

**From:** [Ella Bambrough-Copeland](#) on behalf of [James Palmer](#)  
**To:** [All Remote Staff](#); [All Staff Auckland](#); [All Staff Christchurch](#); [All Staff Wellington](#)  
**Subject:** Follow-up from today's Kōtahitanga  
**Date:** Tuesday, 6 June 2023 4:53:55 pm  
**Attachments:** [image006.jpg](#)  
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Kia ora e te whānau,

Thank you for attending our special kōtahitanga this morning to share our Tō Reo results and the project to mature the Ministry's operating model.

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

In summary, we are embarking on an assessment of our operating model. While important policy work will continue in years ahead, the emphasis of our work is shifting. To convert reforms into results, Aotearoa needs a strong, sustainable system steward that's set up for the next chapter.

There are a few ways you can keep up to date on the project as we go:

- We'll be launching an intranet site in the next few days where you can find key project information.
- I'll be holding some *Ask Me Anything* sessions on Teams where you really can ask me anything about the operating model work.
- You can send questions and ideas in confidence to [FeedbackOpModel@mfe.govt.nz](mailto:FeedbackOpModel@mfe.govt.nz). If you send a question there, answers will be grouped and posted without attribution on the Te Taiao page for the project.
- I also encourage you to connect with your Director or Manager if there's anything you want to talk over.

In the meantime, I appreciate that change can be unsettling for people. If you are feeling at all worried or concerned, talk to your manager. Free, confidential counselling is also available through our EAP services.

As we covered in the hui, there are naturally some unknowns as we begin this work, though things will become clearer as we move forward, and we will continue to share information and ways you can be involved along the way.

Kia ora rawa atu,

James

**James Palmer**

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

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Ministry for the Environment | Manatū mō te Taiao

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