30 March 2022

Request for Official Information responded to under the Local Government and Official Information and Meetings Act 1987 (LGOIMA) – reference: OIR 2122-213

I refer to your information request we received on 6 March 2022 for the following:

1. *A copy of the KCDC policy and protocols for contractors carrying out work for the council.*

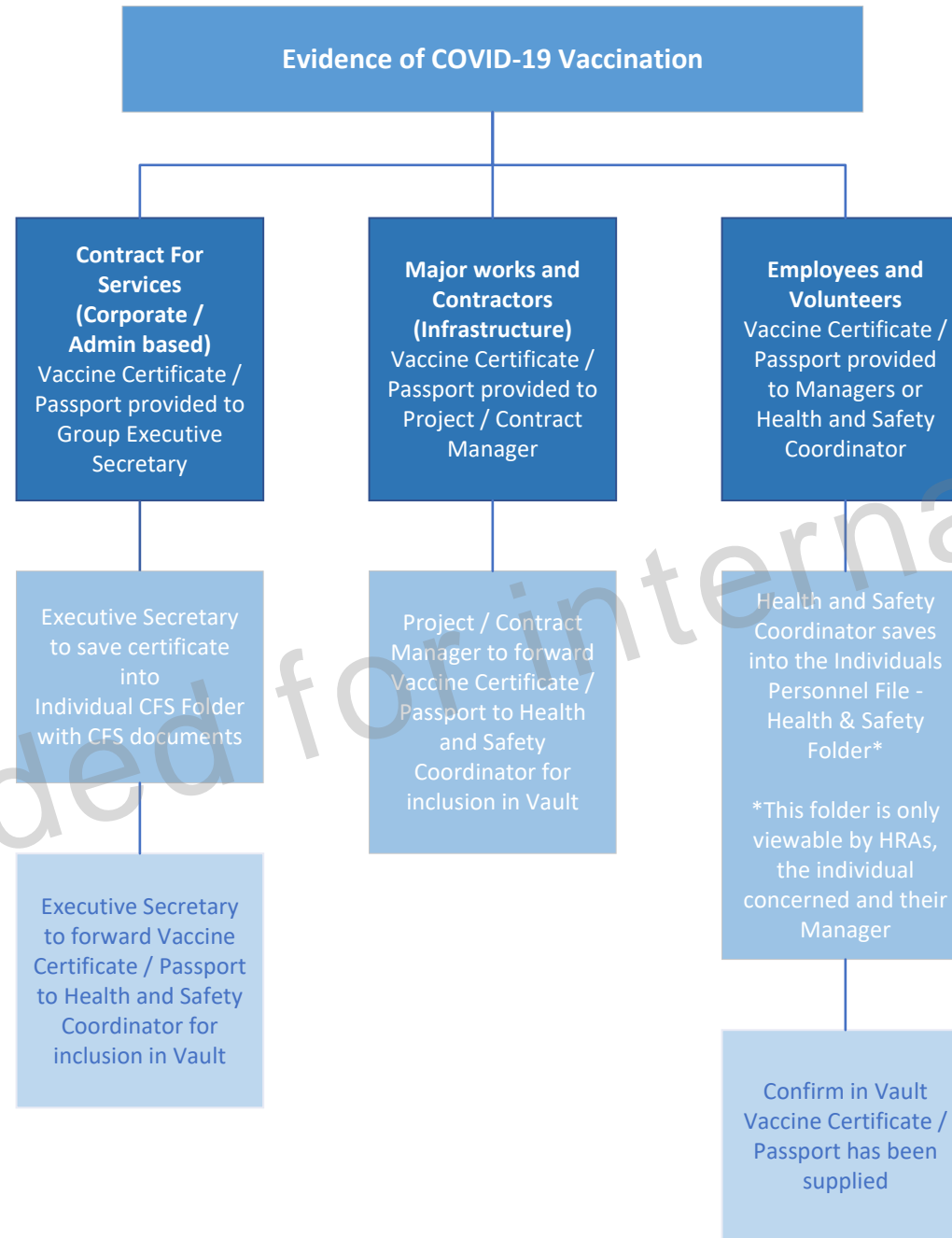**Council response regarding your request**

We believe that your question refers to the COVID-19 Vaccination requirements for contractors carrying out work for the Council. Therefore, please find attached a copy of the Kapiti Coast District Council COVID-19 Vaccination Policy which provides clear definitions for the contractors that are included in this policy and the requirements that the policy places on the contractors.

I also note that following the Government announcement on 23 March 2022, Council has confirmed that the requirement for our customers to show evidence of their Vaccine Pass on entry to our Civic Building, service centres, and community facilities (pools, libraries, and community halls) will be removed from 11.59pm, Monday 4 April. Our COVID-19 Vaccination Policy will stay in place while we remain in the red traffic light setting and Omicron continues to travel through our community, but this will be reviewed in June or earlier if required.

Yours sincerely

Mark de Haast
Group Manager Corporate Services
Te Kaihautū Ratonga Tōpū

Appendix 1 – HR 21-054

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                    │  Evidence of COVID-19 Vaccination │
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Evidence of COVID-19 Vaccination

Contract For Services (Corporate / Admin based)
Vaccine Certificate / Passport provided to Group Executive Secretary

Executive Secretary to save certificate into Individual CFS Folder with CFS documents

Executive Secretary to forward Vaccine Certificate / Passport to Health and Safety Coordinator for inclusion in Vault

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Major works and Contractors (Infrastructure)
Vaccine Certificate / Passport provided to Project / Contract Manager

Project / Contract Manager to forward Vaccine Certificate / Passport to Health and Safety Coordinator for inclusion in Vault

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Employees and Volunteers
Vaccine Certificate / Passport provided to Managers or Health and Safety Coordinator

Health and Safety Coordinator saves into the Individuals Personnel File - Health & Safety Folder*

*This folder is only viewable by HRAs, the individual concerned and their Manager

Confirm in Vault Vaccine Certificate / Passport has been supplied

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NOTE: Vaccine Passport information in Vault will be indicated as a 'tick box' once Passports have been received

			1	2	3	4
Almost Certain will occur in most circumstances	Likelihood	4	Medium - 4	High - 8	Extreme - 12	Extreme - 16
Likely Will probably occur		3	Low - 3	Medium - 6	High - 9	Extreme - 12
Unlikely Possible but unlikely		2	Low - 2	Medium - 4	Medium - 6	High - 8
Rare may occur in Exceptional Circumstances		1	Low -1	Low - 2	Low - 3	Medium - 4
			1	2	3	4
			Consequence			

Kapiti Coast District Council COVID Risk Matrix	**Minor consequences or transmission** 1 worker contracts COVID with minor or no symptoms 5 or less close contacts Limited interactions with stakeholders and/or public	**Moderate Consequences or transmission** 2-5 workers contract COVID with minor or no symptoms 6-10 close contacts 1 worker contracts COVID with moderate symptoms Some interactions with stakeholders and/or public	**Major consequences or transmission** 6-10 workers contract COVID with minor or no symptoms 11-25 close contacts 2-5 workers contract COVID with moderate symptoms 1 worker hospitalised due to COVID Regular interaction with stakeholders and/or public	**Severe consequence or transmission** KCDC closed as a cluster 25+ close contacts 6+ workers contract COVID with moderate symptoms 2+ workers hospitalised and/or dies due to COVID High interaction with stakeholders and/or public

Intended for internal use

Risk	Outcome
Low	COVID-19 Vaccine recommended
Med	COVID-19 Vaccine highly recommended
High	COVID-19 Vaccine Mandatory
Extreme	COVID-19 Vaccine Mandatory

* following the risk assessment of all roles the assumption is that as a local government organisation our role is to deliver services to the community which meet legislative requirements and underpinned with our organisational values. Therefore in the interest of being a good employer, caring about the wellbeing of our workers, putting the health and safety of our workers, our community, and our customers as a priority, it appears unlikely that any role within our organisation could be exempt from the risk of spreading and/or contracting delta in the workplace or as a result of the work being undertaken.

**as of 15 March 2022 the Director-General of Health defined fully vaccinated to mean being up to date with the required doses of a Government funded COVID-19 vaccination.

Role Groupings for Risk Assessment	Potential Situations* see below at end of table	Current Controls	Residual Risk Contraction of **COVID-19** (once controls are in place)	Residual Risk Transmission of **COVID-19** (once controls are in place)	Vaccination Consideration	Vaccination requirement
Public Health Order - Education Mandated roles under the Public Health Order for Education - required to go into schools Public Health Order – Education Mandated roles under the Public Health (Vaccinations) Order for Education, which includes: Workers over the age of 12 years who carry out work at or for an affected education service (including as a volunteer worker or an unpaid worker) and who either: •may have contact with children or students while carrying out the work •will be present at the affected education service at a time when children or students are also present.	Roles that are required to regularly go into schools as an essential part of their role and therefore mandated under the COVID-19 Public Health Response (Vaccinations) Order 2021. ****PUBLIC HEALTH ORDER INFORMATION MAY BE SUBJECT TO CHANGE**	•Mask wearing •Physical Distancing •Good Hygiene •Tracking using COVID app •Staying home when unwell •Covid test where required •Workers to forward results to Human Resources Advisors/Health and Safety Advisor for filing onto secure personal files **Vaccination Legally Mandated**	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	These roles are required to be vaccinated under the COVID-19 Public Health Response (Vaccinations) Order 2021.	It is **legally mandated** for these roles to be vaccinated. All positions that fit within this role profile are **required to be vaccinated**.
Public Health Order - Covid Vaccination Certificate Roles that will be mandated under the health order for Covid Vaccination Certificates include: - Workers at permitted events/gatherings (KCDC events) regardless of whether the work is carried out before people arrive at, or leave, the permitted event - Gyms (no current KCDC operated Gym facilities) - Workers of a food and drink business service (see definition in COVID-19 Public Health Response (Protection Framework) Order 2021) - Workers at close proximity businesses and services (where physical distancing of 1 metre cannot be maintained, excludes professional and semi-professional sports, specified social services, education entities - see definition in COVID-19 Public Health Response (Protection Framework) Order 2021) - Workers who carry out work for a tertiary education provider at tertiary education premises that are located in an area described in Part 1 of Schedule 7 of the Covid-19 Framework (areas at Red of traffic light). * Please note the rules for these categories differ depending on whether we are at a Red, Orange or Green setting.	Roles that support activities that require COVID Vaccination Certificate e.g. events, gyms etc ****PUBLIC HEALTH ORDER INFORMATION MAY BE SUBJECT TO CHANGE**	•Mask wearing •Physical Distancing •Reduction of attendees to events/facilities/programmes •Good Hygiene •Tracking using COVID app •Staying home when unwell •Workers with cold, flu or COVID-19 symptoms get tested where required •Workers to forward results to Human Resources Advisors/Health and Safety Advisor for filing onto secure personal files. **Vaccination Legally Mandated**	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	These roles are required to be vaccinated under the COVID-19 Public Health Response (Vaccinations) Order 2021 and Covid-19 Public Health Response (Vaccinations) Amendment Order (No 6) 2021.	It is **legally mandated** for these roles to be vaccinated. All positions in KCDC that fit within this role profile are **required to be vaccinated.**

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Role Groupings for Risk Assessment	Potential Situations* see below at end of table	Current Controls	Residual Risk Contraction of COVID-19 (once controls are in place)	Residual Risk Transmission of COVID-19 (once controls are in place)	Vaccination Consideration	Vaccination requirement
Pool and Recreation Facilities	KCDC Pool and Recreation Facilities roles regularly interact with the public, in particular having high attendance rates for children* and other vulnerable groups of society. Pools and Recreation Facilities can not easily provide separate access/egress or separate worker only areas, therefore, anyone working onsite will interact with the general public. (this includes the Plunge Cafe located within the Coastlands Aquatic Centre) *Children are defined as a vulnerable group by Government given they cannot be vaccinated (you must currently be at least 12 years old to be vaccinated).* Council Halls - these premises are regularly hired to members of the public/businesses/community groups/clubs, etc for their activities and events. Such hire arrangements do not include a requirement for Council staff to be present and as such the 'hirer/organiser' of the event has responsibility to ensure infection control protocols are in place and carried out.	•Mask wearing (where appropriate)☐ •Physical Distancing •Good Hygiene •Tracking using COVID app •Staying home when unwell •Workers with cold, flu or COVID-19 symptoms get tested •Workers to forward results to Human Resources Advisors/Health and Safety Advisor for filing onto secure personal files Pool specific rules: •parents to assist with guiding or hands on support if needed for swim lessons KCDC requires the hirer of the Council facility - such as Halls and the separate function rooms within the same facility - to undertake the required protocols for managing infection under the Covid-19 traffic lights system. For multiple hire's within the same facility, the Council may restrict bookings to single events only.	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	Pool and Recreation facilities workers are in close contact with children and other vulnerable groups of society. They are also unable to confirm vaccination status of those they regularly interact with. Pool Specific Risk: Due to the nature of pool activities, standard health and safety measures like face coverings are not appropriate, and physical distancing is not always easy to maintain. Recreation Facility Specific Risk: KCDC managed facilities host multiple events and sporting activities with high attendance by children (and other vulnerable groups of society), where physical distancing is not always possible to be enforced. All locations within pool and recreation facilities may have interaction with vulnerable groups of society and therefore are considered within this group. *Under the traffic light system, it does talk about close contact roles, which swim school may fall within, which would see the roles mandated.* *** Halls - mixed usage by individual groups for hire within the same facility poses a risk for shared toilet and kitchen facilities as well as the common entry and exits.* **Vaccination consideration ranking** Number of people interacted with = Extreme Risk Ease of contact tracing = Extreme Risk	Due to the high interaction with vulnerable groups of society, potential for large scale events, and emergency response (first aid) it is **recommended that** all **Pool and Recreation Facilities roles are required to be vaccinated** to provide an extra layer of protection. School groups regularly use pools - Teachers are required by the government mandate to be vaccinated. Any roles that regularly go into Pools and Recreation Facilities would also need to be vaccinated as we can't separate those on site from public, and children who cannot be vaccinated. Although Council staff do not attend on site to manage private bookings, the Council will require all hirers to know their responsibilities and follow the Covid-19 traffic light system rules such as with the use of Vaccine Passports for attendance.
Libraries and Community Centres	Libraries and Community Centre roles regularly interact with the public, in particular having high attendance rates for children* and vulnerable groups of society. Libraries and Community Centres can not easily provide separate access/egress or have worker only areas away from the public, therefore, anyone working onsite will be exposed to the general public. *Children are defined as a vulnerable group by Government given they cannot be vaccinated (you must currently be at least 12 years old to be vaccinated).*	•Masks •Physical Distancing • Physical barriers where appropriate •Good Hygiene •Tracking using COVID app •Staying home when unwell •Workers with cold, flu or COVID-19 symptoms get tested where required •Workers to forward results to Human Resources Advisors/Health and Safety Advisors for filing onto secure personal files •Work from home where possible •Scheduling of programmes and limiting admission numbers into Library and Community Centres as well as programmes	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	Libraries and Community Centre roles regularly interact with the public and vulnerable groups of society, including hosting youth programmes etc. They and are also unable to confirm vaccination status of those they regularly interact with. Libraries and Community Centres will likely continue to be operational during higher traffic light levels, where there is high community transmission. **Vaccination consideration ranking** Number of people interacted with = Extreme Risk Ease of contact tracing = High Risk Physical Distancing = High Risk Length of interaction = Medium to High Risk Interacting with the public = Extreme Risk Affecting vulnerable people = Extreme Risk Workplace risk vs non-work = High Risk	Due to the interaction with public (vulnerable groups) on a regular basis and the risk for both exposure and transmission, it is **recommended that all Libraries and Community Centre roles** are **required to be vaccinated** to provide an extra layer of protection. Any roles that regularly go into Libraries and Community Centres would also need to be vaccinated as we can't separate those on site from public, and children who can not be vaccinated.

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Role Groupings for Risk Assessment	Potential Situations* see below at end of table	Current Controls	Residual Risk Contraction of COVID-19 (once controls are in place)	Residual Risk Transmission of COVID-19 (once controls are in place)	Vaccination Consideration	Vaccination requirement
Regulatory Services These roles include building consents and inspections, animal management services, parking and public space services and environmental health.	Roles that have regular interactions with the public and/or internal/external stakeholders to deliver regulatory services.	**Golden Rules:** •Mask wearing •Physical Distancing •Good Hygiene •Tracking using COVID app •Staying home when unwell •Covid test where required •Forward results to Human Resources Advisor/Health and Safety Advisor for filing onto secure personal files •Work from home where possible	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	Regulatory Services roles interact regularly with the public and/or internal/external stakeholders, and are unable to confirm vaccination status of those they interact with. Difficult to identify who they come into contact with. These include legally required roles Council must deliver. There may be certain sites that require vaccination certificates are mandated under the Health Order. **Vaccination consideration ranking** Number of people interacted with = High to Extreme Risk Ease of contact tracing = High Risk Physical Distancing = High Risk Length of interaction = Medium to High Risk Interacting with the public = High Risk Affecting vulnerable people = High Risk Workplace risk vs non-work = High Risk	Due to the interaction with public and/or internal/external stakeholders on a regular basis and the risk for both Covid exposure and transmission, it is recommended that all Regulatory Services roles be required to be vaccinated to provide an extra layer of protection. There is currently a requirement by some external stakeholders that Council regulatory staff are able to provide evidence of vaccination prior to going onto premises/properties.
Essential Services These roles would be required during a lockdown, higher alert/traffic light levels or in the event of a local/regional or national emergency. These essential services roles include, but are not exclusive to: •Emergency Management (incl. EOC workers) •IT •Facility Management/Property •Operations Team - operational maintenance or emergency and/or call •Water and Wastewater Treatment Plants and Laboratory •Cemetery Services •Animal Management and Public Spaces / Compliance services and after hour response •Asset and plant management •Tenancy management/welfare/urgent responses •Building Site inspections •Communications and Engagement •Waste Operations •Security •H&S **HR and Payroll	Essential services roles which are required to work on site during lockdowns, as well as in alert/traffic light levels or in the event of a local/regional or national emergency These roles: - directly contribute to delivering an essential service (e.g. Water or Wastewater or Lab operators) - include identified "back-up roles" which perform the function of the primary role if unavailable - if unavailable has the potential to negatively affect the organisation or pose a threat to public health and safety - requires highly specialised skills and/or knowledge that is difficult to cover for This does not include essential roles that can work from home. ** HR and Payroll may be required to be on site at some stage pending context of situation and may interact with other essential services staff/contractors	•Mask wearing •Physical Distancing •Good Hygiene •Tracking using COVID app •Staying home when unwell •Workers with cold, flu or COVID-19 symptoms get tested where required •Workers to forward results to Human Resources Advisors/Health and Safety Advisor for filing onto secure personal files •Work from home where possible	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	Essential roles will be required to work on site during lockdowns, as well as in alert/traffic light levels or in the event of a local/regional or national emergency. These roles will have varying levels of interactions with the public including vulnerable groups of society. They are unable to confirm vaccination status of those they are likely to interact with. Difficult to identify who they come into contact with. Close physical contact in an indoor environment during an emergency. **Vaccination consideration ranking** Number of people interacted with = High to Extreme Risk Ease of contact tracing = High to Extreme Risk Physical Distancing = High Risk Length of interaction = Medium to High Risk Interacting with the public = Extreme Risk Affecting vulnerable people = High to Extreme Risk Workplace risk vs non-work = High to Extreme Risk	Due to the interaction with public including vulnerable groups of society and the risk for both exposure and transmission, it is **recommended that all Essential Services roles are required to be vaccinated** to provide an extra layer of protection. This is a particular issue for roles associated with the provision of water and wastewater services. The lack of staff available to provide these services poses a serious risk to public health and safety. Due to the nature of the Water and Wastewater Treatment Plants operational requirements, it is recommended that all visitors to these sites are required to provide evidence of complete and full vaccination. This includes the Laboratory.
Public facing (medium/high interaction with public and/or internal/external customers/external stakeholders)	Public facing roles that have high interactions with internal/external stakeholders. This work can not be done remotely.	•Masks •Physical Distancing • Physical barriers where appropriate •Good Hygiene •Tracking using COVID app •Staying home when unwell •Workers with cold, flu or COVID-19 symptoms get tested where required •Workers to forward results to Human Resources Advisors/Health and Safety Advisor for filing onto secure personal files Scheduling and limiting interaction with external stakeholders	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	These roles will have high interaction with the public (including vulnerable groups of society) and/or internal/external stakeholders. They are unable to confirm vaccination status of those they interact with. These roles will likely continue to be operational during higher traffic light levels, where there is high community transmission. **Vaccination consideration ranking** Number of people interacted with = Extreme Risk Ease of contact tracing = High to Extreme Risk Physical Distancing = Medium to High Risk Length of interaction = Medium to High Risk Interacting with the public = Extreme Risk Affecting vulnerable people = Extreme Risk Workplace risk vs non-work = Extreme Risk	Due to the high interaction with public and stakeholders and the risk for both exposure and transmission, it is **recommended that all Public Facing (high interaction) roles are required to be vaccinated** to provide an extra layer of protection. This extra layer of protection is also taking account of the interactions such staff will have with other work colleagues.

Intended for Internal Use

3

Role Groupings for Risk Assessment	Potential Situations* see below at end of table	Current Controls	Residual Risk Contraction of **COVID-19** (once controls are in place)	Residual Risk Transmission of COVID-19 (once controls are in place)	Vaccination Consideration	Vaccination requirement
Public facing (low / limited interaction with public and/or external stakeholders/internal customers/colleagues)	Public facing roles that have low interaction with internal/external stakeholders as well as public. This work cannot be done remotely. This includes public facing roles that are not captured within the other role profiles.	•Mask wearing •Physical Distancing • Physical barriers where appropriate •Good Hygiene •Tracking using COVID app •Staying home when unwell •Workers with cold, flu or COVID-19 symptoms get tested where required •Workers to forward results to Human Resources Advisors/Health and Safety Advisor for filing onto secure personal files Scheduling and limiting interaction with external stakeholders	**Consequence:** Moderate **Likelihood:** Likely **Risk:** **Medium** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	**Consequence:** Moderate **Likelihood:** Likely **Risk:** **Medium** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	These roles will have low/limited interaction with the public (including vulnerable groups of society) and/or internal/external customers/stakeholders. Due to the low interaction they are likely to be able to confirm vaccination status of those they interact with. **Vaccination consideration ranking** Number of people interacted with = Medium Risk Ease of contact tracing = High Risk Physical Distancing = Medium Risk Length of interaction = Medium Risk Interacting with the public = Medium Risk Affecting vulnerable people = Medium to High Risk Workplace risk vs non-work = Medium Risk	With physical distancing, mask, good hygiene required for these roles, there are multiple layers which are adequate to reduce the risk of contraction and transmission of covid. Common areas such as staff rooms, toilets, stairwells limits the ability to physical distance from colleagues, who may have higher interaction with public and/or internal/external stakeholders. It is **recommended that these roles are to be vaccinated.** This takes account of the risks to other colleagues and customers as well as the individual themselves.
Office or non-public facing (with high face to face interaction with colleagues/internal/external customers/external stakeholders)	Office or non public facing roles that have high interaction with internal/external stakeholders that can not be done remotely.	•Mask wearing •Physical Distancing • Physical barriers where appropriate •Good Hygiene •Tracking using COVID app •Staying home when unwell •Workers with cold, flu or COVID-19 symptoms get tested where required •Workers to forward results to Human Resources Advisors/Health and Safety Advisor for filing onto secure personal files Scheduling and limiting interaction with external stakeholders	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	These roles will have high interaction with the internal/external stakeholders. Due to the nature of the relationships and high levels of interaction they are not likely able to confirm vaccination status of those they interact with. **Vaccination consideration ranking** Number of people interacted with = High Risk Ease of contact tracing = High Risk Physical Distancing = Medium to High Risk Length of interaction = Medium to High Risk Interacting with the public = Low to High Risk Affecting vulnerable people = High Risk Workplace risk vs non-work = Medium to High Risk	Due to the interaction with stakeholders on a regular basis and the risk for both exposure and transmission, it is **recommended that all Office or non-public facing roles are required to be vaccinated** to provide an extra layer of protection. This is also to protect colleagues and customers.
Office or non-public facing (with medium to low face to face interaction with colleagues/ internal/external customers / external stakeholders)	Office or non-public facing roles that have low interaction with colleagues/internal/external stakeholders. This includes office or non-public facing roles that are not captured within the other role profiles.	•Mask wearing •Physical Distancing •Good Hygiene •Tracking using COVID app •Staying home when unwell •Workers with cold, flu or COVID-19 symptoms get tested where required •Workers to forward results to Human Resources Advisors/Health and Safety Advisor for filing onto secure personal files Can work from home in higher alert/traffic light levels	**Consequence:** Moderate **Likelihood:** Likely **Risk:** **Medium** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	**Consequence:** Moderate **Likelihood:** Likely **Risk:** **Medium** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	These roles will have low interaction with internal/external stakeholders. Due to the low interaction they are likely to be able to confirm vaccination status of those they interact with. **Vaccination consideration ranking** Number of people interacted with = Low to Medium Risk Ease of contact tracing = Low to Medium Risk Physical Distancing = Low to Medium Risk Length of interaction = Medium to High Risk Interacting with the public = High Risk Affecting vulnerable people = High Risk Workplace risk vs non-work = High Risk	With physical distancing, mask, good hygiene required for these roles, there are multiple layers which may be adequate to potentially reduce the risk of contraction and transmission of covid. Common areas such as staff rooms, toilets, stairwells limits the ability to physical distance from colleagues, who may have higher interaction with public and/or internal/external stakeholders. **It is recommended that these roles are to be vaccinated** in consideration of other workers and other customers.
Elected members (high interaction with public and/or internal/external stakeholders) **CONSULTATION/ DISCUSSION WITH MAYOR TO BE DONE SEPARATELY BUT THIS IS A CONSIDERATION THAT REQUIRES NOTING**	Elected members have a public facing role that has high interaction with public and/or internal/external stakeholders.	•Mask wearing •Physical Distancing • Physical barriers where appropriate •Good Hygiene •Tracking using COVID app •Staying home when unwell •Elected members with cold, flu or COVID-19 symptoms get tested where required Scheduling and limiting interaction with external stakeholders	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	**Consequence:** Major **Likelihood:** Likely **Risk:** **High** *Unvaccinated or those at higher risk may experience more severe reaction, and have a higher risk*	These roles will have high interaction with the public (including vulnerable groups of society) and/or internal/external stakeholders. They are unable to confirm vaccination status of those they interact with. These roles will likely continue to be operational during higher traffic light levels, where there is high community transmission. **Vaccination consideration ranking** Number of people interacted with = Extreme Risk Ease of contact tracing = High to Extreme Risk Physical Distancing = Medium to High Risk Length of interaction = Medium to High Risk Interacting with the public = Extreme Risk Affecting vulnerable people = Extreme Risk Workplace risk vs non-work = Extreme Risk	Due to the high interaction with public and stakeholders and the risk for both exposure and transmission, it is **recommended that all Elected Members are required to be vaccinated** to provide an extra layer of protection. This extra layer of protection is also taking account of the interactions they will have with staff.

Note: All positions that have a high driving component and are required to undertake AA Driver Assessments will be required to be vaccinated as this is a requirement of AA Driver Training Services;

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Role Title	Team	Group	Risk Assessment Cluster
Chief Executive	Chief Executive	Chief Executive	Essential Services
EA to the Chief Executive	Chief Executive	Chief Executive	Essential Services
Health and Safety Advisor	Organisational Development	Chief Executive	Essential Services
Health and Safety Coordinator	Organisational Development	Chief Executive	Essential Services
Human Resources Administrator	Organisational Development	Chief Executive	Essential Services
Human Resources Advisor	Organisational Development	Chief Executive	Essential Services
Organisational Development Manager	Organisational Development	Chief Executive	Essential Services
Payroll Officer	Organisational Development	Chief Executive	Essential Services
Payroll Supervisor	Organisational Development	Chief Executive	Essential Services
Group Manager Corporate Services	Corporate Services	Chief Executive	Essential Services
Group Manager Infrastructure Services	Infrastructure Services	Chief Executive	Essential Services
Group Manager People and Partnerships	People and Partnerships	Chief Executive	Essential Services
Group Manager Place and Space	Place and Space	Chief Executive	Essential Services
Group Manager Strategy, Growth and Recovery	Strategy, Growth and Recovery	Chief Executive	Essential Services
Organisational Development Advisor	Organisational Development	Chief Executive	Office or non Public Facing - high face to face interactions
Group Manager Regulatory Services	Regulatory Services	Chief Executive	Essential Services
Business Improvement Manager	Business Improvement	Corporate Services	Essential Services
Risk Advisor	Business Improvement	Corporate Services	Essential Services
Chief Information Officer	Digital Solutions	Corporate Services	Essential Services
Desktop Engineer	Digital Solutions	Corporate Services	Essential Services
Information Technology Manager	Digital Solutions	Corporate Services	Essential Services
Infrastructure Engineer	Digital Solutions	Corporate Services	Essential Services
Senior Cloud and Security Engineer	Digital Solutions	Corporate Services	Essential Services
Service Desk Officer	Digital Solutions	Corporate Services	Essential Services
Chief Financial Officer	Finance	Corporate Services	Essential Services
Manager Corporate Planning and Reporting	Corporate Planning and Reporting	Corporate Services	Office or non Public Facing - high face to face interactions
Executive Secretary to Group Manager (includes all)	Corporate Services	Corporate Services	Office or non Public Facing - high face to face interactions
Procurement Lead	Corporate Services	Corporate Services	Office or non Public Facing - high face to face interactions
Applications Support Analyst	Digital Solutions	Corporate Services	Office or non Public Facing - high face to face interactions
Change Advisor	Digital Solutions	Corporate Services	Office or non Public Facing - high face to face interactions
Information Management Officer	Digital Solutions	Corporate Services	Office or non Public Facing - high face to face interactions
Finance Business Advisor	Finance	Corporate Services	Office or non Public Facing - high face to face interactions
Finance Business Analyst	Finance	Corporate Services	Office or non Public Facing - high face to face interactions
Financial Planning and Performance Manager	Finance	Corporate Services	Office or non Public Facing - high face to face interactions
Team Leader Financial Analysis Planning and Performance	Finance	Corporate Services	Office or non Public Facing - high face to face interactions
Team Leader Financial Transactions	Finance	Corporate Services	Office or non Public Facing - high face to face interactions
Senior Advisor Corporate Planning and Reporting	Corporate Planning and Reporting	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Business solutions Analyst	Digital Solutions	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Business Solutions Developer	Digital Solutions	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Business Solutions Manager	Digital Solutions	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Data and Reporting Analyst	Digital Solutions	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Geospatial Analyst	Digital Solutions	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Geospatial Intelligence Manager	Digital Solutions	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Information Management Team Leader	Digital Solutions	Corporate Services	Office or non Public Facing - medium to low face to face interactions

Information Manager	Digital Solutions	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Project and Administration Coordinator	Digital Solutions	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Senior Applications Support Analyst	Digital Solutions	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Accounts Officer	Finance	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Accounts Officer - Banking and Receivable	Finance	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Accounts Payable and Process Improvement Officer	Finance	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Business Analyst Rates	Finance	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Debt Management Officer	Finance	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Finance Business Analyst - Assets	Finance	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Finance Officer	Finance	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Financial Accountant	Finance	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Rates Manager	Finance	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Rates Officer	Finance	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Senior Water Rates Officer	Finance	Corporate Services	Office or non Public Facing - medium to low face to face interactions
Team Leader Rates	Finance	Corporate Services	Office or non Public Facing - medium to low face to face interactions
EOC based roles	Emergency Management	Emergency Management	Regulatory Services
Access and Transport Manager	Access and Transport	Infrastructure Services	Essential Services
Clerk of Works - Roading	Access and Transport	Infrastructure Services	Essential Services
Project Manager	Access and Transport	Infrastructure Services	Essential Services
Road Safety Educator and Vehicle Crossing Inspector	Access and Transport	Infrastructure Services	Essential Services
Roading and Transport Administration Officer	Access and Transport	Infrastructure Services	Essential Services
Roading Asset Engineer	Access and Transport	Infrastructure Services	Essential Services
Roading Engineer	Access and Transport	Infrastructure Services	Essential Services
Roading Network Planner	Access and Transport	Infrastructure Services	Essential Services
Team Leader Roading Asset Management	Access and Transport	Infrastructure Services	Essential Services
Team Leader Roading Network Delivery	Access and Transport	Infrastructure Services	Essential Services
Traffic Engineer	Access and Transport	Infrastructure Services	Essential Services
Transport Safety Lead	Access and Transport	Infrastructure Services	Essential Services
Administration Support Officer	Operations	Infrastructure Services	Essential Services
Apprentice Horticulture - Amenities Gardener	Operations	Infrastructure Services	Essential Services
Apprentice Reticulation Serviceperson - Water	Operations	Infrastructure Services	Essential Services
Apprentice Turf Specialist	Operations	Infrastructure Services	Essential Services
Electrical Systems Engineer	Operations	Infrastructure Services	Essential Services
Environmental Restoration Officer	Operations	Infrastructure Services	Essential Services
General Maintenance Serviceperson	Operations	Infrastructure Services	Essential Services
Horticulture - Amenities Gardener	Operations	Infrastructure Services	Essential Services
Mechanical Maintenance Supervisor	Operations	Infrastructure Services	Essential Services
Mowing - Tractor Operator	Operations	Infrastructure Services	Essential Services
Operations Manager	Operations	Infrastructure Services	Essential Services
Parks and Reserves Coordinator	Operations	Infrastructure Services	Essential Services
Parks and Reserves Serviceperson	Operations	Infrastructure Services	Essential Services
Parks and Reserves Supervisor	Operations	Infrastructure Services	Essential Services
Property Maintenance Officer	Operations	Infrastructure Services	Essential Services
Pump Station Serviceperson	Operations	Infrastructure Services	Essential Services
Reticulation Serviceperson	Operations	Infrastructure Services	Essential Services
Serviceperson, Horticulture and Cemeteries	Operations	Infrastructure Services	Essential Services
Sewer Stormwater Supervisor	Operations	Infrastructure Services	Essential Services

Specialist Maintenance Serviceperson	Operations	Infrastructure Services	Essential Services
Team Leader Horticulture	Operations	Infrastructure Services	Essential Services
Team Leader Mowing	Operations	Infrastructure Services	Essential Services
Team Leader Office Administration	Operations	Infrastructure Services	Essential Services
Team Leader Turf	Operations	Infrastructure Services	Essential Services
Turf Specialist	Operations	Infrastructure Services	Essential Services
Turf Specialist - Tractor Operator	Operations	Infrastructure Services	Essential Services
Utilities Infrastructure Manager	Operations	Infrastructure Services	Essential Services
Water Reticulation Supervisor	Operations	Infrastructure Services	Essential Services
Clerk of Works - Stormwater and Coastal Assets	Stormwater and Coastal Assets	Infrastructure Services	Essential Services
Coastal and Stormwater Asset Engineer	Stormwater and Coastal Assets	Infrastructure Services	Essential Services
Stormwater and Coastal Asset Manager	Stormwater and Coastal Assets	Infrastructure Services	Essential Services
Stormwater and Coastal Engineer	Stormwater and Coastal Assets	Infrastructure Services	Essential Services
Sustainability and Resilience Manager	Sustainability and Resilience	Infrastructure Services	Essential Services
Laboratory Manager	Water and Wastewater	Infrastructure Services	Essential Services
Laboratory Technician	Water and Wastewater	Infrastructure Services	Essential Services
Senior Asset Planning Engineer	Water and Wastewater	Infrastructure Services	Essential Services
Senior Network Engineer Water and Wastewater	Water and Wastewater	Infrastructure Services	Essential Services
Senior Treatment Specialist	Water and Wastewater	Infrastructure Services	Essential Services
Senior Water and Wastewater Engineer	Water and Wastewater	Infrastructure Services	Essential Services
Treatment Specialist	Water and Wastewater	Infrastructure Services	Essential Services
Wastewater Treatment Plants Manager	Water and Wastewater	Infrastructure Services	Essential Services
Wastewater Treatment Plants Supervisor	Water and Wastewater	Infrastructure Services	Essential Services
Water and Wastewater Asset Manager	Water and Wastewater	Infrastructure Services	Essential Services
Water and Wastewater Compliance Officer	Water and Wastewater	Infrastructure Services	Essential Services
Water Treatment Plants Manager	Water and Wastewater	Infrastructure Services	Essential Services
Water Treatment Plants Supervisor	Water and Wastewater	Infrastructure Services	Essential Services
Principal Policy Advisor Climate Change	Sustainability and Resilience	Infrastructure Services	Office or non Public Facing - medium to low face to face interactions
Projects Support Officer	Sustainability and Resilience	Infrastructure Services	Public Facing - low to limited interactions
Coastal Manager	Coastal	Infrastructure Services	Public Facing - medium to high interactions
Construction Manager - Civil Works	Project Management Office	Infrastructure Services	Public Facing - medium to high interactions
Manager, Project Management Office	Project Management Office	Infrastructure Services	Public Facing - medium to high interactions
Programme Delivery Manager - Community Facilities	Project Management Office	Infrastructure Services	Public Facing - medium to high interactions
Project Coordinator	Project Management Office	Infrastructure Services	Public Facing - medium to high interactions
Project Manager	Project Management Office	Infrastructure Services	Public Facing - medium to high interactions
Project Manager Civil	Project Management Office	Infrastructure Services	Public Facing - medium to high interactions
Senior Delivery Manager	Project Management Office	Infrastructure Services	Public Facing - medium to high interactions
Stormwater and Coastal Assets Project Manager	Stormwater and Coastal Assets	Infrastructure Services	Essential Services
Sustainability Advisor	Sustainability and Resilience	Infrastructure Services	Public Facing - medium to high interactions
Waste Minimisation Advisor	Sustainability and Resilience	Infrastructure Services	Public Facing - medium to high interactions
Waste Projects Manager	Sustainability and Resilience	Infrastructure Services	Public Facing - medium to high interactions
Communications and Engagement Manager	Communications and Engagement	People and Partnerships	Essential Services
Manager Connected Communities	Connected Communities	People and Partnerships	Essential Services
Programme Advisor (Social)	Connected Communities	People and Partnerships	Essential Services
Senior Programme Advisor	Connected Communities	People and Partnerships	Essential Services
Customer Engagement Manager	Customer Engagement	People and Partnerships	Essential Services
Supervisor Contact Centre	Customer Engagement	People and Partnerships	Essential Services

Team Leader Customer Engagement	Customer Engagement	People and Partnerships	Essential Services
Democracy Services Advisor	Governance and Legal Services	People and Partnerships	Essential Services
Democracy Services Manager	Governance and Legal Services	People and Partnerships	Essential Services
Governance and Legal Services Manager	Governance and Legal Services	People and Partnerships	Essential Services
Personal Assistant to the Mayor	Governance and Legal Services	People and Partnerships	Essential Services
Senior Legal Counsel	Governance and Legal Services	People and Partnerships	Essential Services
Advisor - Digital Content and Channels	Communications and Engagement	People and Partnerships	Essential Services
Lead Communications and Engagement Advisor - Programmes	Communications and Engagement	People and Partnerships	Essential Services
Senior Advisor Communications and Engagement	Communications and Engagement	People and Partnerships	Essential Services
Team Leader Content and Channels	Communications and Engagement	People and Partnerships	Essential Services
Customer Administration Officer	Customer Engagement	People and Partnerships	Office or non Public Facing - high face to face interactions
Advisor Official Information	Governance and Legal Services	People and Partnerships	Office or non Public Facing - high face to face interactions
Senior Advisor Warrants and Delegations	Governance and Legal Services	People and Partnerships	Office or non Public Facing - high face to face interactions
Group Administration Officer	People and Partnerships	People and Partnerships	Office or non Public Facing - high face to face interactions
Principal Advisor to Group Manager	People and Partnerships	People and Partnerships	Office or non Public Facing - high face to face interactions
Senior Advisor Local Outcomes	People and Partnerships	People and Partnerships	Office or non Public Facing - high face to face interactions
Project Support	Connected Communities	People and Partnerships	Office or non Public Facing - medium to low face to face interactions
Events Coordinator	Communications and Engagement	People and Partnerships	Public Facing - medium to high interactions
Advisor Connected Communities	Connected Communities	People and Partnerships	Essential Services
Youth Council Coordinator	Connected Communities	People and Partnerships	Public facing - medium to high interactions
Customer Engagement Representative	Customer Engagement	People and Partnerships	Essential Services
Supervisor Customer Administration	Customer Engagement	People and Partnerships	Public Facing - medium to high interactions
Supervisor Front of House	Customer Engagement	People and Partnerships	Essential Services
Senior Advisor Democracy Services	Governance and Legal Services	People and Partnerships	Essential Services
Advisor - Iwi Partnerships	Iwi Partnerships	People and Partnerships	Public Facing - medium to high interactions
Iwi Partnerships Manager	Iwi Partnerships	People and Partnerships	Public Facing - medium to high interactions
Programme Advisor - Iwi Partnerships	Iwi Partnerships	People and Partnerships	Public Facing - medium to high interactions
Property and Parks Officer	Property and Facilities Maintenance	Place and Space	Essential Services
Property Services Manager	Property and Facilities Maintenance	Place and Space	Essential Services
Tenancy Manager	Property and Facilities Maintenance	Place and Space	Essential Services
Arts, Museums and Heritage Advisor	Libraries and Cultural Services	Place and Space	Libraries and Community Centres
Librarian	Libraries and Cultural Services	Place and Space	Libraries and Community Centres
Librarian - Collections	Libraries and Cultural Services	Place and Space	Libraries and Community Centres
Librarian - Heritage and Archives	Libraries and Cultural Services	Place and Space	Libraries and Community Centres
Librarian - Heritage and Māori Collections	Libraries and Cultural Services	Place and Space	Libraries and Community Centres
Librarian Digital and Systems	Libraries and Cultural Services	Place and Space	Libraries and Community Centres
Librarian Programmes and Outreach	Libraries and Cultural Services	Place and Space	Libraries and Community Centres
Libraries and Cultural Services Manager	Libraries and Cultural Services	Place and Space	Libraries and Community Centres
Library and Arts Administrator	Libraries and Cultural Services	Place and Space	Libraries and Community Centres
Library Digital Inclusion Advisor	Libraries and Cultural Services	Place and Space	Libraries and Community Centres
Ōtaki Library Team Leader	Libraries and Cultural Services	Place and Space	Libraries and Community Centres
Paraparaumu Library Team Leader	Libraries and Cultural Services	Place and Space	Libraries and Community Centres
Project Lead Programmes and Outreach	Libraries and Cultural Services	Place and Space	Libraries and Community Centres
Systems Librarian	Libraries and Cultural Services	Place and Space	Libraries and Community Centres
Team Leader Collection and Digital Services	Libraries and Cultural Services	Place and Space	Libraries and Community Centres
Team Leader Programmes and Outreach	Libraries and Cultural Services	Place and Space	Libraries and Community Centres
Waikanae Library Supervisor	Libraries and Cultural Services	Place and Space	Libraries and Community Centres

Property and Parks Asset Planning Manager	Property and Parks Asset Planning	Place and Space	Office or non Public Facing - high face to face interactions
Aqua Fit Instructor	Aquatic Facilities	Place and Space	Pool and Recreation Facilities
Aquatic Facilities Manager	Aquatic Facilities	Place and Space	Pool and Recreation Facilities
Aquatics Frontline Services Manager	Aquatic Facilities	Place and Space	Pool and Recreation Facilities
Aquatics Programme and Events Manager	Aquatic Facilities	Place and Space	Pool and Recreation Facilities
Aquatics Receptionist	Aquatic Facilities	Place and Space	Pool and Recreation Facilities
Café Assistant	Aquatic Facilities	Place and Space	Pool and Recreation Facilities
Café Team Leader	Aquatic Facilities	Place and Space	Pool and Recreation Facilities
Learn to Swim Instructor	Aquatic Facilities	Place and Space	Pool and Recreation Facilities
Lifeguard	Aquatic Facilities	Place and Space	Pool and Recreation Facilities
Senior Café Assistant	Aquatic Facilities	Place and Space	Pool and Recreation Facilities
Senior Lifeguard	Aquatic Facilities	Place and Space	Pool and Recreation Facilities
Team Leader Lifeguard	Aquatic Facilities	Place and Space	Pool and Recreation Facilities
Waikanae Pool Coordinator	Aquatic Facilities	Place and Space	Pool and Recreation Facilities
Waikanae Senior Receptionist	Aquatic Facilities	Place and Space	Pool and Recreation Facilities
Programme Manager Biodiversity and Landscapes	Parks, Open Spaces and Environment	Place and Space	Pool and Recreation Facilities
Marketing and Events Manager	Place and Space Marketing and Events	Place and Space	Public Facing - medium to high interactions
School Sports Coordinator	Place and Space Marketing and Events	Place and Space	Public Health Order - education
Building Compliance Officer	Building Control	Regulatory Services	Regulatory Services
Building Inspections Team Leader	Building Control	Regulatory Services	Regulatory Services
Building Officer	Building Control	Regulatory Services	Regulatory Services
Building Team Manager	Building Control	Regulatory Services	Regulatory Services
Business Analyst - Regulatory Services	Building Control	Regulatory Services	Regulatory Services
Team Leader Building Approvals	Building Control	Regulatory Services	Regulatory Services
Alcohol Licensing Officer	Environmental Standards	Regulatory Services	Regulatory Services
Compliance Officer	Environmental Standards	Regulatory Services	Regulatory Services
Environmental Health Officer	Environmental Standards	Regulatory Services	Regulatory Services
Environmental Standards Administration Officer	Environmental Standards	Regulatory Services	Regulatory Services
Environmental Standards Manager	Environmental Standards	Regulatory Services	Regulatory Services
Food and Licensing Officer / Technician	Environmental Standards	Regulatory Services	Regulatory Services
Public Spaces and Animal Management Officer	Environmental Standards	Regulatory Services	Regulatory Services
Senior Compliance and Trade Waste Officer	Environmental Standards	Regulatory Services	Regulatory Services
Senior Public Spaces and Animal Management Officer	Environmental Standards	Regulatory Services	Regulatory Services
Team Leader Environmental Health, Licensing and Compliance	Environmental Standards	Regulatory Services	Regulatory Services
Team Leader Public Spaces and Animal Management	Environmental Standards	Regulatory Services	Regulatory Services
Senior Business Advisor	Regulatory Services	Regulatory Services	Regulatory Services
Acting Development Control Team Leader	Resource Consents and Compliance	Regulatory Services	Regulatory Services
Clerk Of Works - Development Control	Resource Consents and Compliance	Regulatory Services	Regulatory Services
Development Engineer	Resource Consents and Compliance	Regulatory Services	Regulatory Services
Planning Technical Support Officer	Resource Consents and Compliance	Regulatory Services	Regulatory Services
Planning Technician	Resource Consents and Compliance	Regulatory Services	Regulatory Services
Resource Consents and Compliance Manager	Resource Consents and Compliance	Regulatory Services	Regulatory Services
Resource Consents Planner	Resource Consents and Compliance	Regulatory Services	Regulatory Services
Resource Consents Projects Officer	Resource Consents and Compliance	Regulatory Services	Regulatory Services
Resource Consents Service Planner	Resource Consents and Compliance	Regulatory Services	Regulatory Services
RMA Compliance and Resource Consents Project Officer	Resource Consents and Compliance	Regulatory Services	Regulatory Services
RMA Compliance Officer	Resource Consents and Compliance	Regulatory Services	Regulatory Services

Senior Resource Consents Planner	Resource Consents and Compliance	Regulatory Services	Regulatory Services
Team Leader Resource Consents	Resource Consents and Compliance	Regulatory Services	Regulatory Services
Intermediate Policy Planner	District Planning	Strategy, Growth and Recovery	Office or non Public Facing - high face to face interactions
Planning Technical Support Officer	District Planning	Strategy, Growth and Recovery	Office or non Public Facing - high face to face interactions
Projects Officer/Planning Technician	District Planning	Strategy, Growth and Recovery	Office or non Public Facing - high face to face interactions
Destination Marketing Advisor	Economic Development	Strategy, Growth and Recovery	Public Facing - medium to high interactions
Manager Research and Policy	Research and Policy	Strategy, Growth and Recovery	Office or non Public Facing - high face to face interactions
Policy Advisor	Research and Policy	Strategy, Growth and Recovery	Office or non Public Facing - high face to face interactions
Policy Advisor- Summer Intern	Research and Policy	Strategy, Growth and Recovery	Office or non Public Facing - high face to face interactions
Principal Policy Advisor	Research and Policy	Strategy, Growth and Recovery	Office or non Public Facing - high face to face interactions
Funding Coordinator	Strategy	Strategy, Growth and Recovery	Office or non Public Facing - high face to face interactions
Senior Strategic Advisor	Strategy	Strategy, Growth and Recovery	Office or non Public Facing - high face to face interactions
Strategy Manager	Strategy	Strategy, Growth and Recovery	Office or non Public Facing - high face to face interactions
District Planning Manager	District Planning	Strategy, Growth and Recovery	Public Facing - medium to high interactions
Principal Policy Planner	District Planning	Strategy, Growth and Recovery	Public facing - medium to high interactions
Senior Policy Planner	District Planning	Strategy, Growth and Recovery	Public facing - medium to high interactions
Economic Development Advisor	Economic Development	Strategy, Growth and Recovery	Public facing - medium to high interactions
Economic Development Manager	Economic Development	Strategy, Growth and Recovery	Public facing - medium to high interactions
Principal Advisor Growth and Development	Economic Development	Strategy, Growth and Recovery	Public facing - medium to high interactions
Strategic Development Director	Economic Development	Strategy, Growth and Recovery	Public facing - medium to high interactions
Corporate Property Manager	Strategy	Strategy, Growth and Recovery	Public facing - medium to high interactions
Senior Corporate Property Advisor	Strategy	Strategy, Growth and Recovery	Public facing - medium to high interactions
Senior Property Advisor	Strategy	Strategy, Growth and Recovery	Public facing - medium to high interactions