

**From:** [Davinia Gazzard-Steele](#) on behalf of [James Palmer](#)  
**To:** [All Remote Staff](#); [All RM and NABS managers](#); [All Staff Auckland](#); [All Staff Christchurch](#); [All Staff Gisborne](#); [All Staff Wellington](#)  
**Subject:** [STAFF IN-CONFIDENCE]Follow-up to all staff hui  
**Date:** Wednesday, 20 September 2023 2:59:55 pm  
**Importance:** High

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Kia ora e te whānau,

Thank you for attending our all-staff hui this afternoon to share the proposals to mature the Ministry's operating model.

If you couldn't make it along this afternoon, [you can watch the recording here](#).

In summary, I provided an overview of the new operating model's key features, including the proposed business groups. I also shared specific changes proposed to Tier 2 and 3 roles (Deputy Secretaries, Directors, Heads Of, Chief Advisors).

The proposed changes to business groups and roles are part of a comprehensive set of proposals covering every aspect of our operating model. You can read more about the proposals [here](#). I encourage everyone at the Ministry to provide feedback on the proposals and the operating model as a whole, using the [online feedback form](#).

Tier 2 and 3 staff whose roles are affected by proposed structure changes are also able to provide feedback as part of a formal consultation process. This can be sent to [FeedbackOpModel@mfe.govt.nz](mailto:FeedbackOpModel@mfe.govt.nz).

The proposed new operating model has been informed by insights from across the Ministry, gathered during the discovery phase of the project. It was incredibly useful to get so much input from people, and I'd love for this to continue. Your feedback now on the proposed changes will help to shape the next chapter for the Ministry.

Finally, I appreciate that change can be unsettling for people. If you are feeling at all worried or concerned, please talk to your manager. Free, confidential counselling is also available through our EAP services. EAP services is also available onsite at our Willis St. office today and tomorrow.

Kia ora rawa atu,  
James

**James Palmer**

*Secretary for the Environment | Te Tumu Whakarae mō te Taiao*  
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