



File No: OIA 2014/11/0626

5 December 2014

Joshua Grainger  
[fyi-request-1954-77283e20@requests.fyi.org.nz](mailto:fyi-request-1954-77283e20@requests.fyi.org.nz)

Dear Mr Grainger,

Thank you for your official information request dated 7 November 2014 requesting the following information:

*“all documents relating to the decision in 2010 to split IPG into two components, including any review documents that lead up to the making of this decision. I am not interested in any staff consultation information at this stage.*

*I would also like to explicitly request the names of the two entities that IPG split into. It seems a bit silly that there's an organisation resulting from the IPG split so secret that we cannot even know its name.”*

Immigration New Zealand (INZ) Business Manager, Tracey Turner, spoke with you over the phone on 13 November to refine the second part of your request. Your request was then refined to be:

*“information on the capability of the other arm of IPG and how it functioned/s.”*

Please find enclosed the following information relating to the decision in 2010 to split IPG into two components:

1. Relevant information from “Lifting Performance – Delivering Results, Review of the Immigration Group Structure, Consultation document”
2. Relevant information from “Lifting Performance – Delivering Results, Review of the Immigration Group Structure, Decision Document”

Some information has been withheld under Section 6(a) and Section 6(c) of the Official Information Act 1982 because it may prejudice the security or defence of New Zealand or international relations of the Government of New Zealand, and it may prejudice the maintenance of the law, including the prevention, investigation and detection of offences and the right to a fair trial. Parts of documents have been withheld because they are considered to be out of the scope of your request.

In respect to the second part of your request, prior to 2010, the Immigration Profiling Group (IPG) was part of the Border Security Group. At that time the IPG included two teams: The Immigration Profiling team and the Risk Assessment Team. In 2010 a decision was made to realign INZ's structure, so that like functions were grouped together. The Immigration Profiling team was moved into the newly created Visa Services Division, and the Risk Assessment Team

joined the newly created Intelligence, Risk and Integrity Division (IRID). The Risk Assessment Team is now part of the Compliance, Risk and Intelligence Services branch of INZ (previously IRID).

The Risk Assessment Team consists of four risk profiling analysts and a manager. The core function of the Risk Assessment Team is to provide advice to immigration decision makers on risk to New Zealand's international reputation posed by immigration visa applicants. Assessments are supported by publicly-available country information. Assessments are undertaken on whether a temporary or residence visa applicant meets immigration instructions A5.50 or A5.30:

*"In particular (but not exclusively), applicants are considered to pose a risk to New Zealand's international reputation if they have or have had an association with, membership of, or involvement with, any government, regime, group or agency that has advocated or committed war crimes, crimes against humanity and/or other gross human rights abuses."*

The function of the Risk Assessment Team was not changed as a result of the 2010 review. The review implemented a new structure and reporting lines.

The name of the Risk Assessment Team was withheld in your 26 August 2014 request relating to the review of the Immigration Profiling Branch. After further assessment, it was identified that the name of the Risk Assessment Team can be released.

You have the right to seek an investigation and review of our response or process by the Ombudsman, whose address for contact purposes is:

The Ombudsman  
Office of the Ombudsman  
P O Box 10-152  
WELLINGTON

Yours Sincerely

A handwritten signature in blue ink, appearing to read 'Emily Fabling', with a horizontal line underneath.

Emily Fabling  
Executive Director  
Immigration New Zealand  
Ministry of Business, Innovation and Employment



## **Lifting Performance – Delivering Results**

## **Review of the Immigration Group Structure**

Consultation document

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OFFICIAL INFORMATION ACT

**Embargoed until 3pm, 16 September 2010**

## 2 Proposed changes in detail

69 The proposed changes are described in six proposals.

- Proposal 1: Establish the Government Relations Unit in the Office of the Deputy Chief Executive – Immigration. *See section 2.1.*
- Proposal 2: Bring together Immigration New Zealand Change Programme projects into one unit, Immigration Change Programme Unit. *See section 2.2.*
- Proposal 3: Align migrant attraction with Refugee and Migrant Settlement to form a new division, the Attraction, Settlement and Refugees Division. *See section 2.3.*
- Proposal 4: Establish a new Visa Services Division, create a new Regional Manager position to strengthen our leadership in North Asia and bring visa decision making functions from the current Border Security Group into this area. *See section 2.4.*
- Proposal 5: Bring together the Intelligence, Risk and Integrity Units into one division, the Intelligence, Risk and Integrity Division. *See section 2.5.*
- Proposal 6: Bring together the service support functions into one new division, the Service Support Division. *See section 2.6.*

*See also the current and proposed structures in Figures 2.7 and 2.8 at the end of section 2.*

## 2.4 Visa Services

**Proposal 4: Establish a new Visa Services Division, create a new Regional Manager position to strengthen our leadership in North Asia and bring visa decision making functions from the current Border Security Group into this area.**

- a Establish a new division called the Visa Services Division.
- b Disestablish the position of Group Manager, Service Delivery.
- c Establish a new position of General Manager, Visa Services.
- d Move the Central Verification Unit (currently in the Border Security Group) into the Visa Services Division under the leadership of the Regional Manager, Auckland/Waikato.
- e Move the visa decision-making (processing) functions from the Immigration Profiling Group in Border Security into Visa Services under the leadership of the Regional Manager, Central/Southern. Rename the unit the High-Risk Applications Unit. (This High-Risk Applications unit would continue to be managed by a manager from within the Branch Manager pool.)  
Rename the unit's branch manager, the Branch Manager, High-Risk Applications.
- e Align aspects of the structure more effectively with changes in key immigration markets and issues. For example:
  - Change the title of the position of Regional Manager, Asia/Middle East to Regional Manager, South Asia (Thailand, India, Viet Nam, Singapore, Malaysia and the Philippines).
  - Establish a new position of Regional Manager, North Asia, (China, Japan, and Korea).
  - Change the reporting line for the Middle East hub branch, in Dubai, to the position of Regional Manager, Europe, Africa, Middle East and Americas.

### **Rationale and expected benefits**

*See the proposed structure for Visa Services in Figure 2.4 at the end of section 2.4.*

### **Breadth of functions and activities overseen by the Group Manager, Service Delivery**

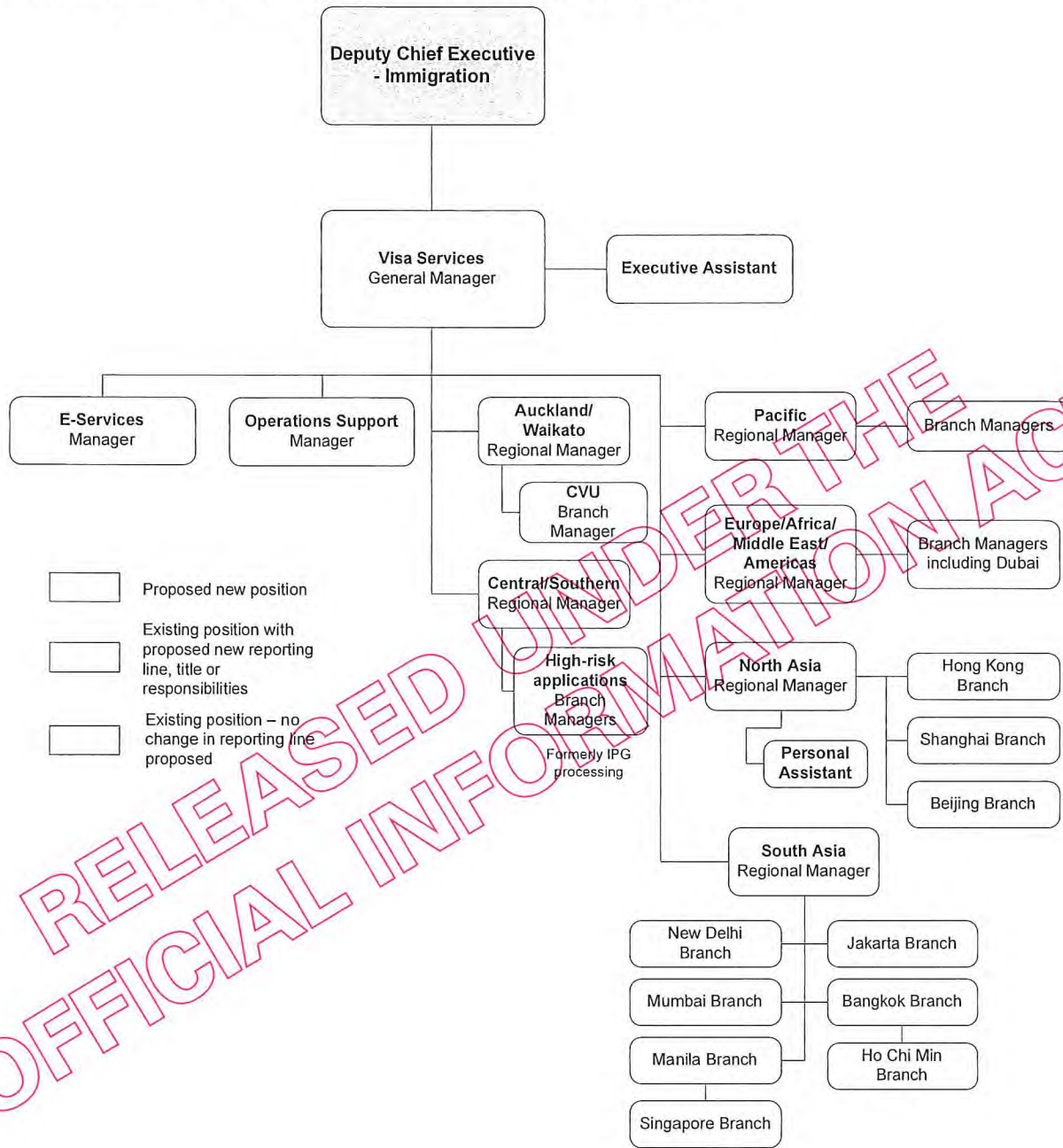
- 116 A key issue with the current structure is the breadth and complexity of functions that the Group Manager, Service Delivery, is accountable for. This role oversees diverse geographic regions and operations, represented by nine direct reports who collectively manage more than 800 staff.

- 122 The General Manager, Visa Services, together with the DCE – Immigration, would work closely with the Minister of Immigration to secure strategic priorities. The Visa Services Division would play a pivotal role in realising these objectives strategy. The General Manager would be accountable for developing the strategy to give effect to Government policy and directing its implementation.

***Move visa decision-making functions located within Border Security Group to Visa Services Division***

- 123 The Central Verification Unit is located in the Investigations Unit in the Border Security Group. This Border Security Group provides a verification function to support Service Delivery in processing applications for Auckland only. Seen in the context of a decision-making process, the Central Verification Unit's work aligns most closely with visa functions rather than investigations functions (which are regulatory in nature).
- 124 The proposal to locate the Central Verification Unit within the Visa Services Division, under the leadership of the Regional Manager, Auckland/Waikato, supports the principle of grouping like functions together. This proposal is expected to promote greater efficiency and effectiveness in the overall visa decision-making process.
- 125 Similarly, part of the current Immigration Profiling Group in the Border Security Group is concerned with processing visa applications from applicants with higher risk profiles. Although this activity clearly needs to be well aligned with effective risk profiling, it is nonetheless a core visa decision-making function. Because it is currently separate from Visa Services, its objectives and drivers are not always aligned with those of Visa Services, resulting in longer processing times than would otherwise be the case.
- 126 Locating this activity within the Visa Services Division, under the leadership of the Regional Manager, Central/Southern, is expected to enable a more systemic approach to the making of visa decisions across the spectrum of applications and improve customer service.
- 127 The higher-risk nature of assessments required means it is necessary to retain a pool of staff with the right skills to examine this category of applications. The Immigration Profiling Group will undertake this role and be renamed the High-Risk Applications Unit and be led by its current branch manager, re-titled the Manager, High-Risk Applications.

**Figure 2.4: Proposed structure – Visa Services Division**



## 2.5 Intelligence, Risk and Integrity

### **Proposal 5: Bring together the Intelligence, Risk and Integrity Units into one division, the Intelligence, Risk and Integrity Division**

- a Establish a new division, the Intelligence, Risk and Integrity Division, to bring together the key functions of integrity, intelligence, and risk currently located in several parts of the Immigration Group.
- b Disestablish the position of Group Manager, Border Security.
- c Establish a new position of General Manager, Intelligence, Risk and Integrity.
- d Strengthen the structure around risk, value, and intelligence functions (including core intelligence, analysis, profiling, and border operations) to support better decision making across the Immigration Group. This includes creating a new Intelligence and Risk Unit that is made up of the Client Profiling Unit from Service Design, the Risk Assessment Team from the Immigration Profiling Unit, the Immigration Intelligence Unit, and the positions of Risk Analyst and Risk Manager in regional branches.
- e Create a Border Operations Unit with oversight of both onshore and offshore border operations functions and the position of Airline Liaison Officer.
- f Leave the positions of Risk Analyst and Risk Manager located in branches but change their reporting line to the Manager, Intelligence and Risk. Risk Analysts would be collocated in Branches and have a 'dotted line' relationship to the Branch Manager.
- g Group immigration regulatory functions (compliance and fraud) into a new Fraud and Compliance Unit.

#### **Rationale and expected benefits**

*See the proposed structure for Intelligence, Risk and Integrity in Figure 2.5 at the end of section 2.5.*

#### **Strengthening approach to intelligence and risk analysis**

- 136 A chain of functions is involved in the immigration business, each link of which needs to be strongly connected – from intelligence to profiling and risk identification to visa decisions to border interventions. An effective flow of information and analysis along this chain in both directions is needed to ensure the right decisions and interventions are made.



- 142 By grouping these functions together, the Intelligence, Risk and Integrity Division is intended to be the Immigration Group's risk and value analysis centre, providing essential decision support on risk and value factors to other parts of the group.

#### ***Intelligence and Risk Unit***

- 143 The existing functions of intelligence, client profiling, and risk assessment (including the positions of Risk Analyst and Risk Manager in Service Delivery) have strong synergies as a collective, hence the proposal to place them in the Intelligence and Risk Unit.
- 144 Intelligence (both strategic and operational) informs profile development and deployment done through the Client Profiling Unit (CPU), which is the vehicle for connecting intelligence with front-line visa decision making. These functions have traditionally focused on operational and strategic risks (framed in terms of themes rather than identifiable individuals and entities).
- 145 It is proposed to move the current position of Manager, Intelligence from the fourth to fifth tier, reporting to the Manager, Intelligence and Risk. Therefore, the position of Manager, Intelligence is an affected position. (See section 4.5 for the meaning of 'affected'.)

withheld under section 6(a) and (c)

#### ***Border Operations Unit***

- 148 The proposed Border Operations Unit would comprise the Immigration Border Operations Centre, the position of Airline Liaison Officer, and the Onshore Border Operations Unit. This grouping has a distinct offshore and onshore risk management and offshore liaison focus.
- 149 The Border Operations Unit would have a strong, practical focus on managing tactical client risks (individuals and entities) given the relationships fostered with airlines, international border agencies, local immigration and enforcement agencies, onshore agencies, and traditional relationships based offshore. This unit also adds value by focusing on the strategic goal of pushing the border offshore through interventions targeted at high-risk individuals.

**Figure 2.5: Proposed structure – Intelligence, Risk and Integrity Division**

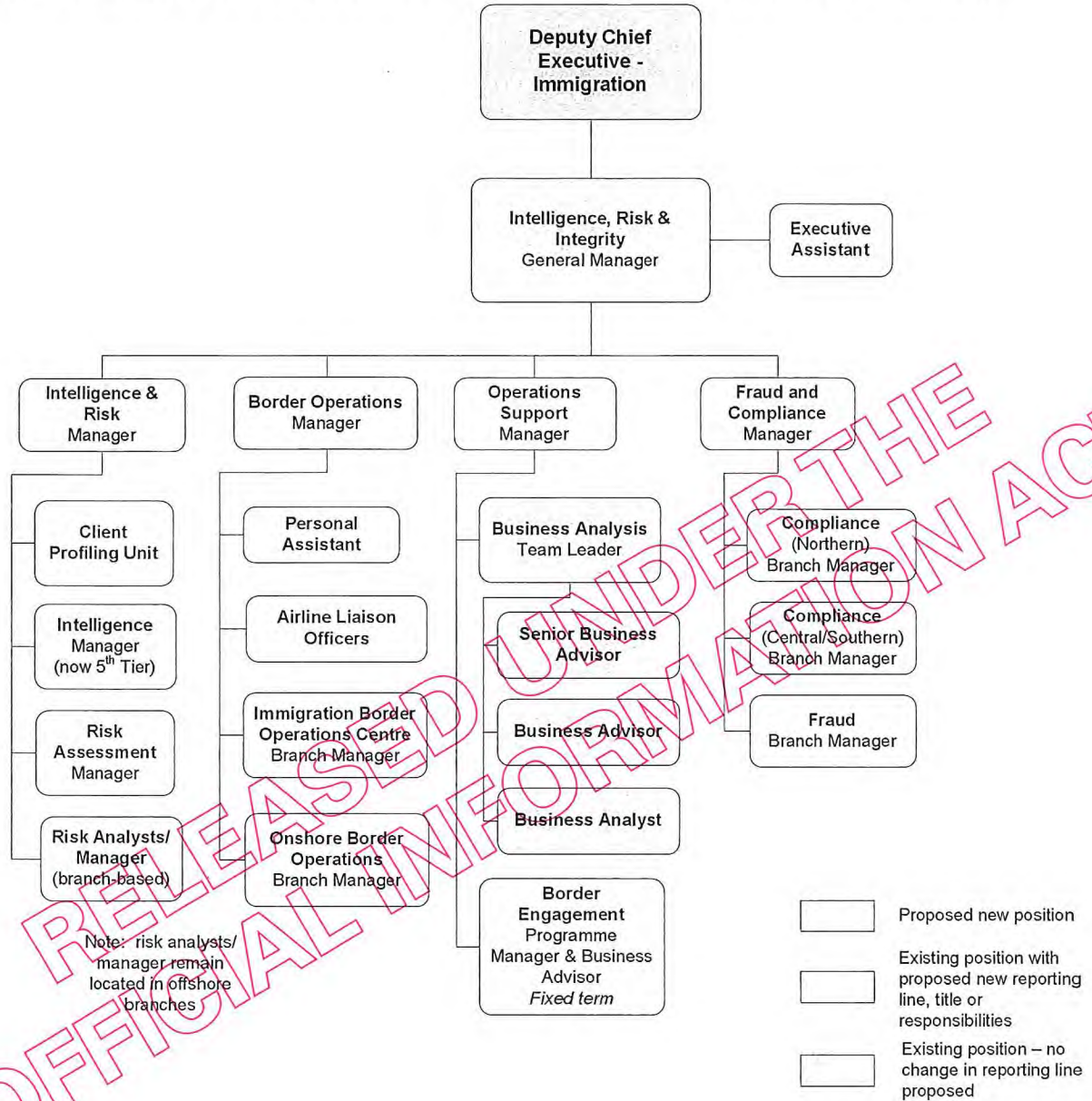
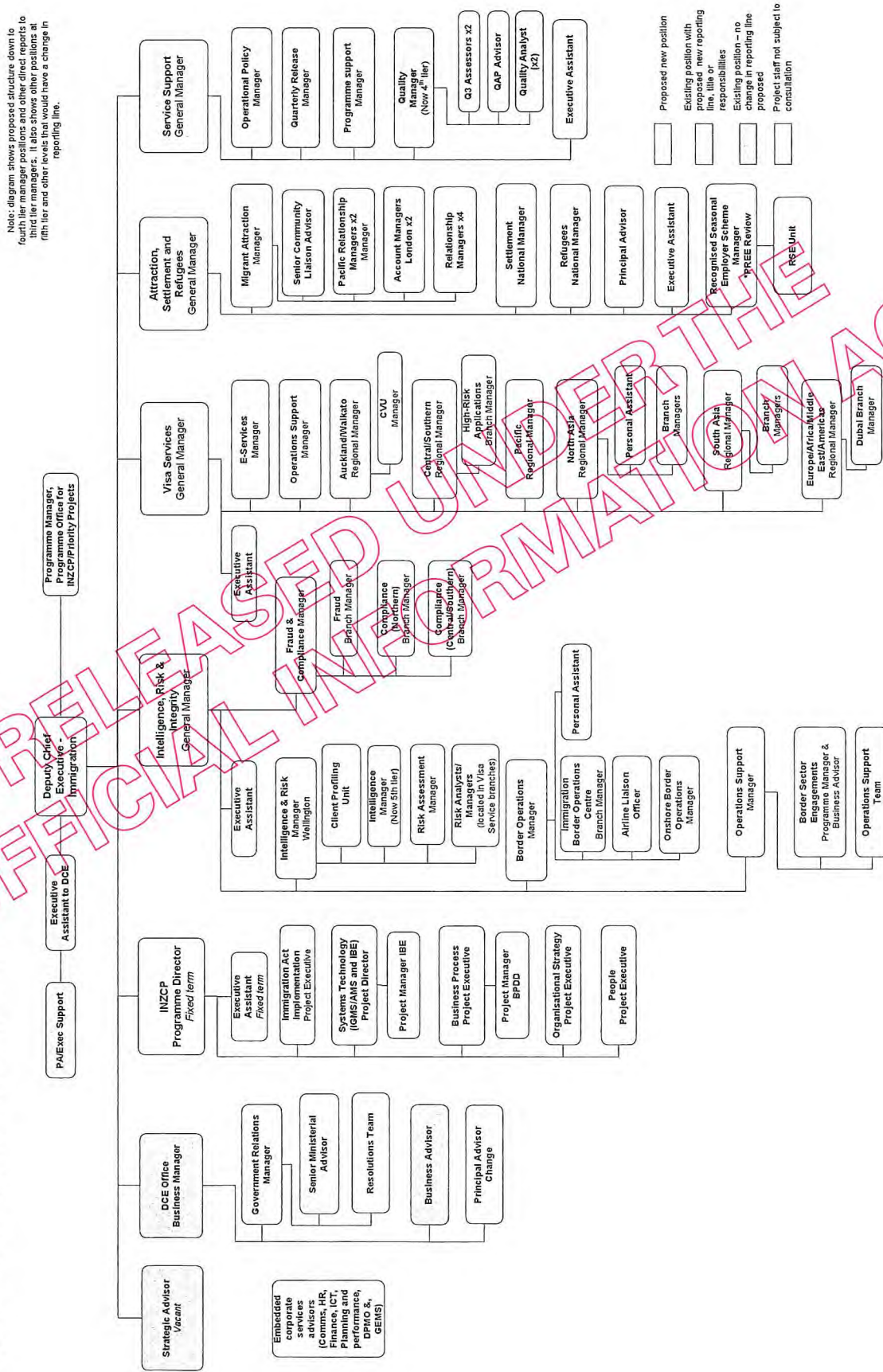




Figure 2.8: Proposed structure of the Immigration Group



**Table 3.2****Current division****Proposed positions to be disestablished****Rationale for proposed disestablishment**

Border Security	Group Manager, Border Security	This position is affected by the proposed new structure because the accountabilities for the position change from those of the current Group Manager.
	National Manager, Border and Compliance	Position is affected because it is proposed the functions of this role are carried out by the proposed Manager, Border Operations and Manager, Fraud and Compliance.
	Manager, Immigration Profiling Group	Position is affected because it is proposed the functions of this role are carried out by the Regional Manager, Central/Southern and the proposed Manager, Intelligence and Risk.
	Manager, Investigations	Position is affected because it is proposed the functions of this role are carried out by the proposed Manager, Fraud and Compliance.
	Manager, Intelligence	Position is affected because it is proposed that some of the functions of this position are carried out by the Manager, Intelligence and Risk. The proposal is to disestablish this position as a fourth tier position and re-established it as a fifth tier position.
Service Design	Group Manager, Service Design	This position is affected by the proposed new structure because the accountabilities for the position change from those of the current Group Manager.
	Manager, Ministerial Support and Complaints Resolution	Position is affected by functions of this role being carried out by the proposed Manager, Government Relations.

<b>Table 3.4</b> <b>Current position</b>	<b>Impact of proposal</b>	<b>Rationale for proposed realignment</b>
Branch Manager, Immigration Profiling Group Processing	Change in reporting line. Position reports to Regional Manager, Southern/Central, Visa Services.  Rename position Manager, High-Risk Applications. No change to Branch Manager pool.  Position does not incorporate the Risk Assessment Team, which moves to Intelligence, Risk and Integrity Division.	Reflects proposal to place visa decision-making functions together in Visa Services Division.
Immigration Profiling Group Branch staff	Change in reporting lines. Unit reports to the Regional Manager, Central/Southern. Unit to be renamed the High-Risk Applications Unit.	Reflects proposal to place visa decision-making functions together in Visa Services Division.
Risk Assessment Team	No change in reporting line – team still reports to Manager, Risk Assessment Team.  Change in division – team forms part of the newly formed Intelligence, Risk and Integrity Division.	No change in reporting line. A change in division as a result of a decision to place visa decision-making functions together in the Visa Services Division.
Personal Assistant, National Manager, Border and Compliance	Change in reporting line. Position reports to Manager, Border Operations.	Reflects new grouping of regulatory functions in the Intelligence, Risk and Integrity Division.
Branch Manager, Compliance (Northern)	Change in reporting line. Position reports to Manager, Fraud and Compliance, in the Intelligence, Risk and Integrity Division.	Reflects new grouping of regulatory functions in the Intelligence, Risk and Integrity Division.
Branch Manager, Compliance (Central/Southern)	Change in reporting line. Position reports to Manager, Fraud and Compliance in the Intelligence, Risk and Integrity Division.	Reflects new grouping of regulatory functions in the Intelligence, Risk and Integrity Division.
Northern and Central/Southern Compliance staff	No change in reporting line. Unit forms part of the Intelligence, Risk and Integrity Division.	Reflects new grouping of regulatory functions in the Intelligence, Risk and Integrity Division.
Branch Manager, Fraud	Change in reporting line. Position reports to Manager, Fraud and Compliance in the Intelligence, Risk and Integrity Division.	Reflects new grouping of regulatory functions in the Intelligence, Risk and Integrity Division.
Fraud staff	No change in reporting line. Unit forms part of the Intelligence, Risk and Integrity Division.	Reflects new grouping of regulatory functions in the Intelligence, Risk and Integrity Division.

Lifting Performance – Delivering Results

**Review of the Immigration Group Structure**

Decision document

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**Embargoed until  
3pm, 11 November 2010**

**Summary of decisions**  
*continued*

**Visa Services Division**

46 The following paragraphs only summarise the main decisions. For details of all decisions, see section 5.

*Disestablishments*

47 Disestablish the position of Group Manager, Service Delivery.

*Establishments*

48 Establish the Visa Services Division.

49 Establish a position of General Manager, Visa Services.

*Changes to accountabilities and titles*

50 Change the accountabilities and title of the positions of:

- Regional Manager, Auckland/Waikato to Regional Manager, Northern (covering Auckland Central, Henderson, Manukau, and the Central Verification Unit)
- Regional Manager, e-Services to Regional Manager, Central (covering Hamilton, Palmerston North, the Northern Region Documentation Branch, iBranch and the Contact Centre)
- Regional Manager, Central/Southern to Regional Manager, Southern (covering Business Migration, Wellington, APEC/Fishing, Christchurch, Dunedin, Queenstown and Immigration Profiling).

*Name changes*

51 Rename the:

- Immigration Profiling team the 'Immigration Profiling Unit' (proposed as the High-Risk Applications Unit)
- position of Branch Manager, Immigration Profiling Group 'Branch Manager, Immigration Profiling'.



*Realignments to structure*

- 52 Align aspects of the structure more effectively with changes in key immigration markets and issues.
- Establish the position of Regional Manager, North Asia (covering China, Japan, Korea, and the Philippines and Vietnam).
  - Change the accountabilities and title of the positions of:
    - Regional Manager, Asia/Middle East to Regional Manager, South Asia (covering Thailand, India, Singapore, and Indonesia)
    - Regional Manager, Europe/Africa/Americas to Regional Manager, Europe/Middle East/Africa
    - Regional Manager, Pacific to Regional Manager, Pacific/Americas (covering the Pacific, Australia, and the Americas).
  - Realign the reporting line for the Middle East hub branch, in Dubai, to the position of Regional Manager, Europe/Middle East/Africa.

*Other changes*

- 53 Move the Central Verification Unit into the Visa Services Division under the leadership of the Regional Manager, Northern.
- 54 Move the visa decision-making (processing) functions from the Immigration Profiling Group in the Border Security Group into the Visa Services Division under the leadership of the Regional Manager, Southern.

*Proposals that will not go ahead*

- 55 Do not establish the position of Personal Assistant to the Regional Manager, North Asia.

*Realignments*

- 62 Realign the four positions of Intelligence Analyst in the Border Security Group branches to report to the Manager, Intelligence. These realigned positions will remain collocated with their branches.
- 63 Do not progress the proposal to realign the offshore positions of Risk Manager and Risk Analyst at this stage. The General Manager, Intelligence, Risk, and Integrity, in conjunction with the General Manager, Visa Services, will review these positions in the future.
- 64 Realign the position of Personal Assistant to the National Manager, Border and Compliance to report to the Manager, Fraud and Compliance.

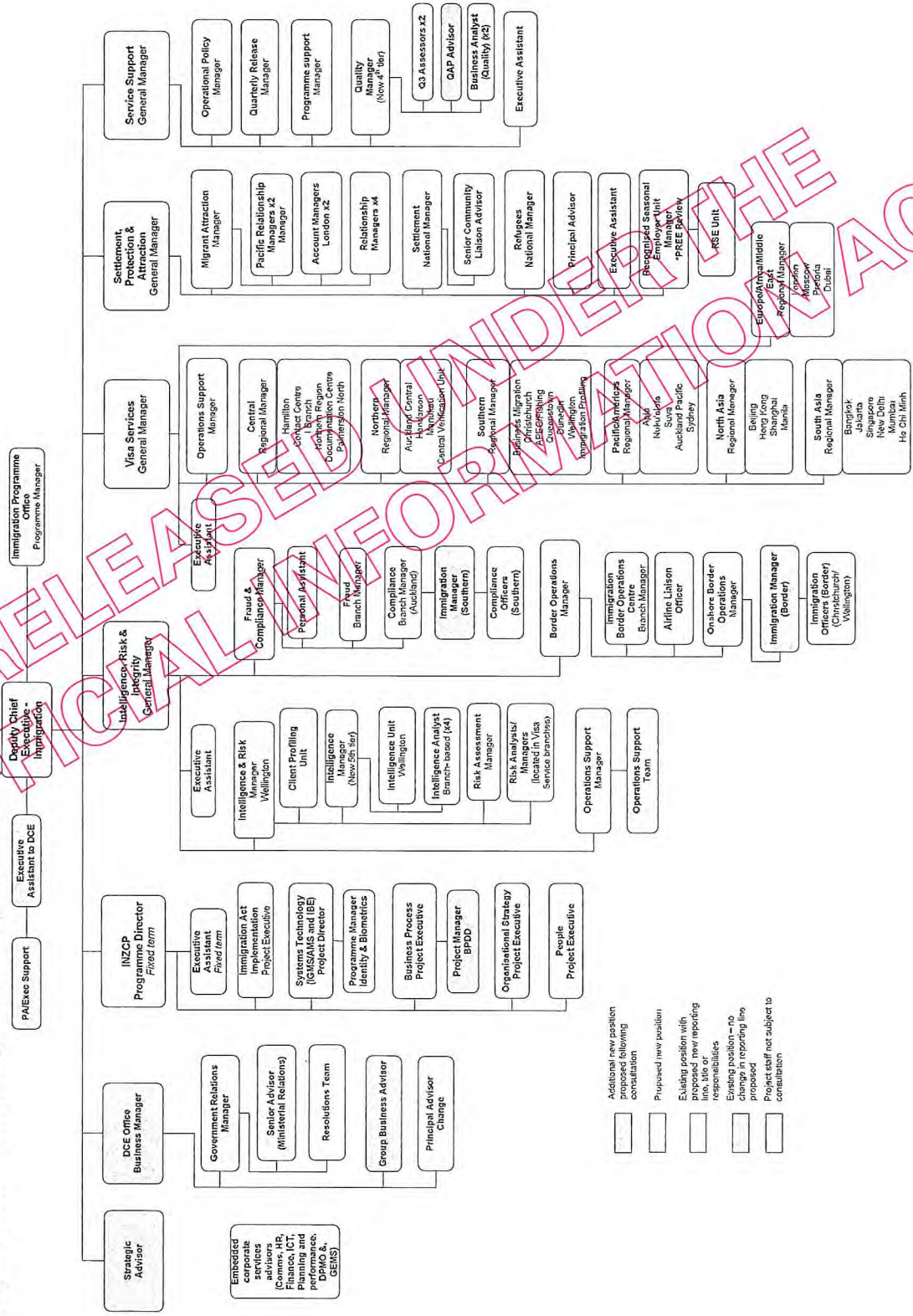
*Other changes*

- 65 Relocate the residual work of the Border Sector Engagements team, once disestablished (see Section 2) to the Operations Support Unit in the Intelligence, Risk and Integrity Division.
- 66 Strengthen the structure around risk, value, and intelligence functions (including core intelligence, analysis, profiling, and border operations) to support better decision making across the Immigration Group. This includes establishing the Intelligence and Risk Unit, which is made up of the Client Profiling Unit from Service Design, the Risk Assessment Team from the Immigration Profiling Unit, and the Immigration Intelligence Unit.

*Proposals that will not go ahead*

- 67 Do not progress the proposal to realign the positions of Risk Manager and Risk Analyst to the Risk and Intelligence Unit at this stage.

Figure ES1: New Immigration Group structure



Additional new position  
 Position following consultation  
 Proposed new position  
 Existing position with new reporting line, title or responsibilities  
 Existing position - no change in reporting line  
 Project staff not subject to consultation

**Proposal 4e**

**Move the visa decision-making (processing) functions from the Immigration Profiling Group in Border Security into Visa Services under the leadership of the Regional Manager, Central/Southern.**

**Rename the unit the High-Risk Applications Unit. (The High-Risk Applications Unit would be managed by a manager from within the Branch Manager pool.)**

**Rename the unit's branch manager, the Branch Manager, High-Risk Applications.**

*Your feedback*

*Name of the High-Risk Applications Unit*

227 Several submissions raised strong concerns about the name of the proposed 'High-Risk Applications Unit', specifically that applicants might be unhappy at being perceived as 'high risk'. Submissions suggested various alternative names for the unit.

*Move Border Operations to the Visa Services Division*

228 A submission suggested moving border operations to the Visa Services Division.

*Risks if related units are not physically located together*

229 Submissions suggested that the Risk Assessment Team, High-Risk Applications Unit, and Refugee Research and Information Branch (RRIB) should be physically located in the same place, because they depend on each other and it would not be possible to provide the same level of service if they were physically separated.

*Comment*

*Name of the High-Risk Applications Unit*

230 Although the name of the 'High-Risk Applications Unit' might reflect its functions from an organisational perspective, it is not suitable from a client-centred point of view for the reasons raised in submissions. The unit will be called the 'Immigration Profiling Unit'.

*Move Border Operations to the Visa Services Division*

231 Moving Border Operations to the Visa Services Division would not take into account the role of Border Operations in mitigating the risk of inappropriate entry into New Zealand and its close link with intelligence.

*Risks if related units are not physically located together*

232 Related units do need to be able to work together. However, this does not necessarily mean being physically located together. The Department's Relationship Approach acknowledges that related units and teams do need to work well together, but uses collocation as one way to facilitate cooperation and collegiality.

233 The collocation of positions within the Immigration Group will occur as appropriate and agreed by the relevant managers. The collocation of RRIB will be agreed between the DCE - Immigration and the DCE - Business Services.

*Decision*

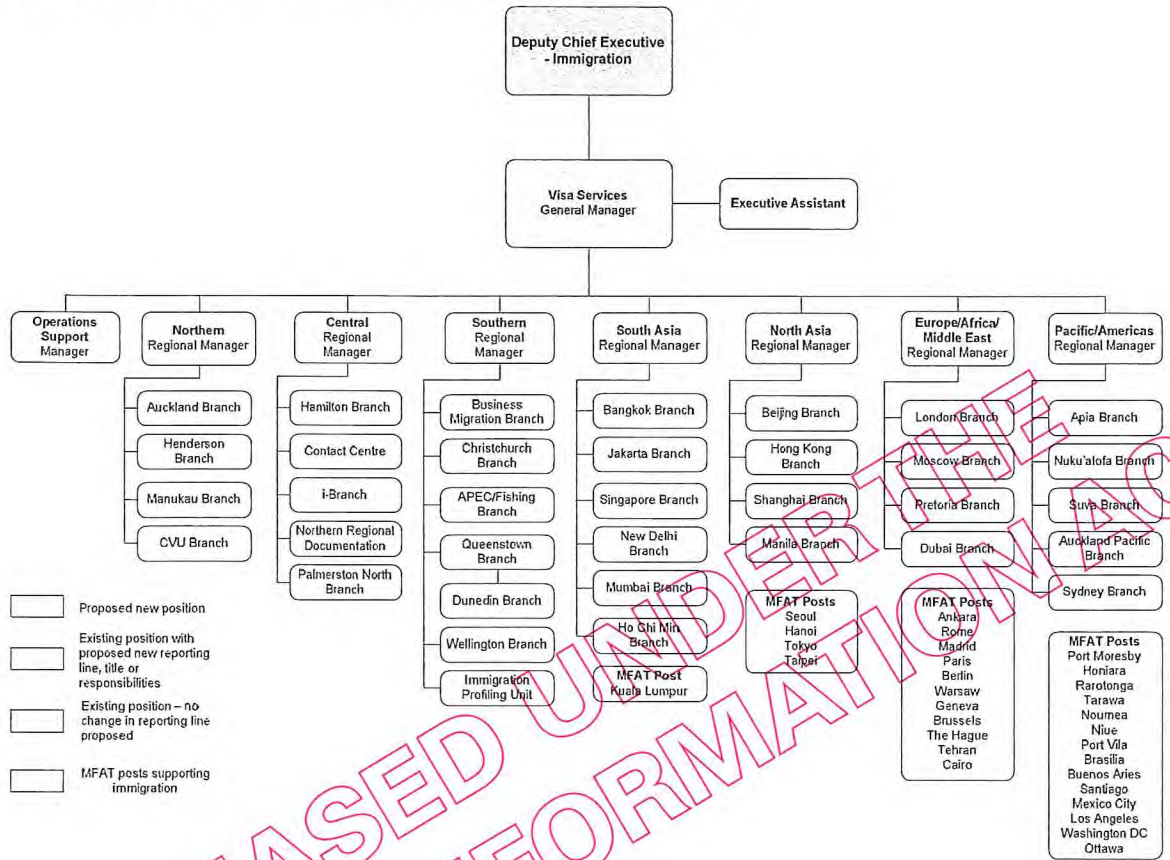
234 Move the visa decision-making (processing) functions from the Immigration Profiling Group in the Border Security Group into the Visa Services Division under the leadership of the Regional Manager, Southern.

235 Change the name of the Immigration Profiling team to the Immigration Profiling Unit (proposed as the High-Risk Applications Unit).

236 Rename the position of Branch Manager, Immigration Profiling Group 'Branch Manager, Immigration Profiling'.

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**Figure 5.1:** Organisational chart – Visa Services Division



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<b>Position</b>	<b>Position number</b>	<b>Realigned from</b>	<b>Realigned to</b>
Branch Manager – New Delhi	00-00-608-0	Asia/Middle East Region	South Asia
Branch Manager – Mumbai	00-02-119-0	Asia/Middle East Region	South Asia
Immigration Manager – Singapore	00-01-313-0	Branch Manager – Manila	South Asia
Branch Manager – Jakarta	00-00-667-0	Asia/Middle East Region	South Asia
Branch Manager – Bangkok	00-00-585-0	Asia/Middle East Region	South Asia
Immigration Manager – Ho Chi Min	00-01-934-0	Manager – Bangkok	South Asia
Branch Manager – Hong Kong	00-00-605-0	Asia/Middle East Region	North Asia
Branch Manager – Shanghai	00-00-602-0	Asia/Middle East Region	North Asia
Branch Manager – Beijing	00-00-593-0	Asia/Middle East Region	North Asia
Branch Manager – Manila	00-00-617-0	Asia/Middle East Region	North Asia
Branch Manager – Dubai	00-00-036-0	Asia/Middle East Region	Europe/Africas/ Middle East/ Americas
CVU Manager	00-00-538-0	Border Security – Investigations	Northern Region
Branch Manager, Immigration Profiling Unit	00-00-409-0	Immigration Profiling Group	Southern Region
Branch Manager – Auckland Central	00-00-489-0	Auckland/Waikato Region	Northern Region
Branch Manager – Henderson	00-00-475-0	Auckland/Waikato Region	Northern Region
Branch Manager – Manukau	00-00-814-0	Auckland/Waikato Region	Northern Region
Branch Manager – Hamilton	00-00-501-0	Auckland/Waikato Region	Central Region
Manager, Contact Centre	00-01-009-0	E Services	Central Region
Branch Manager, iBranch	00-00-451-0	E Services	Central Region
Branch Manager Northern Region Documentation Branch	00-00-751-0	Auckland/Waikato Region	Central Region
Branch Manager, Palmerston North	00-00-507-0	Central/Southern Region	Central Region
Branch Manager Christchurch	00-00-520-0	Central/Southern Region	Southern Region

**Proposal 5d**

**Strengthen the structure around risk, value, and intelligence functions (including core intelligence, analysis, profiling, and border operations) to support better decision making across the Immigration Group. This includes creating a new Intelligence and Risk Unit that is made up of the Client Profiling Unit from Service Design, the Risk Assessment Team from the Immigration Profiling Unit, the Immigration Intelligence Unit, and the positions of Risk Analyst and Risk Manager in regional branches.**

*Your feedback*

*Importance of working well together*

252 Submissions recognised the importance of collocation and people continuing to work well or better together.

*Realignment of all intelligence roles*

253 Submissions suggested realigning all intelligence roles so they report to the Manager, Intelligence.

*Comment*

254 The General Manager, Intelligence, Risk, and Integrity, in conjunction with the General Manager, Visa Services, will review further the best location for the positions of Risk Manager and Risk Analyst. (See Proposal 5f.)

*Decision*

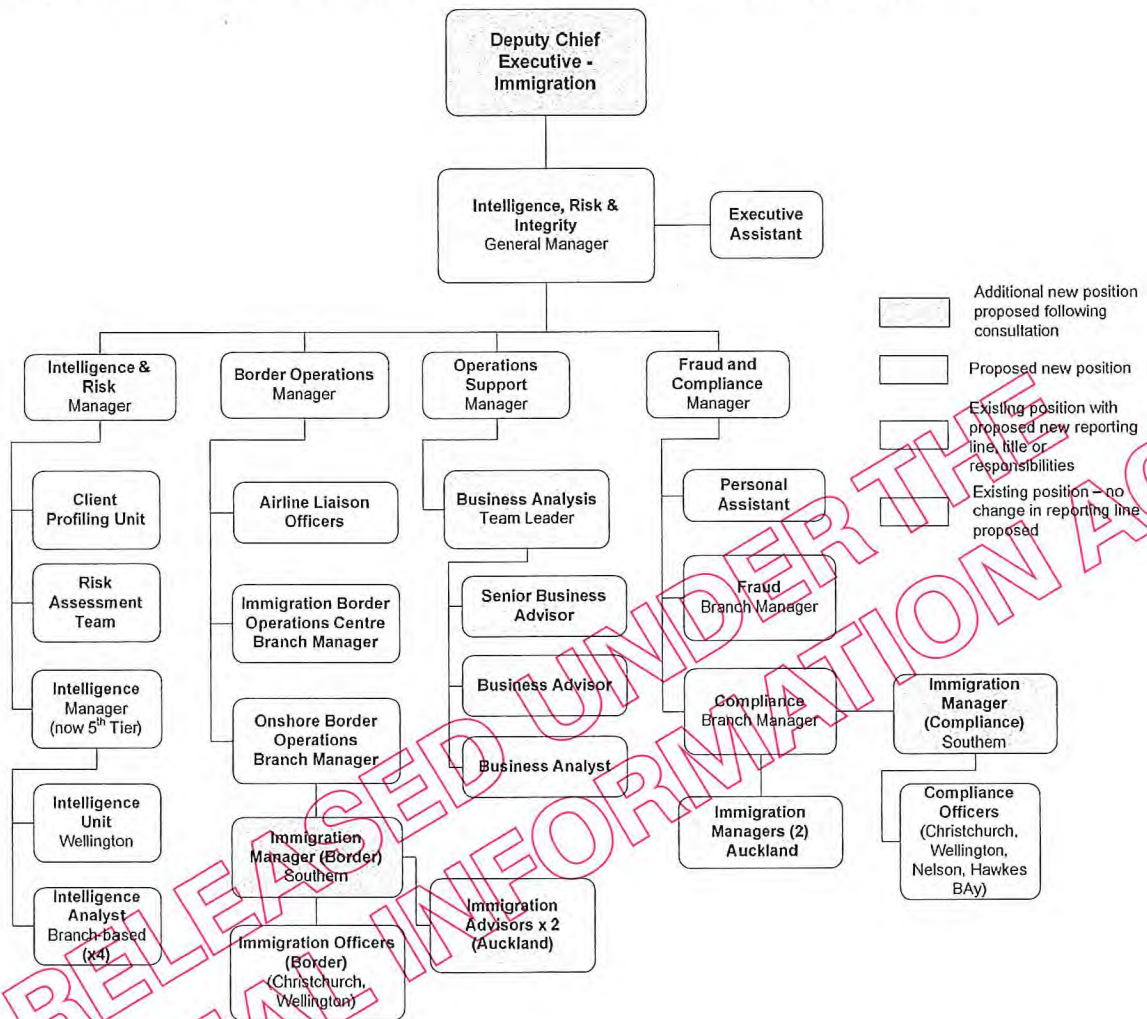
255 Strengthen the structure around risk, value, and intelligence functions (including core intelligence, analysis, profiling, and border operations) to support better decision making across the Immigration Group. This includes establishing the Intelligence and Risk Unit, which is made up of the Client Profiling Unit from Service Design, the Risk Assessment Team from the Immigration Profiling Unit, and the Immigration Intelligence Unit.

256 Do not progress the proposal to realign the positions of Risk Manager and Risk Analyst to the Risk and Intelligence Unit at this stage.

257 Realign the four Intelligence Analyst positions currently in Border Security Group branches to report to the Manager, Intelligence. The realigned positions will remain collocated with their branches.



**Figure 6.1:** Organisational chart – Intelligence, Risk and Integrity Division



**Table.6.1:** Confirmation of positions established in the Intelligence, Risk and Integrity Division

<b>Position</b>	<b>Position status</b>	<b>Status of position description</b>
General Manager, Intelligence, Risk and Integrity	Established	New
Intelligence and Risk Manager	Established	New
Border Operations Manager	Established	New
Fraud and Compliance Manager	Established	New
Intelligence Manager	Established	New
Immigration Manager (Compliance)	Established	New
Immigration Manager (Border Operations)	Established	New

**Table 6.2:** Confirmation of positions disestablished as a result of the establishment of the Intelligence, Risk and Integrity Division

<b>Position</b>	<b>Position number</b>	<b>Affected</b>	<b>Status of position</b>
Group Manager, Border Security	00-00-790-0	Yes	Position is formally disestablished
Intelligence Manager	00-00-415-0	Yes	Position is formally disestablished
Immigration Profiling Group Manager	00-00-409-0	Yes	Position is formally disestablished
National Border and Compliance Manager	00-00-939-0	Yes	Position is formally disestablished
Investigations Manager	00-01-302-0	Yes	Position is formally disestablished
Compliance Branch Manager – Central/Southern	00-02-114-0	Yes	Position is formally disestablished
Immigration Manager Border and Compliance, Central/Southern	00-00-807-0	Yes	Position is formally disestablished

<b>Position</b>	<b>Position number</b>	<b>Realigned from</b>	<b>Realigned to</b>
Senior Intelligence Analyst	00-00-416-0	Intelligence Manager – fourth tier	Intelligence Manager – fifth tier
Risk Assessment Team (5)	00-00-914-0	IPG	Intelligence and Risk
Intelligence Analysts (4) (Branch-based)	00-01-186-0 00-01-504-0 00-01-545-0 00-01-582-0	Border Security	Intelligence Unit

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