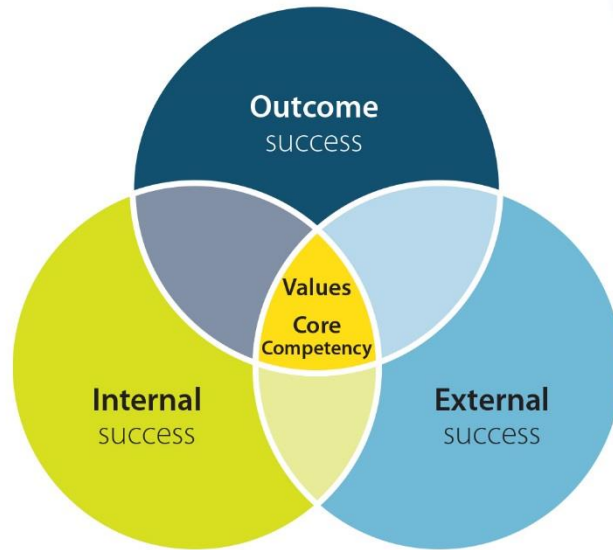


Private & Confidential



PHARMAC Change Decision
Pharmaceutical Funding Team
July 2018

Change decision

On 19 June 2018 we issued consultation on a proposal to restructure the Pharmaceutical Funding team (objective document reference [A1141933](#), linked to this notification letter).

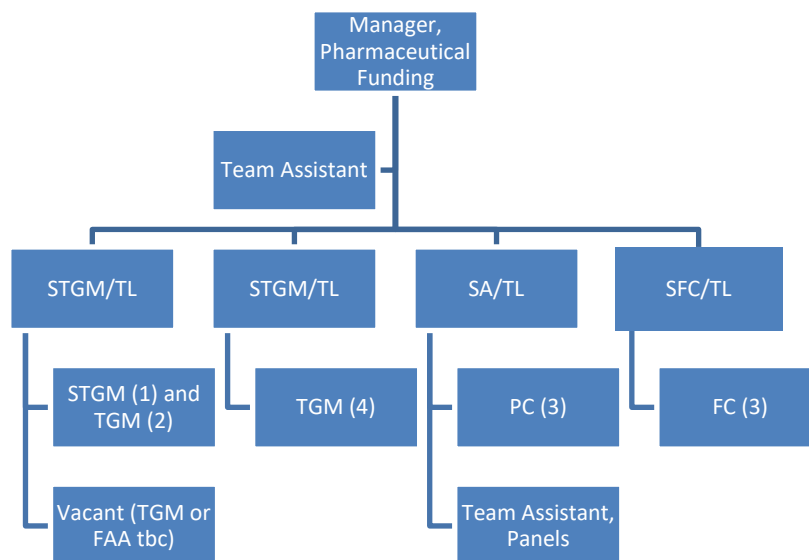
In summary, the proposal was to restructure the team permanently to its current temporary configuration, with some accompanying non-structural changes.

The closing date for feedback was 29 June. Thank you to all those who provided feedback. Overall, responders were supportive of the proposal. There were a number of comments received relating to the impact of the FAA position, workload and seating arrangements which are independent of the restructure proposal and which will be taken into consideration in any future decision on how to fill the vacant position, and for general team planning (these are summarised in the table at the end of this notification). No changes to the proposal were made as a result of the feedback.

Following consideration of the feedback I have decided to approve the Pharmaceutical Funding Team restructure as proposed, as well as the proposed new position descriptions for the Funding Coordinator, Senior Funding Coordinator and Senior Funding Coordinator/Team Leader positions.

The date for this structure to be implemented is Monday 16 July 2018. Confirmation letters will be sent to affected staff and, if this occurs after 16 July, any changes will be backdated to 16 July.

The new structure is shown below.



I would like to thank you all for your participation in this process. Please contact s9(2)(a) or HR if you have any questions about the process or the decision.

Sarah Fitt

Sarah Fit
Chief Executive

Theme	Comment
<p>Funding Coordinators Support for all the FCs being in one sub-team. Considered that this has resulted in increased productivity, facilitated more cohesive team working and is an improvement on past structures particularly for FCs.</p> <p>Some concerns raised that this may reduce the focus on, and ability for, stretch work but acknowledged that this could be managed.</p> <p>Significant benefit from SFC and SFC/TL roles for career progression for FCs.</p>	<p>Noted</p>
<p>STGM/TL position disestablishment Concern that one less STGM/TL could result in an increase in decision-making workload for STGM/TLs re Special Authority waivers, NPPA reviews and Schedule decision making.</p> <p>Concern about one less opportunity for progression for TGMs.</p>	<p>Decision-making delegations have been given to SA/TL for NPPA and SA waivers which has resulted in the same number of decision-makers for these processes. There has not been any feedback from the STGM/TLs that a reduction in STGM/TL numbers has resulted in a significant increase in schedule funding decisions.</p> <p>Agree that there would be one less STGM/TL position for progression opportunities; however, there would be a progression opportunity for FCs that doesn't currently exist. On balance, we feel that the proposal would provide a better balance of progression opportunities for all staff in the Pharmaceutical Funding Team.</p>
<p>TGM workload / Vacant position While supportive of the current FAA role (and the specific person in the role), concerned about the impact on the team of reducing the number of TGMs (ie if the vacant position becomes a FAA); considers that TGM workload has increased as a result of having a FAA (because of needing to take on more TGs), with many TGMs experiencing little or no impact (in terms of work reduction) from FAA.</p> <p>Agreement that there is potential for significant benefit from the FAA role and refocussing of TGM activities, and that additional time is required to allow for appropriate decision on this.</p>	<p>Noted, and these comments will be taken into account when the time comes to determine what position the vacant position would become (ie TGM or FAA) and in any future consideration of team cover.</p>
<p>Seating Consider that seating arrangement is really important to consider, including with any future move within the building, to help with the interaction between teams.</p> <p>Desire to retain seating arrangements that foster closer relations between TGMs.</p>	<p>Agree, this is important to consider regardless of team structure.</p>