

**From:** [Ella Bambrugh-Copeland](#) 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:** Next week's AMA session  
**Date:** Friday, 29 September 2023 3:55:29 pm  
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Kia ora e te whānau

Happy Friday Thanks again to so many of you for coming along to the Ask Me Anything (AMA) session this week, and for your honest feedback about the operating model proposals. Please keep it coming! As I've said often, this is genuine consultation and I'm open to all suggestions and feedback.

This email is to let you know about the promised AMA planned for Tuesday next week, to clarify the decision processes from here.

The consultation and feedback is in two parts – each with a separate decision process.

1. **Operating structure proposals.** On October 26 we'll be announcing decisions about the *structural proposals only*. These are the proposals affecting most significantly deputy secretaries, directors, heads of and chief advisors and were the subject of formal consultation with that group. These proposals also change business group composition and will change the way we work but this doesn't directly impact the roles of all other kaimahi at this stage; further consultation on any consequential changes for others will come in the new year.
2. **Detailed operating model proposal:** These were outlined in the Detailed Proposals document. Everyone has been invited to provide feedback on these. They are the recommendations *as I received them* from the project team and EY for the full six dimensions of the operating model. Te Pūrengi and I have not had a chance yet to consider these fully. Whether they go ahead or not will be informed by both feedback from staff and consideration by Te Pūrengi. So please do share your thoughts. If these result in further proposed structural changes or to people's roles there will be more consultation next year.

Naturally, as we look toward the end of consultation on Wednesday our awahi and focus is largely on senior staff who are most affected by the first stage of structural change. Nevertheless, I acknowledge there's lots of interest across the board in the wider proposals.

As promised, I've made time for another AMA before feedback and consultation finishes, during which we will go over questions related to three distinct themes. As time is tight, I'm using the time set down for Kotahitanga next week and we'll be looking to find another date for Kotahitanga soon. Specific Te Ao Māori related proposals are going to be discussed next week with Te Rōpu Māori, but of course I welcome everyone's feedback.

The themes are:

1. Timing and process – decisions around structural proposals, and the process for deciding on the wider detailed proposals.
2. The proposed overall operating model – how it works as a whole and would address challenges, including workload.
3. Remote working.

On the last theme. I know how important working remotely is to some of you. It's important to me too. I've been clear that current remote working arrangements for existing kaimahi won't change, and that we're looking to build on and improve how this works into the future. It's a strength of MfE that we won't be losing. We won't be considering any changes in this until the new year, for now the priority is standing up the new structure and our organisational leadership.

I look forward to talking with you all next week. Have a great weekend.

Nga mihi ki a koutou  
James

**James Palmer**

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

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