

# DECISION DOCUMENT

## Organisation Reset

### Part 2: Structure charts and impacts

December 2021

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## Structure charts and impacts

This is Part 2 of the Decisions Document and should be read in conjunction with Part 1 and Part 3.

### 1.1 Navigating the Decision Document

The Decision Document comprises three parts:

- the structure decisions and next steps (Part 1)
- structure charts and impacts (Part 2)
- proposal and feedback summary (Part 3)

### 1.2 Purpose of Part 2

This part contains the final structure charts for the organisation structure change and sets out the impacts on positions in the scope of this structure change.

### 1.3 Structure charts

The new structure charts are set out in Appendix 1 and should be read in conjunction with Part 1 of the Decision Document.

The numbers shown are Full Time Equivalent (FTEs) and the charts reflect the current structure as at 10 November 2021.

The first structure chart provides a one-page overview of the new Oranga Tamariki Leadership Team structure and the functions that will report into each business group.

### 1.4 Impacts by position

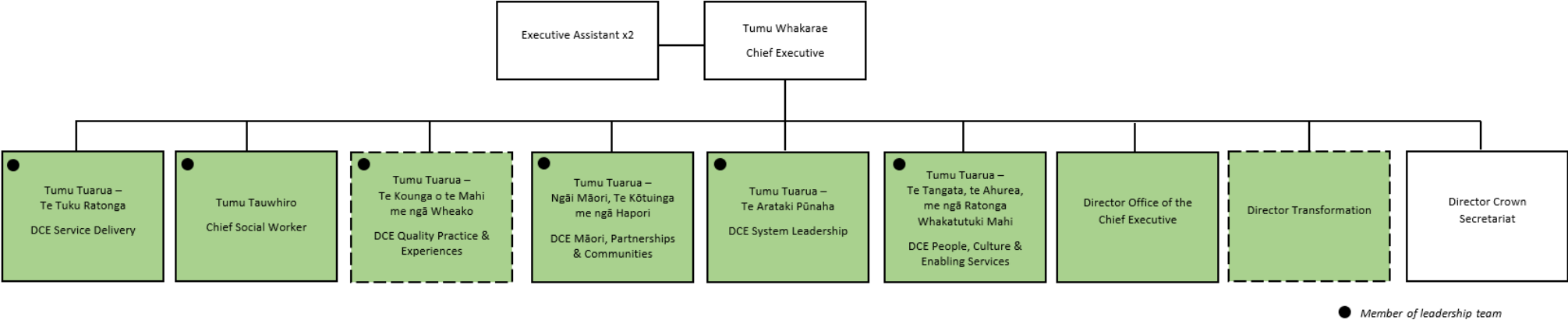
The impact table in Appendix 2 identifies all current positions in the scope of this change that have been affected in some way by the confirmed structure change. Please also refer to the organisation structure charts in Appendix 1.

The impact on each position is described as significant or not significant.

- If the impact on the position is **significant** this means significant additional, different or reduced functions or accountabilities and the position will be disestablished. People in these positions will receive a letter confirming this decision, next steps and further support available.
- If the impact on the position is **not significant** this means there is no change to the position or the change is minor e.g. a change in job title, change in reporting line, business group or a small change in the position, and the job holder is reconfirmed into the position. People in these positions will not receive a separate letter confirming this, but should treat this document as formal notification of reconfirmation.

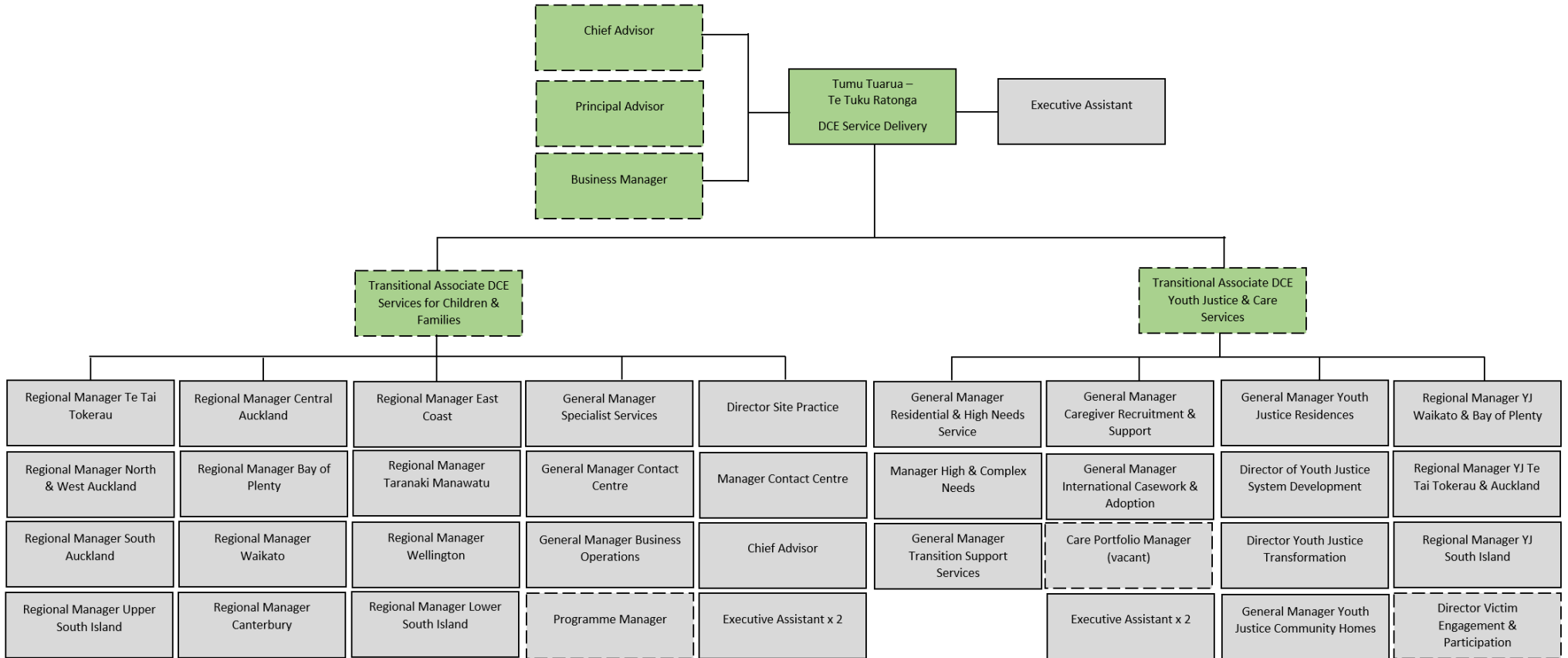
1.5 Appendix 1: New structure charts

Confirmed structure



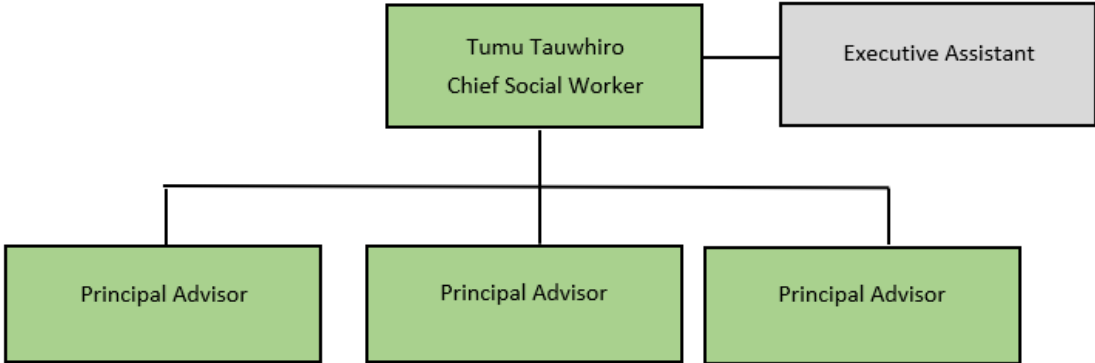
Key
No change
Minimal change to position (i.e. reporting line, role title, role responsibilities)
New position
Temporary position - - - - -

Confirmed structure – Service Delivery



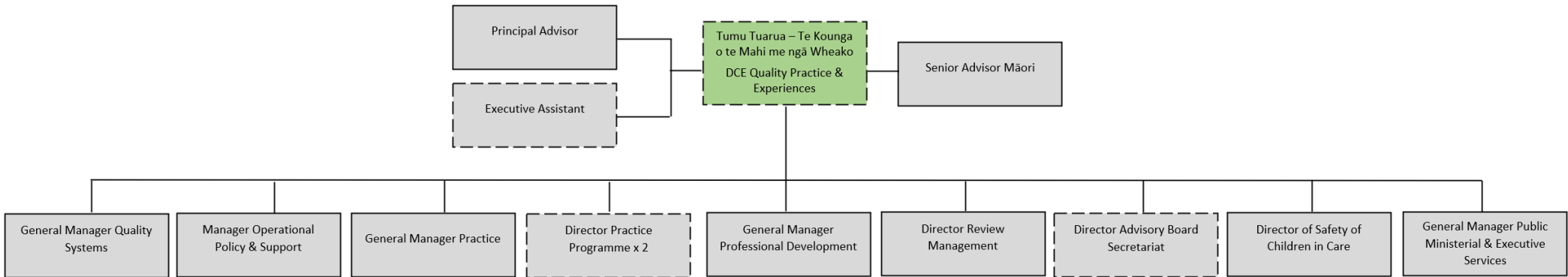
Key
No change
Minimal change to position (i.e. reporting line, role title, role responsibilities)
New position
Temporary position - - - - -

Confirmed structure – Office of the Chief Social Worker



Key
No change
Minimal change to position (i.e. reporting line, role title, role responsibilities)
New position
Temporary position - - - - -

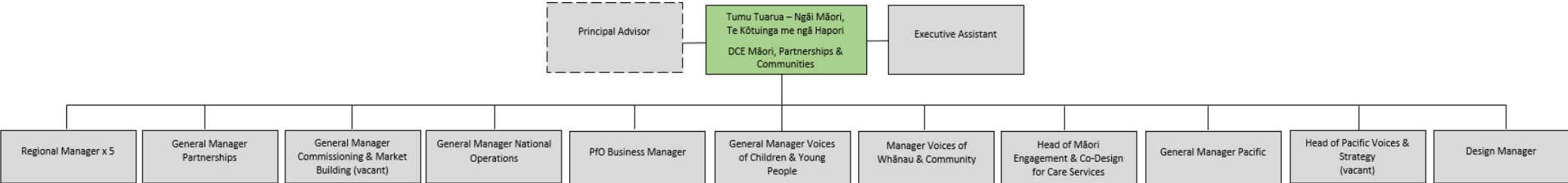
Confirmed structure – Quality Practice & Experiences



Key
No change
Minimal change to position (i.e. reporting line, role title, role responsibilities)
New position
Temporary position - - - - -

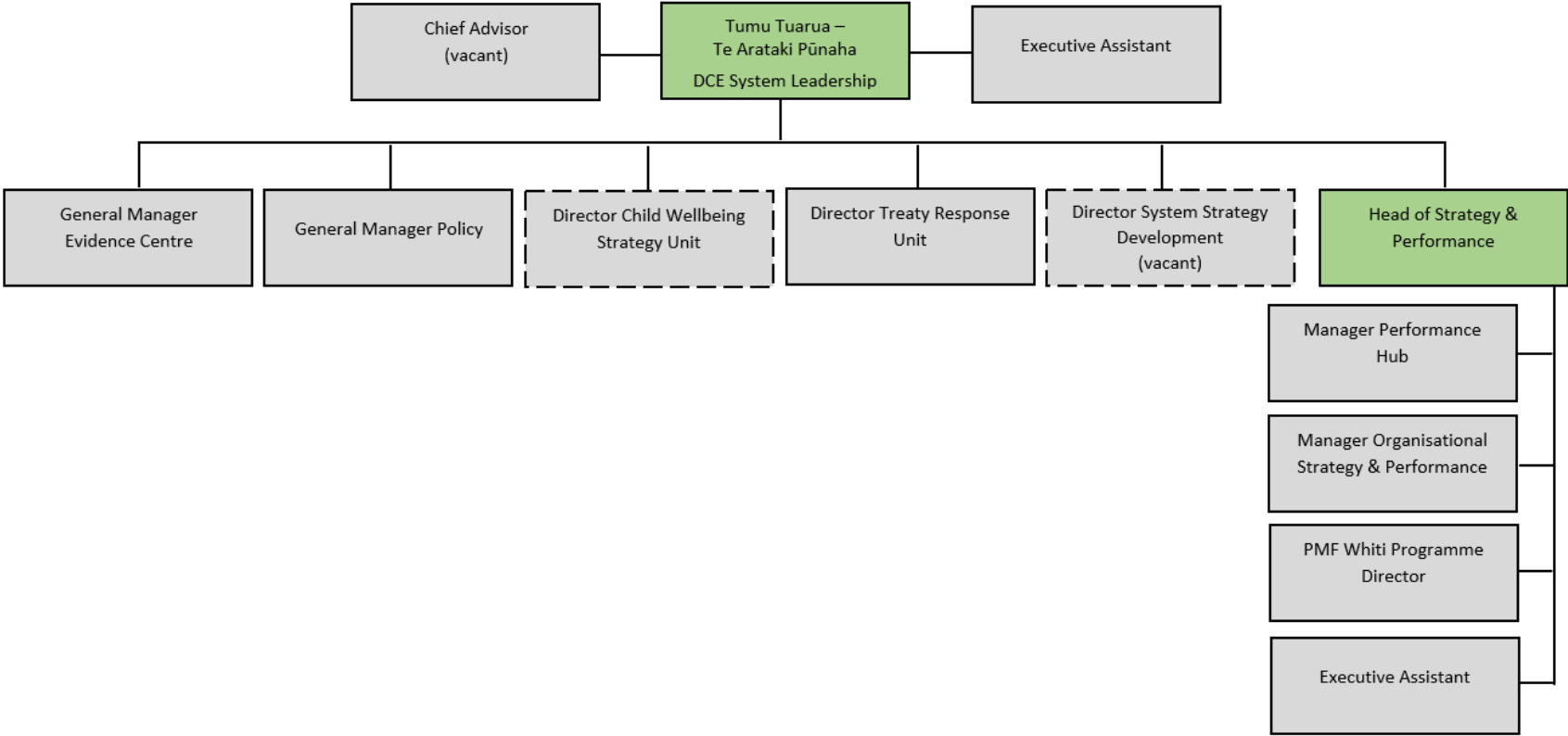


Confirmed structure – Māori, Partnerships & Communities



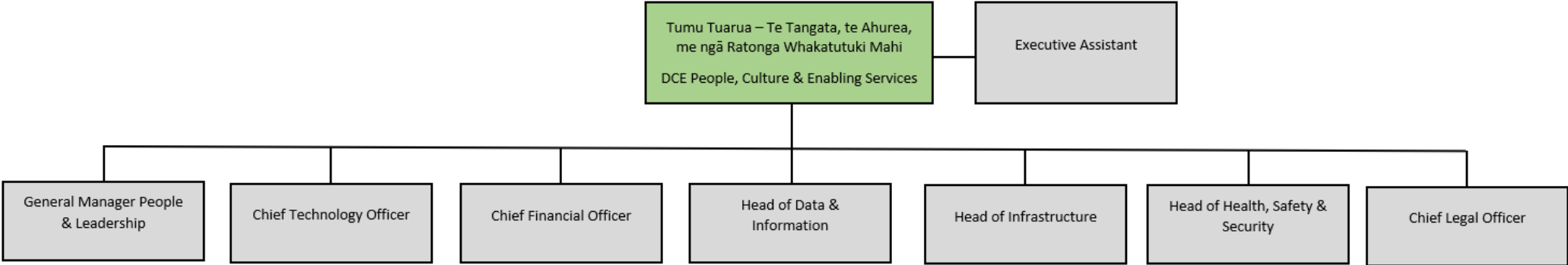
Key
No change
Minimal change to position (i.e. reporting line, role title, role responsibilities)
New position
Temporary position - - - - -

Confirmed structure – System Leadership



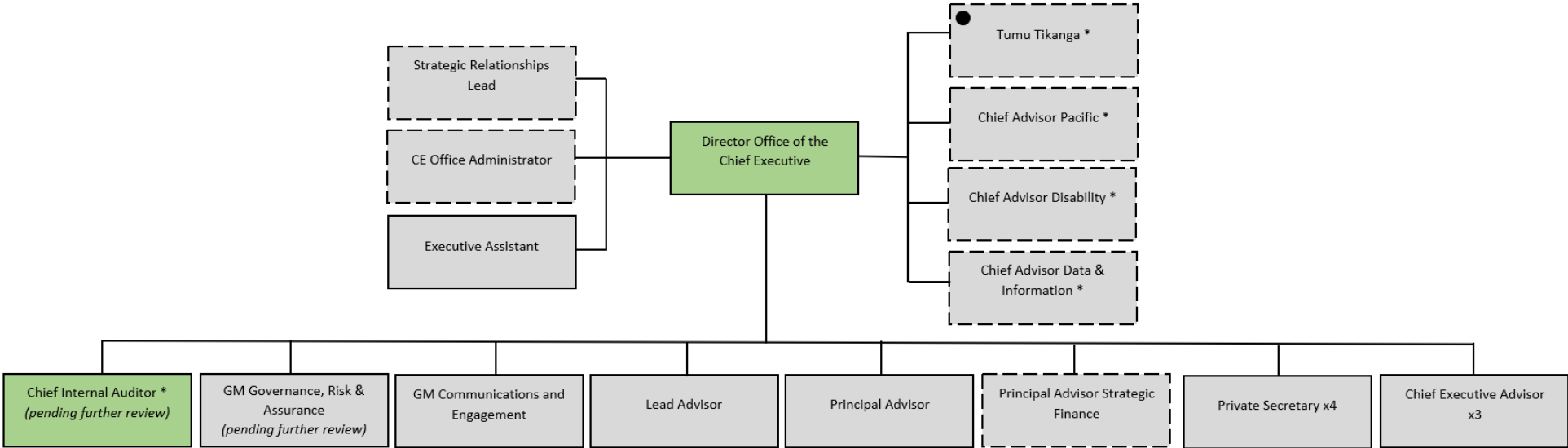
Key
No change
Minimal change to position (i.e. reporting line, role title, role responsibilities)
New position
Temporary position - - - - -

Confirmed structure – People, Culture & Enabling Services



Key
No change
Minimal change to position (i.e. reporting line, role title, role responsibilities)
New position
Temporary position - - - - -

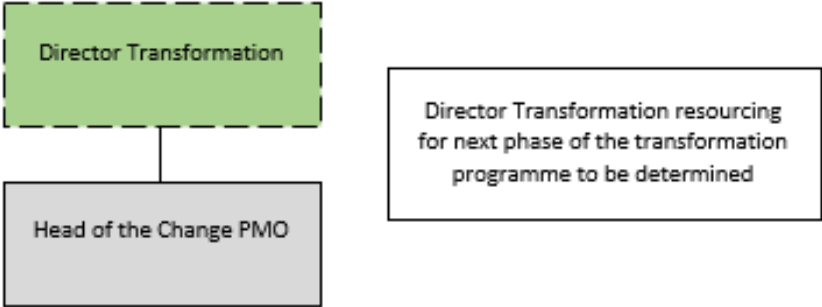
Confirmed structure – Office of the Chief Executive



● Member of leadership team  
\* Dotted reporting line to Chief Executive

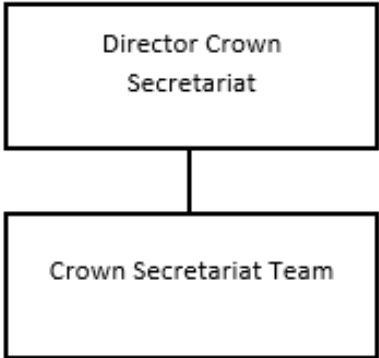
Key
No change
Minimal change to position (i.e. reporting line, role title, role responsibilities)
New position
Temporary position - - - - -

Confirmed structure – Transformation



Key
No change
Minimal change to position (i.e. reporting line, role title, role responsibilities)
New position
Temporary position - - - - -

Confirmed structure – Crown Secretariat



Key
No change
Minimal change to position (i.e. reporting line, role title, role responsibilities)
New position
Temporary position - - - - -

## 1.6 Appendix 2: Impacts by position

Leadership Team			
Position in scope	Number of positions (FTE)	Confirmed change	Impact on position
Deputy Chief Executive Services for Children & Families North	1	Position will be disestablished	Significant
Deputy Chief Executive Services for Children & Families South	1	Position will be disestablished	Significant
Deputy Chief Executive Care Services	1	Position will be disestablished	Significant
Deputy Chief Executive Partnering for Outcomes	1	Position will be disestablished	Significant
Deputy Chief Executive Youth Justice Services	1	Position will be disestablished	Significant
Chief Social Worker & Deputy Chief Executive Professional Practice	1	Position will be disestablished	Significant
Tamariki Advocate/Deputy Chief Executive Voices of Children	1	Position will be disestablished	Significant
Deputy Chief Executive Policy & Organisational Strategy	1	Position will be disestablished	Significant
Deputy Chief Executive Governance & Engagement	1	Position will be disestablished	Significant
Deputy Chief Executive Corporate Services	1	Position will be disestablished	Significant
Chief of Staff	1	Position will be disestablished	Significant
Director Safety of Children in Care	1	Change in reporting line from Chief Executive to DCE Quality Practice & Experiences	Not significant

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Transformation Programme Lead	1	No change	Not significant
Director Crown Secretariat	1	No change	Not significant
Director Child Wellbeing Strategy Unit	1	Change in reporting line from Chief Executive to DCE System Leadership	Not significant
Executive Assistant to the Chief Executive	2	No change	Not significant



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<b>Services for Children and Families</b>			
<b>Position in scope</b>	<b>Number of positions (FTE)</b>	<b>Confirmed change</b>	<b>Impact on position</b>
Regional Manager Te Tai Tokerau	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
Regional Manager Central Auckland	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
Regional Manager North and West Auckland	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
Regional Manager South Auckland	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
Regional Manager Bay of Plenty	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
Regional Manager Taranaki Manawatu	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
Regional Manager Waikato	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
Regional Manager East Coast	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
Regional Manager Wellington	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
Regional Manager Upper South Island	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
Regional Manager Canterbury	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant

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Regional Manager Lower South Island	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
General Manager Contact Centre	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
Manager Contact Centre	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
General Manager Business Operations	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
General Manager Specialist Services	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
Director Site Practice	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
Programme Manager	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
Chief Advisor	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
Executive Assistant	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant
Executive Assistant	1	Change in reporting line from DCE Service for Children & Families to Transitional Associate DCE Services for Children & Families	Not significant

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Care Services			
Position in scope	Number of positions (FTE)	Confirmed change	Impact on position
General Manager Residential & High Needs Services	1	Change in reporting line from DCE Care Services to Transitional Associate DCE Youth Justice & Care Services	Not significant
General Manager International Casework & Adoption	1	Change in reporting line from DCE Care Services to Transitional Associate DCE Youth Justice & Care Services	Not significant
Manager High & Complex Needs	1	Change in reporting line from DCE Care Services to Transitional Associate DCE Youth Justice & Care Services	Not significant
Care Portfolio Manager	1	Change in reporting line from DCE Care Services to Transitional Associate DCE Youth Justice & Care Services	Not significant
General Manager Caregiver Recruitment & Support	1	Change in reporting line from DCE Care Services to Transitional Associate DCE Youth Justice & Care Services	Not significant
Head of Pacific Voices & Strategy	1	Change in reporting line from DCE Care Services to DCE Māori, Partnerships & Communities	Not significant
Head of Māori Engagement & Co-design for Care Services	1	Change in reporting line from DCE Care Services to DCE Māori, Partnerships & Communities	Not significant
General Manager Pacific	1	Change in reporting line from DCE Care Services to DCE Māori, Partnerships & Communities	Not significant
Executive Assistant	1	Change in reporting line from DCE Care Services to Transitional Associate DCE Youth Justice & Care Services	Not significant

Partnering for Outcomes			
Position in scope	Number of positions (FTE)	Confirmed change	Impact on position
General Manager Partnerships	1	Change in reporting line from DCE Partnering for Outcomes to DCE Māori, Partnerships & Communities	Not significant
Regional Manager	5	Change in reporting line from DCE Partnering for Outcomes to DCE Māori, Partnerships & Communities	Not significant
General Manager Commissioning & Market Building	1	Change in reporting line from DCE Partnering for Outcomes to DCE Māori, Partnerships & Communities	Not significant
General Manager National Operations	1	Change in reporting line from DCE Partnering for Outcomes to DCE Māori, Partnerships & Communities	Not significant
PfO Business Manager	1	Change in reporting line from DCE Partnering for Outcomes to DCE Māori, Partnerships & Communities	Not significant
Principal Advisor	1	Change of reporting line from DCE Partnering for Outcomes to DCE Māori, Partnerships & Communities	Not significant
Executive Assistant (vacant)	1	Change in reporting line from DCE Partnering for Outcomes to DCE Māori, Partnerships & Communities	Not significant

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<b>Youth Justice</b>			
<b>Position in scope</b>	<b>Number of positions (FTE)</b>	<b>Confirmed change</b>	<b>Impact on position</b>
Director Youth Justice Transformation	1	Change in reporting line from DCE Youth Justice to Transitional Associate DCE Youth Justice & Care Services	Not significant
Director Victim Engagement & Participation	1	Change in reporting line from DCE Youth Justice to Transitional Associate DCE Youth Justice & Care Services	Not significant
Regional Manager Y J Te Tai Tokerau & Auckland	1	Change in reporting line from DCE Youth Justice to Transitional Associate DCE Youth Justice & Care Services	Not significant
Regional Manager Youth Justice Waikato & Bay of Plenty	1	Change in reporting line from DCE Youth Justice to Transitional Associate DCE Youth Justice & Care Services	Not significant
Regional Manager Youth Justice South Island	1	Change in reporting line from DCE Youth Justice to Transitional Associate DCE Youth Justice & Care Services	Not significant
Director of Youth Justice System Development	1	Change in reporting line from DCE Youth Justice to Transitional Associate DCE Youth Justice & Care Services	Not significant
General Manager Youth Justice Community Homes	1	Change in reporting line from DCE Youth Justice to Transitional Associate DCE Youth Justice & Care Services	Not significant
General Manager Youth Justice Residences	1	Change in reporting line from DCE Youth Justice to Transitional Associate DCE Youth Justice & Care Services	Not significant
Executive Assistant to Deputy Chief Executive	1	Change in reporting line from DCE Youth Justice to Transitional Associate DCE Youth Justice & Care Services	Not significant

Chief Social Worker/Professional Practice Group			
Position in scope	Number of positions (FTE)	Confirmed change	Impact on position
Manager Operational Policy & Support	1	Change in reporting line from Chief Social Worker/DCE Professional Practice to DCE Quality Practice & Experiences	Not significant
Director Practice Programme	1	Change in reporting line from Chief Social Worker/DCE Professional Practice to DCE Quality Practice & Experiences	Not significant
General Manager Practice	1	Change in reporting line from Chief Social Worker/DCE Professional Practice to DCE Quality Practice & Experiences	Not significant
Director Practice Programme Māori	1	Change in reporting line from Chief Social Worker/DCE Professional Practice to DCE Quality Practice & Experiences	Not significant
General Manager Quality Systems	1	Change in reporting line from Chief Social Worker/DCE Professional Practice to DCE Quality Practice & Experiences	Not significant
Principal Advisor	1	Change in reporting line from Chief Social Worker/DCE Professional Practice to DCE Quality Practice & Experiences	Not significant
Executive Assistant	1	Change in reporting line from Chief Social Worker/DCE Professional Practice to DCE Quality Practice & Experiences	Not significant

Governance & Engagement			
Position in scope	Number of positions (FTE)	Confirmed change	Impact on position
General Manager Communications & Engagement	1	Change in reporting line from DCE Governance & Engagement to Director Office of the Chief Executive	Not significant
General Manager Governance, Risk & Assurance	1	Change in reporting line from DCE Governance & Engagement to Director Office of the Chief Executive	Not significant
Director Review Management	1	Change in reporting line from Chief Executive to DCE Quality Practice & Experiences	Not significant
Director Advisory Board Secretariat	1	Change in reporting line from Chief Executive to DCE Quality Practice & Experiences	Not significant
Executive Assistant	1	Change in reporting line from DCE Governance & Engagement to DCE Service Delivery	Not significant

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Tamariki Advocate/Voices for Children			
Position in scope	Number of positions (FTE)	Confirmed change	Impact on position
General Manager Voices of Children & Young People	1	Change in reporting line from Tamariki Advocate/DCE Voices of Children to DCE Māori, Partnerships & Communities	Not significant
Director Treaty Response	1	Change in reporting line from Tamariki Advocate/DCE Voices of Children to DCE Quality Practice & Experiences	Not significant
Senior Advisor Māori	1	Change in reporting line from Tamariki Advocate/DCE Voices of Children to DCE Quality Practice & Experiences	Not significant
General Manager Transition Support Services	1	Change in reporting line from Tamariki Advocate/DCE Voices for Children to Transitional Associate DCE Youth Justice & Care Services	Not significant
Design Manager	1	Change in reporting line from Tamariki Advocate/DCE Voices for Children to DCE Māori, Partnerships & Communities	Not significant
Manager Voices of Whānau & Community	1	Change in reporting line from Tamariki Advocate/DCE Voices of Children to DCE Māori, Partnerships & Communities	Not significant
Executive Assistant (vacant)	1	Change in reporting line from Tamariki Advocate/DCE Voices of Children to Chief Social Worker/DCE Office of the Chief Social Worker	Not significant



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Policy & Organisational Strategy			
Position in scope	Number of positions (FTE)	Confirmed change	Impact on position
General Manager Change	1	Position will be disestablished	Significant
Director System Strategy Development	1	Change in reporting line from DCE Policy & Organisational Strategy to DCE System Leadership	Not significant
General Manager Evidence Centre	1	Change in reporting line from DCE Policy & Organisational Strategy to DCE System Leadership	Not significant
Chief Legal Officer	1	Change in reporting line from DCE Policy & Organisational Strategy to DCE People, Culture & Enabling Services	Not significant
General Manager Policy	1	Change in reporting line from DCE Policy & Organisational Strategy to DCE System Leadership	Not significant
General Manager Public Ministerial & Executive Services	1	Change in reporting line from DCE Policy & Organisational Strategy to DCE Quality Practice & Experiences	Not significant
Chief Advisor	1	Change in reporting line from DCE Policy & Organisational Strategy to DCE System Leadership	Not significant
Head of the Change Programme Management Office	1	Change in reporting line from General Manager Change to Director Transformation	Not significant
Manager Organisational Strategy and Performance	1	Change in reporting line from General Manager Change to Head of Strategy & Performance	Not significant
Manager Performance Hub	1	Change in reporting line from General Manager Change to Head of Strategy & Performance	Not significant
PMF Whiti Programme Director	1	Change in reporting line from General Manager Change to Head of Strategy & Performance	Not significant
Manager Feedback & Complaints	1	No change	Not significant

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Manager Customer Information Requests	1	No change	Not significant
Manager Ministerial Support	1	No change	Not significant
Executive Assistant to Deputy Chief Executive	1	Change in reporting line from DCE Policy & Organisational Strategy to DCE System Leadership	Not significant
Executive Assistant to General Manager Change	1	Change in reporting line from General Manager Change to Head of Strategy & Performance	Not significant
Executive Assistant to General Manager Public Ministerial & Executive Services	1	No change	Not significant

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<b>Corporate Services</b>			
<b>Position in scope</b>	<b>Number of positions (FTE)</b>	<b>Confirmed change</b>	<b>Impact on position</b>
Chief Financial Officer	1	Change in reporting line from DCE Corporate Services to DCE People, Culture & Enabling Services	Not significant
Head of Data & Information	1	Change in reporting line from DCE Corporate Services to DCE People, Culture & Enabling Services	Not significant
Head of Health, Safety & Security	1	Change in reporting line from DCE Corporate Services to DCE People, Culture & Enabling Services	Not significant
Head of Infrastructure	1	Change in reporting line from DCE Corporate Services to DCE People, Culture & Enabling Services	Not significant
General Manager People & Leadership	1	Change in reporting line from DCE Corporate Services to DCE People, Culture & Enabling Services	Not significant
General Manager Professional Development	1	Change in reporting line from DCE Corporate Services to Transitional Associate DCE Quality Practice & Experiences	Not significant
Chief Technology Officer	1	Change in reporting line from DCE Corporate Services to DCE People, Culture & Enabling Services	Not significant
Executive Assistant	1	Change in reporting line from DCE Corporate Services to DCE People, Culture & Enabling Services	Not significant

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Chief of Staff			
Position in scope	Number of positions (FTE)	Confirmed change	Impact on position
Principal Advisor Strategic Finance	1	Change in reporting line from Chief of Staff to Director Office of the Chief Executive	Not significant
Strategic Relationships Lead	1	Change in reporting line from Chief of Staff to Director Office of the Chief Executive	Not significant
Chief Executive Advisor	3	Change in reporting line from Chief of Staff to Director Office of the Chief Executive	Not significant
Lead Advisor	1	Change in reporting line from Chief of Staff to Director Office of the Chief Executive	Not significant
Pou Tikanga	1	Change in reporting line from Chief of Staff to Director Office of the Chief Executive	Not significant
Chief Advisor Data and Information	1	Change in reporting line from Chief of Staff to Director Office of the Chief Executive	Not significant
Chief Advisor Pacific	1	Change in reporting line from Chief of Staff to Director Office of the Chief Executive	Not significant
Chief Advisor Disability	1	Change in reporting line from Chief of Staff to Director Office of the Chief Executive	Not significant
Principal Advisor	1	Change in reporting line from Chief of Staff to Director Office of the Chief Executive	Not significant
Private Secretary	4	Change in reporting line from Chief of Staff to Director Office of the Chief Executive	Not significant
Executive Assistant	1	Change in reporting line from Chief of Staff to Director Office of the Chief Executive and status from temporary to permanent	Not significant

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CE Office Administrator	1	Change in reporting line from Chief of Staff to Director Office of the Chief Executive	Not significant
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Transformation Programme			
Position in scope	Number of positions (FTE)	Confirmed change	Impact on position
Principal Advisor HR Change Specialist	1	No change	Not significant
Principal Advisor	1	No change	Not significant
Principal Advisor Programme Management	1	No change	Not significant

Safety of Children in Care			
Position in scope	Number of positions (FTE)	Confirmed change	Impact on position
Manager Measurement & Insights	1	No change	Not significant
Chief Advisor	1	No change	Not significant
Principal Advisor Safety of Children in Care	1	No change	Not significant
Principal Advisor – Royal Commission response	1	No change	Not significant
Executive Assistant	1	No change	Not significant
Data Administrator	1	No change	Not significant

Royal Commission Secretariat			
Position in scope	Number of positions (FTE)	Confirmed change	Impact on position
Chief Advisor	1	No change	Not significant
Senior Advisor	1	No change	Not significant
General Counsel	1	No change	Not significant
Chief Advisor Māori	1	No change	Not significant
Senior Advisor	1	No change	Not significant
Policy Analyst	1	No change	Not significant
Senior Advisor- Legal	1	No change	Not significant
Senior Policy Analyst	1	No change	Not significant
Chief Advisor	1	No change	Not significant
Senior Project Manager	1	No change	Not significant
Senior Advisor- Service Design	1	No change	Not significant
Senior Advisor- Service Design	1	No change	Not significant
Principal Advisor	1	No change	Not significant
Team Administrator	1	No change	Not significant



Child Wellbeing Strategy Unit			
Position in scope	Number of positions (FTE)	Confirmed change	Impact on position
Policy Lead Child Wellbeing Strategy	1	No change	Not significant
Senior Analyst	3	No change	Not significant
Policy Analyst	1	No change	Not significant
Executive Assistant	1	No change	Not significant