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**From:** Davinia Gazzard-Steele on behalf of James Palmer  
**Sent:** Friday, 22 September 2023 4:07 pm  
**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]Operating Model Review

Kia ora koutou,

Further to my email this morning I want to clear up a couple of important matters. I know some staff may have been alarmed by an incorrect statement in this morning's article that all contractors and temporary roles will end by the end of November. This is not what it is proposed.

The proposals we are consulting on are for Deputy Secretaries, Directors, Chief Advisors and Heads Of roles only. We do not have any contractors working in any potentially affected roles, but we do have kaimahi in fixed term and acting/seconded roles. The proposal is that those acting in, or seconded into chief advisor, director and deputy secretary roles will return to their substantive roles by the time permanent appointments are made – at this stage we're aiming for December 1.

For the small number of kaimahi on fixed-term contracts in these senior roles we propose working with these individuals on a case by case basis and endeavouring to have fixed term agreements conclude at originally agreed dates where it makes sense to do so. In some cases these kaimahi may be appointed into permanent roles if there are suitable vacancies.

Any changes to less senior roles, including contractors and fixed term employees will be considered in the new year and will be consulted on at that time.

I also know there has also been a lot of interest in the project team's recommendations around remote working, for new kaimahi. I want to be clear that it is *not* proposed that we change our flexible by default approach to hybrid working nor is it proposed to change the conditions of current kaimahi who work remotely. Te Purengi has not yet considered any of these recommendations or made any decisions. As I have said previously, we are being as open as possible by sharing the recommendations with you as we receive them.

Ngā mihi,  
James

**James Palmer**

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

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