manager Security Operations/Security Operations Centre Manager (to within SecOps team)
Waikato	1	Security Operations Analyst	Technical Delivery Manager Sec Ops	Change of reporting line to Cyber Security/Group Manager Security Operations/Security Operations Centre Manager (to within SecOps team)



# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Waikato	1	Sen Appl Services Specialist	Manager - Delivery And Operation	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Application Services Manager
Waikato	1	Sen Appl Services Specialist	Manager - Delivery And Operation	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Application Services Manager
Waikato	1	Senior Business Analyst	Coordinator	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Business Analysis Team Lead
Waikato	1	Senior Business Analyst	Coordinator	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Business Analysis Team Lead
Waikato	1	Ser Management Capability Lead	Manager - Delivery and Operation	Changes reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki
Waikato	1	Service Capability Manager	Manager - Delivery And Operation	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Manawa Taki, maps to Customer Services Team Lead - job title change
Waikato	1	Service Owner - Inf Services	Manager - Inf Services	Change of reporting line to ICT/Group Manager Digital Workspace/Manager Cloud Workspace
Waikato	1	Service Owner - Inf Services	Manager - Inf Services	Change in reporting line ICT/Infrastructure Manager Te Manawa Taki
Waikato	0.8	Team Leader	Manager - Delivery And Operation	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Application Services Manager
Waikato	1	Technical Delivery Manager Sec Ops	Manager - Inf Services	Change of reporting line to Cyber Security/Group Manager Security Operations/Security Operations Centre Manager (to within SecOps team)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Waikato	1	Testing Services Coordinator	Manager - Systems Development	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager, maps to Test Team Lead
Waikato	1	Senior Business Analyst	Coordinator	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Business Analysis Team Lead
Waikato	1	Process Analyst	Coordinator	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Business Analysis Team Lead
Waikato	1	Analyst	Manager Delivery and Operations	Change of reporting line to Integration/Integration Group Manager Te Manawa Taki/Planning and Delivery Manager/Business Analysis Team Lead
Waitaha Canterbury	0.5	Administration Support Officer	Customer Support Manager	Change of reporting line to Business Support/GM Decision Support/Decision Support Lead
Waitaha Canterbury	1	Analyst (Senior)	Transalpine Risk And Security Manager	Change of reporting line to Cyber Security/Group Manager Security Operations/Security Operations Centre Manager
Waitaha Canterbury	1	Application Tester		Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Waitaha Canterbury	0.875	Application Tester		Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Test Team Lead
Waitaha Canterbury	1	Team Leader (Capability Meds and EMR)	Capability Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Te Wai Pounamu/Applications Services Manager, maps to Team Lead EMT and Cast role

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Waitaha Canterbury	1	Co-Ordinator	Enterprise Devices Team Leader	Change of reporting line to Business Support/GM Decision Support/Decision Support Lead
Waitaha Canterbury	1	Customer Support Manager	Chief Digital Officer And Interim Data & Digital Lead Te Wai Pounamu	Change of reporting line to ICT/Group Manager ITSM, change in job title to Manager Service Management Te Wai Pounamu
Waitaha Canterbury	1	Data Warehouse Developer	Data Warehouse Manager	Change of reporting line to Data Services/Group Manager Platforms/Data Platform Manager/Data Warehouse Manager
Waitaha Canterbury	0.5	Enterprise Architect	Chief Digital Officer And Interim Data & Digital Lead Te Wai Pounamu	Change of reporting line to Strategy and Investment/Group Manager Architecture/Manager Enterprise Architecture
Waitaha Canterbury	1	Enterprise Devices Team Leader	Manager It Services	Change of reporting line to ICT/Group Manager Digital Workspace/Manager Workspace Productivity Apps
Waitaha Canterbury	1	Is Team Leader	Capability Portfolio Manager	Change of reporting line to Integration Group Manager Te Wai Pounamu/Application Services Manager, maps to Team Lead Capabilities Diagnostics
Waitaha Canterbury	1	It Service Desk Team Leader	Customer Support Manager	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Wai Pounamu, maps to Team Lead Service Desk
Waitaha Canterbury	1	Project Analyst	Projects and Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Waitaha Canterbury		Project Coordinator	Projects and Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Waitaha Canterbury	1	Project Manager	Programme Director	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Waitaha Canterbury	1	Project Manager	Projects and Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Waitaha Canterbury	1	Project Manager	Projects and Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Waitaha Canterbury	1	Project Manager	Projects and Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Waitaha Canterbury	1	Project Manager	Projects and Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Waitaha Canterbury	1	Project Manager	Projects and Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Waitaha Canterbury	1	Project Manager	Projects and Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Waitaha Canterbury	0.8	Project Manager	Projects and Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Waitaha Canterbury	1	Project Manager	Projects and Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Waitaha Canterbury	1	Project Manager	Projects and Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Project Manager Team Lead
Waitaha Canterbury	1	Project Specialist	Projects and Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Planning and Delivery Manager/Test Team Lead

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Waitaha Canterbury	1	Regional Contract and Services Manager	Chief Digital Officer	Change of reporting line to D&D Strategy & Investment/Group Manager Industry Strategic Partnerships/Commercial Manager
Waitaha Canterbury	1	Regional Product Manager	Capability Portfolio Manager	Change of reporting line to Integration Group Manager Te Wai Pounamu/he Application Services Manager, maps to SIPICS Regional Product Manager
Waitaha Canterbury	1	Regional Product Manager	Capability Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Application Services Manager, maps to Regional Product Project Manager
Waitaha Canterbury	1	Regional Release Manager	Capability Portfolio Manager	Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Application Services Manager
Waitaha Canterbury	1	Senior Business Analyst		Change of reporting line to Integration/Integration Group Manager Te Waipounamu/Application Services Manager
Waitaha Canterbury	1	Solutions Architect	Manager Enterprise Architect	Change of reporting line to ICT/Group Manager Digital Workspace/Manager Cloud Workspace
Waitaha Canterbury	1	Solutions Architect	Manager Enterprise Architect	Change of reporting line to ICT/Group Manager Planning and Delivery/Manager ICT Design
Waitaha Canterbury	1	Specialist	Transalpine Risk And Security Manager	Change of reporting line to Cyber Security/Group Manager Security Operations/Security Operations Centre Manager (within SecOPs team)
Waitaha Canterbury	1	Systems Engineer	Manager Enterprise Architect	Change of reporting line to ICT/Group manager infrastructure/Infrastructure Manager Te Wai Pounamu/IT Manager
Waitaha Canterbury	1	Team Leader (Configuration and Compliance)	Capability Portfolio Manager	Change of reporting line reporting to r within Integration/Integration Group Manager Te Wai Pounamu/Application Services Manager

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Waitaha Canterbury	1	Team Lead Network and Communications	ICT Manager	Change of reporting line to ICT/Group Manager Infrastructure/Manager Telco and Networks, maps to Team Lead Networks and Comms
Waitaha Canterbury	1	Team Leader	Customer Support Manager	ICT/Group Manager ITSM/Manager Service Management Te Wai Pounamu, maps to Team Lead Support and Training
Waitaha Canterbury	1	Team Leader	Manager It Services	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Te Wai Pounamu, maps to Senior Network Engineer
Waitaha Canterbury	1	Team Leader Integration And Development	Capability Portfolio Manager	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Integration Platforms
Waitaha Canterbury	1	Technical Support Team Leader	Customer Support Manager	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Te Wai Pounamu, maps to Team Lead Field Techs
Waitaha Canterbury	1	Transalpine Incident and Problem Manager	Capability Portfolio Manager	Change of reporting line to ICT/Group Manager ITSM/ITIL Manager
Waitaha Canterbury	1	Transalpine P O Data and Networks	ICT Manager	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Te Waipounamu/ICT Services Manager
Waitaha Canterbury	1	Transalpine Risk And Security Manager	Chief Digital Officer And Interim Data & Digital Lead Te Wai Pounamu	Change of reporting line to Cyber Security/Group Manager Cyber Risk and Advisory/Cyber Security Risk Manager, maps to IT Security Manager
Waitemata	1	Data Manager	Chief Information Officer	Change of reporting line to Data Services/Group Manager Data Platform/Data Platform Manager, maps to Data Manager

# Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Waitemata District Health Board	1	Business Manager	Chief Information Officer	Change of reporting line to Data Services/Group Manager Data Platform/Data Translator Manager
Waitemata District Health Board	1	Health Information Group Manager	Chief Information Officer	Change of reporting line to Integration/Integration Group Manager - Northern/Application Services Manager, maps to Manager Health Information Group
Waitemata District Health Board	1	Information Analyst	Health Information Group Manager	Change of reporting line to Cyber Security/Group Manager Security Operations/Threat Response and Vulnerability Manager (to within Vulnerability Management team)
Waitemata District Health Board	1	Is Clinical Change Manager	Chief Information Officer	Change of reporting line to Integration/Integration Group Manager - Northern/Clinical Change Manager
Whanganui	1	Applications Data Steward	Manager Programme Delivery	Change of reporting line to the Data Translator Manager within Data Services/Group Manager Data Platforms line
Whanganui	1	Applications Trainer	Manager Programme Delivery	Change of reporting line to Integration/Integration Group Manager Central/Application Services Manager/Team Lead Applications
Whanganui	1	Ict Security Specialist	Manager ICT Operations	Change of reporting line Cyber Security/Group Manager Security Operations/Security Operations Manager (to within Sec Ops team)
Whanganui	1	Infrastructure Analyst	Manager ICT Operations	Change of reporting line to ICT//Group Manager Infrastructure/Infrastructure Manager Central/Team Lead Infrastructure
Whanganui	1	Integration Analyst	Manager Programme Delivery	Change of reporting line to Integration/Integration Group Manager Central/Application Services Manager/Team Leader Applications
Whanganui	1	Senior System Analyst	Manager Programme Delivery	Change of reporting line to Integration/Integration Group Manager Central/Application Services Manager/Team Lead Applications

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Whanganui	1	Senior System Analyst	Manager Programme Delivery	Change of reporting line to Integration/Integration Group Manager Central/Application Services Manager/Team Lead Applications
Whanganui	1	Senior Systems Engineer	Manager ICT Operations	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Central/Team Lead Infrastructure
Whanganui	1	Service Desk Analyst	Manager Programme Delivery	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Central/Manager Desktop Support
Whanganui	0	Service Leader	Manager Ict Operations	Change of reporting line to ICT/Group Manager ITSM/Manager Service Management Central
Whanganui	1	Software Tester	Manager Programme Delivery	Change of reporting line to Integration/Integration Group Manager Central/Planning and Delivery Manager/Test Team Lead
Whanganui	1	System Analyst	Integration Analyst	Change of reporting line to Integration/Integration Group Manager Central/Application Services Manager/Team Lead Applications
Whanganui	0.5	System Analyst	Manager Programme Delivery	Change of reporting line to Integration/Integration Group Manager Central/Application Services Manager/Team Lead Applications
Whanganui	0.5	Systems Analyst	Integration Analyst	Change of reporting line to Integration/Integration Group Manager Central/Applications Services Manager
Whanganui	1	Systems Engineer	Manager ICT Operations	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Central/Team Lead Infrastructure
Whanganui	1	Systems Engineer	Manager ICT Operations	Change of reporting line to ICT/Group Manager Infrastructure/Infrastructure Manager Central/Team Lead Infrastructure

## Appendix 2: Positions proposed to be impacted (continued)

District	FTE	Position Title	Currently Reports to	Proposed impact (Change of reporting line; change of title, redeployment to new position)
Whanganui	1	Business Analyst	Manager Programme Delivery	Change of reporting line to Integration/Integration Group Manager Central/Planning and Delivery Manager/Business Analysis Team Lead
Whanganui	1	Database Administrator	Manager Programme Delivery	Change of reporting line to ICT/Group Manager ICT Platforms/Manager Database Application Services
Whanganui	1	eReferral SME	Manager Programme Delivery	Integration/Integration Group Manager Central/Applications Services Manager/Business Applications Manager
Capital and Coast	1	Service Assurance Analyst	GM Service Delivery	Change of reporting line to ICT/Group Manager ITSM/ITIL Manager/Service Design and Transition Manager
Capital and Coast	1	Senior Investment Advisor	Chief Technology Officer 3Dhb Ict	Change of reporting line to Business Support/Group Manager Decision Support/Decision Support Lead
Capital and Coast		Investment Advisor	Principal Advisor Strategy	Change of reporting line to Business Support/Group Manager Decision Support/Decision Support Lead

# Appendix 2: Positions & Teams proposed to move to different Business Units

The following individual roles and whole teams are better aligned to other Business Units within Te Whatu Ora and it is recommended these individuals and teams refer to the change proposals for the Business Units noted below when they become available. Note that no changes are proposed to these roles until the proposals for the relevant Business Unit (as noted below) are released.

District	Team / Position Title	Business Unit
Auckland	Service Manager Patient Info Services and teams	People and Culture and HSS
Auckland	Delivery Lead Projects	SI&I
Auckland	Clinical Costing and Revenue Manager	SI&I
Capital and Coast	Service Assurance Analyst	Risk and Assurance
Hauora a Toi Bay of Plenty	Accountant	Finance
Hauora a Toi Bay of Plenty	Coordinator (Coders and Admin Support)	HSS
Hawkes Bay	Manager Reception and Health Records and teams	HSS
Hawkes Bay	Team Leader Clinical Coders and team	HSS
Health Alliance	Response and Field Service Manager	HSS
healthAlliance	Service Delivery Planner	People and Culture
healthAlliance	Portfolio Manager-Clinical	People and Culture
healthAlliance	Security, Risk & Incident Resp Coord	People and Culture
Lakes	Manager Clinical Coding and Clinical Records and team	HSS and People and Culture
Mid Central	Manager Clinical Records and team	HSS
Northland	Clinical Records and Coding Manager and team	HSS
Southern	Records and Information Manager and teams	HSS and People and Culture
Southern	Team Leader Telephone Services and team	HSS
Tairāwhiti	Team Leader Admin (Coders and Clerks) and team	HSS
Tairāwhiti	Analyst Management (ACC Billing)	Finance
Taranaki	Medical Records Co-Ordinator	HSS

District	Team / Position Title	Business Unit
Te Whatu Ora	Engagement Manager	People and Culture
Waikato	Manager Clinical Coding and team	HSS
Waikato	Manager Digitisation and Records and teams	HSS and People and Capability
Waitematā	Corporate Records Manager	People and Capability
Whanganui	eReferral SME	HSS

#	Question	Answer
1	How long will the transition take for this change?	<p>The consultation phase runs for four weeks, until 12 May 2023. This is the phase where we talk about the proposals and are asking for your feedback.</p> <p>Please refer to the consultation pack for full details on the process following this phase.</p>
2	Will I still have a manager in the same location as me?	Throughout the consultation process you still report to the same manager. Decisions on any proposed changes in reporting lines will be determined as part of the final decision following the consultation process.
3	How do we offer a single front door to our customers so they can easily know where to ask for help? I.e. the triage and distribution of tasks should happen behind the scenes so customers aren't expected to go to multiple places for help.	<p>Our strategy is to provide one way for all our customers across the motu to access our services.</p> <p>Our roadmap sets us in that direction. This will take a while to evolve, so until the changes start please continue to work as you are.</p>
4	<ul style="list-style-type: none"> <li>•I currently work for a single district, am I expected to change my focus to now work for the whole region?</li> <li>•Will I be expected to travel if I am now supporting a whole region?</li> <li>•How will I be expected to divide my time between local and regional work?</li> <li>•Will my place of work change?</li> </ul>	Throughout this consultation your responsibilities will remain the same. The consultation period gives you time to consider the proposals and feedback. Your feedback will be considered during the review period. Then following the review period, we will set out our decisions. If there are changes to the focus of your role these will be made clear at this time. So, until you are advised of any changes please continue to work as you are.
5	How do I know if I have been impacted by this change	If your position has been proposed to be impacted you should have been sent an invite to a meeting to inform you of the proposed impact prior to this consultation release.
6	How do I know where my staff have moved to?	<p>Throughout the consultation process your responsibilities remain the same, including to your staff. Any changes to your focus will be determined following the review period, so until any changes are advised please continue to work as you are.</p> <p>The consultation pack outlines where positions are being proposed to move. If you are not able to locate the proposed location of your team please contact your Regional Lead.</p>
7	What happens to project work where managers or leads are leaving?	<p>Throughout the consultation process your responsibilities remain the same, including to your staff. Any changes to your focus will be determined following the review period, so until any changes are advised please continue to work as you are.</p> <p>Consideration to the progress of specific project work will be made within the review period.</p>

# Appendix 4: Engagement Plan

Engagement Activity	Location	Venue	Date	Time	Data and Digital Attendees
<b>Face-to-face: Northern Region</b>	Whangarei	Tohora House, Whangarei Hospital	Friday 14th April	2pm – 3pm	Stuart Bloomfield, Debbie Manktelow, Megan Milmine, Lara Hopley
	Auckland	Whenua Pupuke, North Shore Hospital	Monday 17th April	9am-10am	Stuart Bloomfield, Debbie Manktelow, Megan Milmine, Lara Hopley
	Auckland	WSH L1, Connect Building, Penrose	Monday 17th April	11am-12pm	Stuart Bloomfield, Debbie Manktelow, Megan Milmine, Lara Hopley
	Auckland	L2 160 Grafton Rd. Auckland City Hospital	Monday 17th April	1pm-2pm	Stuart Bloomfield, Debbie Manktelow, Megan Milmine, Lara Hopley
	Auckland	Room 1.07 Ko Awatea, Middlemore Hospital	Monday 17th April	3pm-4pm	Stuart Bloomfield, Debbie Manktelow, Megan Milmine, Lara Hopley
<b>Face-to-face: Te Waipounamu Region</b>	Christchurch	Room HP102 L1, 276 Antigua St. Christchurch	Tuesday 18th April	9am-10am	Stuart Bloomfield, Debbie Manktelow, James Allison, Lara Hopley
	Christchurch	Room HP102 L1, 276 Antigua St. Christchurch	Tuesday 18th April	10.30am-11.30am	Stuart Bloomfield, Debbie Manktelow, James Allison, Lara Hopley
<b>Virtual Hui</b>	Online	MS Teams	Tuesday 18th April	12pm-1pm	Stuart Bloomfield, Debbie Manktelow, Maureen Love
<b>Face-to-face: Te Waipounamu Region</b>	Timaru	Boardroom L6 Garden Block, Timaru Hospital	Wed 19th April	9am-10am	Stuart Bloomfield, Debbie Manktelow, James Allison, Lara Hopley
	Dunedin	Room 9, L3, Main Block Wakari Hospital	Wed 19th April	2pm-3pm	Stuart Bloomfield, Debbie Manktelow, James Allison, Lara Hopley
<b>Face-to-face: Te Manawa taki Region</b>	Hamilton	Bryant Education Centre Waikato Hospital	Thursday 20th April	9am-10am	Stuart Bloomfield, Debbie Manktelow, Garry Johnston, Lara Hopley
	Rotorua	Boardroom, Rotorua Hospital	Thursday 20th April	12.30pm-1.30pm	Stuart Bloomfield, Debbie Manktelow,, Garry Johnston, Lara Hopley



## Appendix 4: Engagement Plan (continued)

Engagement Activity	Location	Venue	Date	Time	Data and Digital Attendees
<b>Face-to-face: Te Manawa taki Region</b>	Tauranga	Ground floor, Pohutakawa House, Tauranga Hospital	Thursday 20th April	3pm-4pm	Stuart Bloomfield, Debbie Manktelow,, Garry Johnston, Lara Hopley
	Gisborne	Poutama Facility, Main Campus, 421 Ormon Rd.	Friday 21st April	8.30am-9.30am	Stuart Bloomfield, Debbie Manktelow,, Garry Johnston, Lara Hopley
<b>Face-to-face: Te Waipounamu Region</b>	Nelson	Richmond Health Hub, Room 2, 281 Queen Street	Monday 24 <sup>th</sup> April	9am-10am	Stuart Bloomfield, Debbie Manktelow, James Allison, Lara Hopley
	Greymouth	Meeting Room 3, Cowper Hub, 105 Cowper Street	Monday 24th April	3pm-4pm	Stuart Bloomfield, Debbie Manktelow, James Allison, Lara Hopley
<b>Face-to-face: Te Manawa taki Region</b>	New Plymouth	Rooms 4 & 5, L3 Education Centre, Building 4, Taranaki Base Hospital	Wed 26th April	8.30am-9.30am	Stuart Bloomfield, Debbie Manktelow,, Garry Johnston, Lara Hopley
<b>Face-to-face: Central Region</b>	Wellington	4B06 Theatrette Building 4, Massey University, Wallace Street,	Wed 26th April	1pm-2pm	Stuart Bloomfield, Debbie Manktelow, Steve Miller, Lara Hopley
	Wellington	4B06 Theatrette, Building 4, Massey University, Wallace Street,	Wed 26th April	2.30pm-3.30pm	Stuart Bloomfield, Debbie Manktelow, Steve Miller, Lara Hopley
	Hastings	Te Waiora Meeting Room, Hawke's Bay Hospital	Thursday 27th April	10am-11am	Stuart Bloomfield, Debbie Manktelow, Steve Miller, Lara Hopley
<b>Virtual Hui</b>	Online	MS Teams	Thursday 27th April	12pm-1pm	Stuart Bloomfield, Debbie Manktelow Maureen Love
<b>Virtual Hui [Nelson &amp; Greymouth catch up hui]</b>	Online	MS Teams	Thursday 27th April	1.30pm-2.30pm	Stuart Bloomfield, Debbie Manktelow Maureen Love

## Appendix 4: Engagement Plan (continued)

Engagement Activity	Location	Venue	Date	Time	Data and Digital Attendees
Face-to-face: Central Region	Whanganui	Whakapapa Board Room, Whanganui Hospital	Friday 28th April	9am-10am	Stuart Bloomfield, Debbie Manktelow, Steve Miller, Lara Hopley
	Palmerston North	Education Centre, Gate 12 50 Ruahine Street, Roslyn	Friday 28th April	1pm-2pm	Stuart Bloomfield, Debbie Manktelow, Steve Miller, Lara Hopley