

Out of scope of this request

From: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>
Sent: Wednesday, February 5, 2020 4:38:59 PM
To: Craig Nicholson <Craig.Nicholson@nzta.govt.nz>
Subject: Fwd: Transmission Gully email query

Sent from my iPhone

Begin forwarded message:

From: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>
Date: 5 February 2020 at 4:25:01 PM NZDT
To: Mark McKenzie <Mark.McKenzie@nzta.govt.nz>
Subject: Fwd: Transmission Gully email query

FYI - Chloe has informed me that Brett will handle this directly with Section 9(2)(a)

Sent from my iPhone

Begin forwarded message:

From: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Date: 5 February 2020 at 3:15:17 PM NZDT
To: Chloe Groser <Chloe.Groser@nzta.govt.nz>, Gabrielle Para

<Gabrielle.Para@nzta.govt.nz>
Subject: FW: Transmission Gully email query

Here's the screenshot

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: michael neilson <michael.neilson@nzme.co.nz>
Sent: Wednesday, 5 February 2020 3:08 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Subject: Re: Transmission Gully email query

It's not the best quality - we're trying to track down the original email.

Cheers

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

From: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Sent: Wednesday, 5 February 2020 3:05 PM
To: michael neilson <michael.neilson@nzme.co.nz>
Subject: RE: Transmission Gully email query

Can you send me the screenshot please Michael?

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: michael neilson <michael.neilson@nzme.co.nz>
Sent: Wednesday, 5 February 2020 2:57 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Subject: Re: Transmission Gully email query

Apologies I've just been told it was actually sent by construction manager Chris Taylor.

Cheers

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

From: michael neilson
Sent: Wednesday, 5 February 2020 2:54 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Subject: Transmission Gully email query

Kia ora Andrew,

Michael Neilson here, NZ Herald.

We've been forwarded a screenshot of an email apparently sent by the Transmission Gully project director Justin Redelinghuys, in which he says he expects all engineers "not from New Zealand to be at work tomorrow".

It also says those from New Zealand and for whom Waitangi Day is "just another public holiday" he would appreciate if they are also at work.

It ended: "Those of you from NZ who feel it is important to have the day off then please enjoy your time off."

Are you able to please confirm if this email was sent out to staff today regarding Waitangi Day and from whom it was sent?

And if it was sent, what does NZTA think about the project director expecting and encouraging staff not from New Zealand, and those who don't value Waitangi Day, to go to work?

For those that did go to work, are you able to confirm they would be receiving the standard time and a half, day in lieu e entitlements?

Nga mihi nui

Released under the Official Information Act 1982

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

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From: [Craig Nicholson](#)
To: [Gabrielle Para](#)
Subject: RE: Waitangi day media enquiries
Date: Monday, 10 February 2020 6:19:00 AM

Hi Gabe,

It might be too late for me to respond now, but what you've said makes sense to me. I'm happy to take the collective view of you, Chloe and Andy about whether or not WGP should issue something proactively.

Cheers,

Craig

From: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>
Sent: Friday, 7 February 2020 5:03 PM
To: Chloe Groser <Chloe.Groser@nzta.govt.nz>; Craig Nicholson <Craig.Nicholson@nzta.govt.nz>; Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>; Mark McKenzie <Mark.McKenzie@nzta.govt.nz>
Subject: FW: Waitangi day media enquiries

Hi guys,

I caught up with Section 9(2)(a) this afternoon and she has sent this email regarding CPB providing a response to media enquiries – her concern is that she has now heard that the Human Rights Commission has suggested that TG staff make a complain to them if they feel the need.

Section 9(2)(g)(i)

[REDACTED], all the partner groups are in a tough spot and this is really for CPB to wear and hopefully change their stance..

Section 9(2)(g)(i)

Section 9(2)(ba)(i) ?

Thanks,

Gabe.

From: Section 9(2)(a)
Sent: Friday, 7 February 2020 3:58 PM
To: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>; Section 9(2)(a)
Subject: Re: Waitangi day media enquiries

Hi Gabe and Section 9(2)(a)

Released under the Official Information Act 1982

Section 9(2)(ba)(i)

Thanks

Section 9(2)(a)

From: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>

Date: Friday, 7 February 2020 at 2:56 PM

To: "Section 9(2)(a)" <Section 9(2)(a)>, Section 9(2)(a)

Section 9(2)(a)

Subject: FW: Waitangi day media enquiries

CAUTION: This email originated from outside of the Organisation.

H Section 9(2)(a)

Just wondering, given the situation with CPB HEB's media policy and the current media interest (that doesn't appear to be going away in a hurry) is WGP able to respond to these enquiries on behalf of CPB HEB or as their contractor? My concern is that the project has apologised internally, and should look to take a similar approach externally, or to atleast make an acknowledgement.

What do you both think?

Thanks,

Gabe.

From: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>

Sent: Friday, 7 February 2020 2:45 PM

To: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>

Cc: Emma Speight <Emma.Speight@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>; Mark Owen <Mark.Owen@nzta.govt.nz>; Craig Nicholson <Craig.Nicholson@nzta.govt.nz>

Subject: RE: Waitangi day media enquiries

Section 9(2)(g)(i)

[REDACTED] of the e-mail sent to their staff by their Chair late on Wednesday – as attached

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships

M 021 276 3222

E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: Andrew Knackstedt

Sent: Friday, 7 February 2020 2:40 PM

To: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>

Cc: Emma Speight <Emma.Speight@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>; Mark Owen <Mark.Owen@nzta.govt.nz>; Craig Nicholson <Craig.Nicholson@nzta.govt.nz>

Subject: RE: Waitangi day media enquiries

Can they at least respond to the enquiries they've received to say they won't be commenting? I've got reporters asking me for a contact as they have emailed questions through to CPB and not had any response at all.

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships

M 021 276 3222

E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>

Sent: Friday, 7 February 2020 2:37 PM

To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>

Cc: Emma Speight <Emma.Speight@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>; Mark Owen <Mark.Owen@nzta.govt.nz>; Craig Nicholson <Craig.Nicholson@nzta.govt.nz>

Subject: RE: Waitangi day media enquiries

Hi Andy,

Section 9(2)(a)

[REDACTED] has advised me that she has been directed by the CPB head office that she is not to answer or respond to calls or enquiries from the media. Despite her best efforts, she hasn't been able to get them to move on their current media policy.

Thanks,

Gabe.

From: [Jackie Smith](#)
To: [Jackie Smith](#)
Subject: FW: Transmission Gully email query
Date: Monday, 30 March 2020 3:23:05 PM

From: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>
Sent: Wednesday, 5 February 2020 6:34 PM
To: Chloe Groser <Chloe.Groser@nzta.govt.nz>
Subject: Re: Transmission Gully email query

Hi Chloe,

Section 9(2)(g)(i)

Once it's been approved, I'll need to send it to [Section 9\(2\)\(a\)](#) as an FYI.

Thanks,

Gabe.

Sent from my iPhone

On 5/02/2020, at 5:37 PM, Chloe Groser <Chloe.Groser@nzta.govt.nz> wrote:

Thanks Andy, and I also think that's the right response from us.

Cheers
Chloe

Chloe Groser / Practice Manager, Engagement and Communications Lower North and Southern
Engagement and Partnerships
Section 9(2)(a)
E chloe.groser@nzta.govt.nz / w nzta.govt.nz
Waka Kotahi NZ Transport Agency

From: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Sent: Wednesday, 5 February 2020 5:22 PM
To: Chloe Groser <Chloe.Groser@nzta.govt.nz>; Gabrielle Para <Gabrielle.Para@nzta.govt.nz>;
Leigh Pearson <Leigh.Pearson@nzta.govt.nz>; Richard May <Richard.May@nzta.govt.nz>; Robyn
Fisher <Robyn.Fisher@nzta.govt.nz>
Subject: FW: Transmission Gully email query
Importance: High

Fyi – I'm waiting to hear back from Andy Thackwray on this.

Response likely to be as follows but I won't send until I get the ok from Andy T.

I've kept MO in the loop.

Andy

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222

E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: Andrew Knackstedt
Sent: Wednesday, 5 February 2020 4:54 PM
To: Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>
Subject: FW: Transmission Gully email query
Importance: High

Can you send this to Section 9(2)(a) fyi? And confirm that the CPB/HEB reference is correct?

I'll wait for the green light from you before sending to Herald.

Waka Kotahi NZ Transport Agency recognises the importance of Waitangi Day for everyone in New Zealand. We are extremely disappointed that an e-mail sent by an employee of one of our contractors (CPB/HEB) suggests otherwise. This falls well below the standards which we expect of anyone working on behalf of the Transport Agency, and we are addressing this directly with the contractor.

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>
Sent: Wednesday, 5 February 2020 4:18 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Cc: Brett Gliddon <Brett.Gliddon@nzta.govt.nz>; Leigh Pearson <Leigh.Pearson@nzta.govt.nz>; Robyn Fisher <Robyn.Fisher@nzta.govt.nz>; Richard May <Richard.May@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>
Subject: Re: Transmission Gully email query

Hi Andy

Something to this effect please.....

We need to acknowledge Waitangi Day as an important day for all of New Zealand. We're disappointed that an email that suggests anything other than recognizing Waitangi Day as an important day is extremely disappointing and not to the standard NZTA would expect of anyone working on behalf of the Agency. We are addressing this directly with the contractor.

Sent from my iPhone

On 5/02/2020, at 4:10 PM, Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz> wrote:

Thanks Andy – will you then provide me with the info for a brief statement/response for the Herald?

Even if it's a holding line we (or WGP) will need to go back to the Herald with something today.

Cheers,

Andy K

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>
Sent: Wednesday, 5 February 2020 4:07 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Cc: Brett Gliddon <Brett.Gliddon@nzta.govt.nz>; Leigh Pearson <Leigh.Pearson@nzta.govt.nz>; Robyn Fisher <Robyn.Fisher@nzta.govt.nz>; Richard May <Richard.May@nzta.govt.nz>
Subject: Re: Transmission Gully email query

Hi Andy

Chris Taylor is a CPB employee. I have notified **Section 9(2)(a)** CPB NZ **Section 9(2)(a)** and asked that he manage it from their end and advise us as to what actions being taken. I have also notified **Section 9(2)(a)** **Section 9(2)(a)** VGP and asked that she also manage and advise as to what action is being taken.

Thanks

Andy

Sent from my iPhone

On 5/02/2020, at 3:05 PM, Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz> wrote:

Hi all,

See below – you will want to be aware of this.

I've asked Gabe Para and Chloe Groser to look into it urgently.

Cheers,

Andy

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: michael neilson <michael.neilson@nzme.co.nz>
Sent: Wednesday, 5 February 2020 2:57 PM
To: Andrew Knackstedt
<Andrew.Knackstedt@nzta.govt.nz>
Subject: Re: Transmission Gully email query

Apologies I've just been told it was actually sent by construction manager Chris Taylor.

Cheers

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

From: michael neilson
Sent: Wednesday, 5 February 2020 2:54 PM
To: Andrew Knackstedt
<Andrew.Knackstedt@nzta.govt.nz>
Subject: Transmission Gully email query

Kia ora Andrew,

Michael Neilson here, NZ Herald.

We've been forwarded a screenshot of an email apparently sent by the Transmission Gully project director Justin Redelinghuys, in which he says he expects all engineers "not from New Zealand to be at work tomorrow".

It also says those from New Zealand and for whom Waitangi Day is "just another public holiday" he would appreciate if they are also at work.

It ended: "Those of you from NZ who feel it is important to have the day off then please enjoy your time off."

Are you able to please confirm if this email was sent out to staff today regarding Waitangi Day and from whom it was sent?

And if it was sent, what does NZTA think about the project director expecting and encouraging staff not from New Zealand, and those who don't value Waitangi Day, to go to work?

Released under the Official Information Act 1982

For those that did go to work, are you able to confirm they would be receiving the standard time and a half, day in lieu entitlements?

Nga mihi nui

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

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From: [Jackie Smith](#)
To: [Jackie Smith](#)
Subject: FW: Waitangi day media enquiries
Date: Monday, 30 March 2020 3:21:58 PM

From: Chloe Groser
Sent: Monday, 10 February 2020 9:18 AM
To: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>
Subject: RE: Waitangi day media enquiries

Thanks Gabe. I think if this hasn't gone out yet, and we haven't had any follow-up enquiries over the weekend, probably best to leave it. Are they still being chased for comment?

Chloe Groser / Practice Manager, Engagement and Communications Lower North and Southern
Engagement and Partnerships

Section 9(2)(a)

E chloe.groser@nzta.govt.nz / w nzta.govt.nz
Waka Kotahi NZ Transport Agency

From: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>
Sent: Monday, 10 February 2020 12:45 AM
To: Chloe Groser <Chloe.Groser@nzta.govt.nz>
Subject: RE: Waitangi day media enquiries

Hi Chloe,

Section 9(2)(a)

email is in the email thread so should be two emails below – where I have highlighted her email address – it hasn't gone out. Shes just wanting our feedback.

Thanks,

Gabe.

From: Chloe Groser <Chloe.Groser@nzta.govt.nz>
Sent: Friday, 7 February 2020 5:52 PM
To: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>
Subject: Re: Waitangi day media enquiries

Hi Gabe, I can't ^{Section 9(2)}_(a) email. Can you please resend, or has it already gone?

Get [Outlook for iOS](#)

From: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>
Sent: Friday, February 7, 2020 5:03:17 PM
To: Chloe Groser <Chloe.Groser@nzta.govt.nz>; Craig Nicholson <Craig.Nicholson@nzta.govt.nz>; Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>; Mark McKenzie <Mark.McKenzie@nzta.govt.nz>

Subject: FW: Waitangi day media enquiries

Hi guys,

I caught up with Section 9(2)(a) this afternoon and she has sent this email regarding CPB providing a response to media enquiries – her concern is that she has now heard that the Human Rights Commission has suggested that TG staff make a complain to them if they feel the need.

Section 9(2)(g)(l)

[REDACTED], all the partner groups are in a tough spot and this is really for CPB to wear and hopefully change their stance..

Section 9(2)(g)(i)

Section 9(2)(ba)(i) ?

Thanks,

Gabe.

From: Section 9(2)(a)

Sent: Friday, 7 February 2020 3:58 PM

To: Gabrielle Para <Gabrielle.Para@nzta.govt.nz> Section 9(2)(a)

Subject: Re: Waitangi day media enquiries

Hi Gabe and Section 9(2)(a)

Section 9(2)(ba)(i)

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Section 9(2)(a)

From: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>

Date: Friday, 7 February 2020 at 2:56 PM

To: Section 9(2)(a) >, Section 9(2)(a)

Subject: FW: Waitangi day media enquiries

CAUTION: This email originated from outside of the Organisation.

Hi Section 9(2)(a)

Just wondering, given the situation with CPB HEB's media policy and the current media interest (that doesn't appear to be going away in a hurry) is WGP able to respond to these enquiries on behalf of CPB HEB or as their contractor? My concern is that the project has apologised internally, and should look to take a similar approach externally, or to at least make an acknowledgement.

What do you both think?

Thanks,

Gabe.

From: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>

Sent: Friday, 7 February 2020 2:45 PM

To: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>

Cc: Emma Speight <Emma.Speight@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>; Mark Owen <Mark.Owen@nzta.govt.nz>; Craig Nicholson <Craig.Nicholson@nzta.govt.nz>

Subject: RE: Waitangi day media enquiries

Section 9(2)(g)(i)

of the e-mail sent to their staff by their Chair late on Wednesday – as attached

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships

M 021 276 3222

E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: Andrew Knackstedt

Sent: Friday, 7 February 2020 2:40 PM

To: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>

Cc: Emma Speight <Emma.Speight@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>; Mark Owen <Mark.Owen@nzta.govt.nz>; Craig Nicholson <Craig.Nicholson@nzta.govt.nz>

Subject: RE: Waitangi day media enquiries

Can they at least respond to the enquiries they've received to say they won't be commenting? I've got reporters asking me for a contact as they have emailed questions through to CPB and not had any response at all.

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

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Sent: Friday, 7 February 2020 2:37 PM
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Cc: Emma Speight <Emma.Speight@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>; Mark Owen <Mark.Owen@nzta.govt.nz>; Craig Nicholson <Craig.Nicholson@nzta.govt.nz>
Subject: RE: Waitangi day media enquiries

Hi Andy,

Section 9(2)(a) has advised me that she has been directed by the CPB head office that she is not to answer or respond to calls or enquiries from the media. Despite her best efforts, she hasn't been able to get them to move on their current media policy.

Thanks,

Gabe.

From: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Sent: Friday, 7 February 2020 2:21 PM
To: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>
Cc: Emma Speight <Emma.Speight@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>; Mark Owen <Mark.Owen@nzta.govt.nz>; Craig Nicholson <Craig.Nicholson@nzta.govt.nz>
Subject: RE: Waitangi day media enquiries

Thanks Gabe – any update from **Section 9(2)(a)** how CPB/HEB will respond to the queries they've had about the Waitangi Day email?

Just got an email from Newshub saying they've put in a query to CPB/HEB but haven't got an acknowledgement that its been received.

Under the circumstances my view is that CPB/HEB should respond directly.

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: [Andrew Thackwray](#)
To: [Brett Gliddon](#)
Subject: FW: TG apology
Date: Monday, 10 February 2020 7:54:21 PM

Hi

Please see below from CPB who have managed this directly with the union representative. I've spoken with **Section 9(2)(a)** do not intend to respond.

Thanks

Andy

[Andrew Thackwray / Senior Manager Project Delivery](#)
[Transport Services](#)

Section 9(2)(a)

E andrew.thackwray@nzta.govt.nz / W www.nzta.govt.nz

From: **Section 9(2)(a)**

Sent: Monday, 10 February 2020 7:10 PM

To: Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>

Subject: Re: TG apology

Andy

We won't be responding to press enquiries on this.

We have discussed the matter with **Section 9(2)(a)** from AWU, the union that represents our workers and consider that we do not need to further follow up with them.

Section 9(2)(a) has not asked us for an apology.

Section 9(2)(a) has direct access to me and our HR manager.

Regards

Section 9(2)(a)

Level 2, 19 Hargreaves St St Mary's Bay, Auckland, Auckland 1011,

Section 9(2)(a)

From: Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>

Sent: Monday, February 10, 2020 5:11:52 PM

To: **Section 9(2)(a)** >

Subject: TG apology

CAUTION: This email originated from outside of the Organisation.

Hi **Section 9(2)(a)**

Can you please let me know how CPB are responding to the following. Will you be issuing an apology?

Thanks

<http://nzh.tw/12306761>

Andy

[Andrew Thackwray/Senior Manager Project Delivery](#)
[Transport Services](#)

Section 9(2)(a)

E andrew.thackwray@nzta.govt.nz / W www.nzta.govt.nz

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www.nzta.govt.nz

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From: [Mark Ratcliffe](#)
To: [Board Member](#) [Section 9(2)(a)]
Cc: [Brett Gliddon](#)
Subject: Re: No Waitangi Day off if "not from NZ" Transmission Gully roading manager tells staff - NZ Herald
Date: Friday, 7 February 2020 12:07:39 PM

Kia ora

Brett, a think a note from you to the industry condemning this practice and seeking assurance from them that this sort of practice doesn't exist in their business if it does it needs to be irradiated and goes against our values and our commitment to the treaty

[Section 9(2)(g)(i)]

Nga mihi
Mark

On 7/02/2020, at 8:43 AM, Brian Roche [Section 9(2)(a)] wrote:

Thanks

Completely agree... [Section 9(2)(g)(i)]

Very poorly worded. [Section 9(2)(g)(i)]

Cheers

Brian

Sent from my iPhone

On 7/02/2020, at 8:10 AM, Brett Gliddon
<Brett.Gliddon@nzta.govt.nz> wrote:

Hi Brian / Mark

Not sure if you saw this in the paper yesterday.

We are onto it with CPB and it has been dealt with. [Section 9(2)(g)(i)]

Regards,

Brett

[https://www.nzherald.co.nz/nz/news/article.cfm?
c_id=1&objectid=12306548](https://www.nzherald.co.nz/nz/news/article.cfm?c_id=1&objectid=12306548)

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From: [Brett Gliddon](#)
To: [Andrew Thackwray](#)
Subject: Re: TG apology
Date: Tuesday, 11 February 2020 8:05:32 AM

Thanks

Section 9(2)(g)(i)

From: Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>

Sent: Tuesday, February 11, 2020 7:59 AM

To: Brett Gliddon

Subject: RE: TG apology

Totally agree!

Section 9(2)(g)(i)

This is the only piece of additional information which you may not have seen. It's the email to staff sent after the original email last week.

Thanks

Andy

Andy

FYI

Regards

Section 9(2)(a)

Level 2, 19 Hargreaves St St Mary's Bay, Auckland, Auckland 1011,

Section 9(2)(a)

From: Section 9(2)(a)

Sent: Wednesday, February 5, 2020 7:56:44 PM

To: Section 9(2)(a)

Subject: Fwd: Message from Section 9(2)(a)

Hi all

Copy of message that I've just sent on behalf Section 9(2)(a) all TG staff.

I will keep in touch if there are any further developments.

Section 9(2)(a)

Sent from my iPhone

Begin forwarded message:

From: Section 9(2)(a)

Date: 5 February 2020 at 7:54:14 PM NZDT

To: "TG Construction@TG Project" <ConstructionTGProject@cpbcon.com.au>

Subject: Fwd: Message from Section 9(2)(a)

Kia ora koutou,
I'm sharing an important message from Section 9(2)(a) as follows...

Tena koutou katoa

Waitangi Day is an important day for all New Zealanders. It is a national holiday that commemorates the signing of the Treaty of Waitangi in 1840.

There are ceremonies being held across New Zealand to mark the occasion and I know that many of you will be looking forward to attending or participating in these community events and I encourage you to do so.

Please be assured that the CPB HEB Joint Venture recognises and respects the importance of Waitangi Day.

I hope you and your family enjoy the day. If you are working tomorrow please be assured your efforts are appreciated. If anyone has any questions about this important day please contact your HR representative.

Section 9(2)(a)

Andrew Thackwray / Senior Manager Project Delivery
Transport Services

Section 9(2)(a)

E andrew.thackwray@nzta.govt.nz / W www.nzta.govt.nz

From: Brett Gliddon <Brett.Gliddon@nzta.govt.nz>
Sent: Tuesday, 11 February 2020 7:46 AM
To: Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>
Subject: Re: TG apology

Thanks

Section 9(2)(g)(i)

Section 9(2)(g)(i). All both parties had to do was issue a short media response apologising for the incident. Section 9(2)(g)(i)

I will raise it with Section 9(2)(a) CPB myself.

Thanks

Brett

From: Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>
Sent: Monday, February 10, 2020 7:54 PM
To: Brett Gliddon
Subject: FW: TG apology

Hi

Please see below from CPB who have managed this directly with the union representative. I've spoken with Section 9(2)(a) WGP do not intend to respond.

Thanks

Andy

Andrew Thackwray/Senior Manager Project Delivery
Transport Services

Section 9(2)(a)

E andrew.thackwray@nzta.govt.nz / W www.nzta.govt.nz

From: Section 9(2)(a)
Sent: Monday, 10 February 2020 7:10 PM
To: Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>

Subject: Re: TG apology

Andy

We won't be responding to press enquiries on this.

We have discussed the matter with **Section 9(2)(a)** from AWU, the union that represents our workers and consider that we do not need to further follow up with them.

Section 9(2)(a) as not asked us for an apology.

Section 9(2)(a) as direct access to me and our HR manager.

Regards

Section 9(2)(a)

Level 2, 19 Hargreaves St St Mary's Bay, Auckland, Auckland 1011,

Section 9(2)(a)

From: Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>

Sent: Monday, February 10, 2020 5:11:52 PM

To: **Section 9(2)(a)**

Subject: TG apology

CAUTION: This email originated from outside of the Organisation.

Hi **Section 9(2)(a)**

Can you please let me know how CPB are responding to the following. Will you be issuing an apology?

Thanks

<http://nzh.tw/12306761>

Andy

Andrew Thackwray/Senior Manager Project Delivery
Transport Services

Section 9(2)(a)

E andrew.thackwray@nzta.govt.nz /www.nzta.govt.nz

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www.nzta.govt.nz

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From: [Andrew Thackwray](#)
To: [Andrew Knackstedt](#)
Cc: [Chloe Groser](#); [Brett Gliddon](#); [Richard May](#); [Leigh Pearson](#); [Robyn Fisher](#)
Subject: Re: Transmission Gully email query
Date: Wednesday, 5 February 2020 4:38:27 PM

Yep, all good.

Thanks Andy

Sent from my iPhone

On 5/02/2020, at 4:30 PM, Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz> wrote:

Thanks Andy.

How about this as a holding statement:

Waka Kotahi NZ Transport Agency recognises the importance of Waitangi Day for everyone in New Zealand. We are extremely disappointed that an e-mail sent by an employee of one of our contractors suggests otherwise. This falls well below the standards which we expect of anyone working on behalf of the Transport Agency, and we are addressing this directly with the contractor.

We'll need to send to WGP/CPB as an FYI.

Suggest we attribute to you.

Cheers,

Andy

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships

M 021 276 3222

E andrew.knackstedt@nzta.govt.nz / www.nzta.govt.nz

From: Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>

Sent: Wednesday, 5 February 2020 4:18 PM

To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>

Cc: Brett Gliddon <Brett.Gliddon@nzta.govt.nz>; Leigh Pearson <Leigh.Pearson@nzta.govt.nz>; Robyn Fisher <Robyn.Fisher@nzta.govt.nz>; Richard May <Richard.May@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>

Subject: Re: Transmission Gully email query

Hi Andy

Something to his effect please.....

We need to acknowledge Waitangi Day as an important day for all of New Zealand. We're disappointed that an email that suggests anything other than recognizing Waitangi Day as an important day is extremely disappointing and not to the standard NZTA would expect of anyone working on behalf of the Agency. We are addressing this directly with the contractor.

Sent from my iPhone

On 5/02/2020, at 4:10 PM, Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz> wrote:

Thanks Andy – will you then provide me with the info for a brief statement/response for the Herald?

Even if it's a holding line we (or WGP) will need to go back to the Herald with

something today.

Cheers,

Andy K

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships

M 021 276 3222

E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>

Sent: Wednesday, 5 February 2020 4:07 PM

To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>

Cc: Brett Gliddon <Brett.Gliddon@nzta.govt.nz>; Leigh Pearson <Leigh.Pearson@nzta.govt.nz>; Robyn Fisher <Robyn.Fisher@nzta.govt.nz>; Richard May <Richard.May@nzta.govt.nz>

Subject: Re: Transmission Gully email query

Hi Andy

Chris Taylor is a CPB employee. I have notified Section 9(2)(a) CPB NZ Section 9(2)(a) and asked that he manage it from their end and advise us as to what actions being taken. I have also notified Section 9(2)(a) Section 9(2)(a) WGP and asked that she also manage and advise as to what action is being taken.

Thanks

Andy

Sent from my iPhone

On 5/02/2020, at 3:05 PM, Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz> wrote:

Hi all,

See below – you will want to be aware of this.

I've asked Gabe Para and Chloe Groser to look into it urgently.

Cheers,

Andy

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships

M 021 276 3222

E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: michael neilson <michael.neilson@nzme.co.nz>

Sent: Wednesday, 5 February 2020 2:57 PM

To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>

Subject: Re: Transmission Gully email query

Apologies I've just been told it was actually sent by construction manager Chris Taylor.

Cheers

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

From: michael neilson
Sent: Wednesday, 5 February 2020 2:54 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Subject: Transmission Gully email query

Kia ora Andrew,

Michael Neilson here, NZ Herald.

We've been forwarded a screenshot of an email apparently sent by the Transmission Gully project director Justin Redelinghuys, in which he says he expects all engineers "not from New Zealand to be at work tomorrow".

It also says those from New Zealand and for whom Waitangi Day is "just another public holiday" he would appreciate if they are also at work.

It ended: "Those of you from NZ who feel it is important to have the day off then please enjoy your time off."

Are you able to please confirm if this email was sent out to staff today regarding Waitangi Day and from whom it was sent?

And if it was sent, what does NZTA think about the project director expecting and encouraging staff not from New Zealand, and those who don't value Waitangi Day, to go to work?

For those that did go to work, are you able to confirm they would be receiving the standard time and a half, day in lieu entitlements?

Nga mihi nui

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

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From: [Brett Gliddon](#)
To: [Andrew Thackwray](#)
Cc: [Kirsten Taylor](#)
Subject: TG
Date: Monday, 10 February 2020 4:20:36 PM

Hi Andy

Can you please find out what CPB and WGP are doing in response to the following. Will the be issuing an apology?

Thanks

<http://nzh.tw/12306761>

Released under the Official Information Act 1982

From: [Andrew Knackstedt](#)
To: [Emma Speight](#)
Subject: FW: Transmission Gully email query
Date: Wednesday, 5 February 2020 4:13:15 PM
Attachments: [thumbnail_Screenshot_Snapchat \(2\).jpg](#)

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: Andrew Knackstedt
Sent: Wednesday, 5 February 2020 3:15 PM
To: Chloe Groser <Chloe.Groser@nzta.govt.nz>; Gabrielle Para <Gabrielle.Para@nzta.govt.nz>
Subject: FW: Transmission Gully email query

Here's the screenshot

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: michael neilson <michael.neilson@nzme.co.nz>
Sent: Wednesday, 5 February 2020 3:08 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Subject: Re: Transmission Gully email query

It's not the best quality - we're trying to track down the original email.

Cheers

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

From: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Sent: Wednesday, 5 February 2020 3:05 PM
To: michael neilson <michael.neilson@nzme.co.nz>
Subject: RE: Transmission Gully email query

Can you send me the screenshot please Michael?

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships

M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: michael neilson <michael.neilson@nzme.co.nz>
Sent: Wednesday, 5 February 2020 2:57 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Subject: Re: Transmission Gully email query

Apologies I've just been told it was actually sent by construction manager Chris Taylor.

Cheers

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

From: michael neilson
Sent: Wednesday, 5 February 2020 2:54 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Subject: Transmission Gully email query

Kia ora Andrew,

Michael Neilson here, NZ Herald

We've been forwarded a screenshot of an email apparently sent by the Transmission Gully project director Justin Redelinghuys, in which he says he expects all engineers "not from New Zealand to be at work tomorrow".

It also says those from New Zealand and for whom Waitangi Day is "just another public holiday" he would appreciate if they are also at work.

It ended: "Those of you from NZ who feel it is important to have the day off then please enjoy your time off."

Are you able to please confirm if this email was sent out to staff today regarding Waitangi Day and from whom it was sent?

And if it was sent, what does NZTA think about the project director expecting and encouraging staff not from New Zealand, and those who don't value Waitangi Day, to go to work?

For those that did go to work, are you able to confirm they would be receiving the standard time and a half, day in lieu e entitlements?

Nga mihi nui

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

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[Redacted]

To: [Redacted] ProjectOffice@TG Project; TG-C-Landscape Team; TG-C-Pavement Team; TG-C-Plant Team; TG-C-PLR Team; TG-C-Stores Team; TG-C-Structures
TG-C-Traffic Team; TG-C-Zone 1 Team; TG-C-Zone 2 Team; TG-C-Zone 3 Team

Team

Please note that it is my expectation that if you are not from NZ then all Engineers should be in work tomorrow and use this day to catch up on Q
If you are from NZ and Waitangi Day is just another public holiday then I would appreciate it if you are also at work.
Those of you from NZ who feel it is important to have the day off then please enjoy your time off.

Regards

[Redacted]

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From: [Andrew Knackstedt](#)
To: [Gabrielle Para](#); [Craig Nicholson](#); [Chloe Groser](#)
Cc: [Emma Speight](#); [Andrew Gard](#); [Mark McKenzie](#)
Subject: RE: Waitangi day media enquiries
Date: Friday, 7 February 2020 3:08:35 PM

Newshub have published this:

<https://www.newshub.co.nz/home/new-zealand/2020/02/email-telling-workers-not-from-new-zealand-to-work-waitangi-day-could-be-illegal-expert-says.html>

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / W nzta.govt.nz

From: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>
Sent: Friday, 7 February 2020 3:03 PM
To: Craig Nicholson <Craig.Nicholson@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>; Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Cc: Emma Speight <Emma.Speight@nzta.govt.nz>; Andrew Gard <Andrew.Gard@nzta.govt.nz>; Mark McKenzie <Mark.McKenzie@nzta.govt.nz>
Subject: RE: Waitangi day media enquiries

Thanks Craig. I've sent an email to ^{Section 9(2)(a)} suggest that WGP step in here. Will wait and see what response I get back ^{Section 9(2)(b)(ii)}.

From: Craig Nicholson <Craig.Nicholson@nzta.govt.nz>
Sent: Friday, 7 February 2020 2:59 PM
To: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>; Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Cc: Emma Speight <Emma.Speight@nzta.govt.nz>; Mark Owen <Mark.Owen@nzta.govt.nz>; Andrew Gard <Andrew.Gard@nzta.govt.nz>
Subject: RE: Waitangi day media enquiries

Hi,

I've spoken to ^{Section 9(2)(g)(i)} under very clear instructions from CPB corporate to not to even answer calls from media, ^{Section 9(2)(g)(i)}!

Regarding Gabe's suggestion about asking WGP could respond, I think it's well worth asking them, but it's likely to be the same response ^{Section 9(2)(b)(ii)}

^{Section 9(2)(b)(ii)}

I'm on-site, so I can raise it with ^{Section 9(2)(a)} if you like? Otherwise, once of you could raise it with ^{Section 9(2)(a)}

Cheers,

Craig

From: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>
Sent: Friday, 7 February 2020 2:52 PM
To: Chloe Groser <Chloe.Groser@nzta.govt.nz>; Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Cc: Emma Speight <Emma.Speight@nzta.govt.nz>; Mark Owen <Mark.Owen@nzta.govt.nz>; Craig Nicholson <Craig.Nicholson@nzta.govt.nz>
Subject: RE: Waitangi day media enquiries

Yes, [Section 9(2)(g)(i)] .

From: Chloe Groser <Chloe.Groser@nzta.govt.nz>
Sent: Friday, 7 February 2020 2:51 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>; Gabrielle Para <Gabrielle.Para@nzta.govt.nz>
Cc: Emma Speight <Emma.Speight@nzta.govt.nz>; Mark Owen <Mark.Owen@nzta.govt.nz>; Craig Nicholson <Craig.Nicholson@nzta.govt.nz>
Subject: RE: Waitangi day media enquiries

I totally agree Andy. They put it right with that apology internally [Section 9(2)(g)(i)] and should take the same approach externally.

Gabe, I imagine [Section 9(2)(a)] !

Chloe Groser / Practice Manager, Engagement and Communications Lower North and Southern
Engagement and Partnerships

[Section 9(2)(a)]

chloe.groser@nzta.govt.nz
Waka Kotahi NZ Transport Agency

From: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Sent: Friday, 7 February 2020 2:45 PM
To: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>
Cc: Emma Speight <Emma.Speight@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>; Mark Owen <Mark.Owen@nzta.govt.nz>; Craig Nicholson <Craig.Nicholson@nzta.govt.nz>
Subject: RE: Waitangi day media enquiries

[Section 9(2)(g)(i)]

[redacted] of the e-mail sent to their staff by their Chair late on Wednesday – as attached

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / www.nzta.govt.nz

From: Andrew Knackstedt

Sent: Friday, 7 February 2020 2:40 PM

To: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>

Cc: Emma Speight <Emma.Speight@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>; Mark Owen <Mark.Owen@nzta.govt.nz>; Craig Nicholson <Craig.Nicholson@nzta.govt.nz>

Subject: RE: Waitangi day media enquiries

Can they at least respond to the enquiries they've received to say they won't be commenting? I've got reporters asking me for a contact as they have emailed questions through to CPB and not had any response at all.

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships

M 021 276 3222

E andrew.knackstedt@nzta.govt.nz / W nzta.govt.nz

From: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>

Sent: Friday, 7 February 2020 2:37 PM

To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>

Cc: Emma Speight <Emma.Speight@nzta.govt.nz>; Chloe Grose <Chloe.Groser@nzta.govt.nz>; Mark Owen <Mark.Owen@nzta.govt.nz>; Craig Nicholson <Craig.Nicholson@nzta.govt.nz>

Subject: RE: Waitangi day media enquiries

Hi Andy,

Section 9(2)
(a)

has advised me that she has been directed by the CPB head office that she is not to answer or respond to calls or enquiries from the media. Despite her best efforts, she hasn't been able to get them to move on their current media policy.

Thanks,

Gabe.

From: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>

Sent: Friday, 7 February 2020 2:21 PM

To: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>

Cc: Emma Speight <Emma.Speight@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>; Mark Owen <Mark.Owen@nzta.govt.nz>; Craig Nicholson <Craig.Nicholson@nzta.govt.nz>

Subject: RE: Waitangi day media enquiries

Thanks Gabe – any update Section 9(2)(a) on how CPB/HEB will respond to the queries they've had about the Waitangi Day email?

Just got an email from Newshub saying they've put in a query to CPB/HEB but haven't got an acknowledgement that its been received.

Under the circumstances my view is that CPB/HEB should respond directly.

Released under the Official Information Act 1982

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / [w nzta.govt.nz](http://nzta.govt.nz)

From: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>
Sent: Friday, 7 February 2020 2:16 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>; Mark McKenzie <Mark.McKenzie@nzta.govt.nz>; Emma Speight <Emma.Speight@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>; Craig Nicholson <Craig.Nicholson@nzta.govt.nz>
Subject: FW: Waitangi day media enquiries

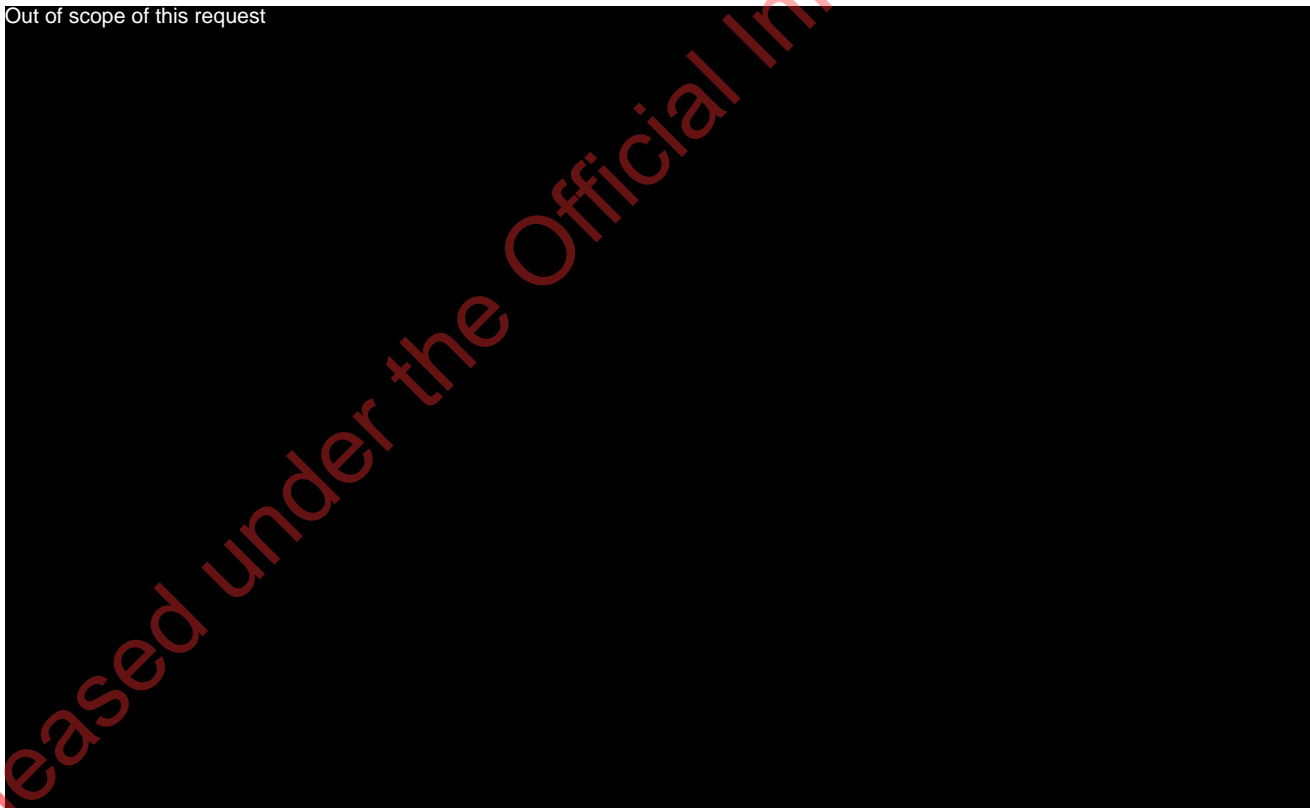
Hi guys,

Please see below, additional media issues/enquiries regarding TG.

Thanks,

Gabe.

Out of scope of this request



From: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>
Sent: Friday, 7 February 2020 1:54 PM
To: Section 9(2)(a) <[>](mailto:Section 9(2)(a))
Subject: Waitangi day media enquiries

CAUTION: This email originated from outside of the Organisation.

Hi guys,

Just letting you know that we have had follow up enquiries from NewsHub, TV1 and Radio NZ on the Waitangi Day email – we've provided them with our statement.

Thanks,

Gabe.

Gabrielle Para Kaiwhakahaere Whakapa / Communications and Engagement Manager
Engagement and Partnerships

Section 9(2)(a)

E gabrielle.para@nzta.govt.nz / w nzta.govt.nz

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www.nzta.govt.nz

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From: [Gabrielle Para](#)
To: [Chloe Groser](#); [Andrew Knackstedt](#)
Subject: Fwd: Message from Paul Corbert
Date: Wednesday, 5 February 2020 8:54:21 PM

Hi Chloe and Andy,

Please see below, an apology to all staff from **Section 9(2)(a)** regarding the Waitangi Day email sent today.

It might be worth mentioning that an apology has been made?

Thanks,

Gabe.

Sent from my iPhone

Begin forwarded message:

From: **Section 9(2)(a)**
Date: 5 February 2020 at 8:01:32 PM NZDT
To: Gabrielle Para <Gabrielle.Para@nzta.govt.nz>, **Section 9(2)(a)**
Section 9(2)(a)
Subject: Fwd: Message from **Section 9(2)(a)**

Hi there

Copy of message that I've just sent on behalf **Section 9(2)(a)** to all TG staff.

I will keep in touch if there are any further developments.

Section 9(2)(a)

Sent from my iPhone

Begin forwarded message:

From: **Section 9(2)(a)**
Date: 5 February 2020 at 7:54:14 PM NZDT
To: "TG Construction@TG Project"
<ConstructionTGProject@cpbcon.com.au>
Subject: Fwd: Message from **Section 9(2)(a)**

Kia ora koutou,

I'm sharing an important message from **Section 9(2)(a)**,
Section 9(2)(a) as follows...

Tena koutou katoa

Waitangi Day is an

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important day for all New Zealanders. It is a national holiday that commemorates the signing of the Treaty of Waitangi in 1840.

There are ceremonies being held across New Zealand to mark the occasion and I know that many of you will be looking forward to attending or participating in these community events and I encourage you to do so.

Please be assured that the CPB HEB Joint Venture recognises and respects the importance of Waitangi Day.

I hope you and your family enjoy the day. If you are working tomorrow please be assured your efforts are appreciated. If anyone has any questions about this important day please contact your HR representative.

Section 9(2)(a)

Section 9(2)(a)

Transmission Gully Project

Sent from my iPhone

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From: [Andrew Thackwray](#)
To: [Andrew Knackstedt](#)
Subject: Re: Transmission Gully email query
Date: Wednesday, 5 February 2020 5:35:40 PM

Sorry Andy, was on a flight. Just landed. of it's not too late the proper reference would be CPB

Sent from my iPhone

On 5/02/2020, at 4:40 PM, Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz> wrote:

What is the proper reference – CPB, or CPB/HEB?

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / www.nzta.govt.nz

From: Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>
Sent: Wednesday, 5 February 2020 4:38 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Subject: Re: Transmission Gully email query

We will get asked so we may as well

Sent from my iPhone

On 5/02/2020, at 4:37 PM, Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz> wrote:

p.s. do we name CPB/HEB as the contractor? Reporter will definitely ask and I can't see grounds for not disclosing it...

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / www.nzta.govt.nz

From: Andrew Knackstedt
Sent: Wednesday, 5 February 2020 4:31 PM
To: Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>; Brett Gliddon (Brett.Gliddon@nzta.govt.nz) <Brett.Gliddon@nzta.govt.nz>
Cc: Richard May <Richard.May@nzta.govt.nz>; Leigh Pearson <Leigh.Pearson@nzta.govt.nz>; robyn fisher <robyn.fisher@nzta.govt.nz>
Subject: RE: Transmission Gully email query
Importance: High

Thanks Andy.

How about this as a holding statement:

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Waka Kotahi NZ Transport Agency recognises the importance of Waitangi Day for everyone in New Zealand. We are extremely disappointed that an e-mail sent by an employee of one of our contractors suggests otherwise. This falls well below the standards which we expect of anyone working on behalf of the Transport Agency, and we are addressing this directly with the contractor.

We'll need to send to WGP/CPB as an FYI.

Suggest we attribute to you.

Cheers,

Andy

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>
Sent: Wednesday, 5 February 2020 4:18 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Cc: Brett Gliddon <Brett.Gliddon@nzta.govt.nz>; Leigh Pearson <Leigh.Pearson@nzta.govt.nz>; Robyn Fisher <Robyn.Fisher@nzta.govt.nz>; Richard May <Richard.May@nzta.govt.nz>; Chloe Groser <Chloe.Groser@nzta.govt.nz>
Subject: Re: Transmission Gully email query

Hi Andy

Something to this effect please.

We need to acknowledge Waitangi Day as an important day for all of New Zealand. We're disappointed that an email that suggests anything other than recognizing Waitangi Day as an important day is extremely disappointing and not to the standard NZTA would expect of anyone working on behalf of the Agency. We are addressing this directly with the contractor.

Sent from my iPhone

On 5/02/2020, at 4:10 PM, Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz> wrote:

Thanks Andy – will you then provide me with the info for a brief statement/response for the Herald?

Even if it's a holding line we (or WGP) will need to go back to the Herald with something today.

Cheers,

Andy K

Andy Knackstedt / Senior Media Manager

Engagement & Partnerships

M 021 276 3222

E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>

Sent: Wednesday, 5 February 2020 4:07 PM

To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>

Cc: Brett Gliddon <Brett.Gliddon@nzta.govt.nz>; Leigh Pearson <Leigh.Pearson@nzta.govt.nz>; Robyn Fisher <Robyn.Fisher@nzta.govt.nz>; Richard May <Richard.May@nzta.govt.nz>

Subject: Re: Transmission Gully email query

Hi Andy

Chris Taylor is a CPB employee. I have notified **Section 9(2)(a)** and asked that he manage it from their end and advise us as to what actions being taken. I have also notified **Section 9(2)(a)** the **Section 9(2)(a)** and asked that she also manage and advise as to what action is being taken.

Thanks

Andy

Sent from my iPhone

On 5/02/2020, at 3:05 PM, Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz> wrote:

Hi all,

See below – you will want to be aware of this.

I've asked Gabe Para and Chloe Groser to look into it urgently.

Cheers,

Andy

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships

M 021 276 3222

E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: michael neilson <michael.neilson@nzme.co.nz>

Sent: Wednesday, 5 February 2020 2:57 PM

To: Andrew Knackstedt

<Andrew.Knackstedt@nzta.govt.nz>

Released under the Official Information Act 1982

Subject: Re: Transmission Gully email query

Apologies I've just been told it was actually sent by construction manager Chris Taylor.

Cheers

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

From: michael neilson

Sent: Wednesday, 5 February 2020 2:54 PM

To: Andrew Knackstedt

<Andrew.Knackstedt@nzta.govt.nz>

Subject: Transmission Gully email query

Kia ora Andrew,

Michael Neilson here, NZ Herald

We've been forwarded a screenshot of an email apparently sent by the Transmission Gully project director Justin Redelinghuys, in which he says he expects all engineers "not from New Zealand to be at work tomorrow".

It also says those from New Zealand and for whom Waitangi Day is "just another public holiday" he would appreciate if they are also at work.

It ended: "Those of you from NZ who feel it is important to have the day off then please enjoy your time off."

Are you able to please confirm if this email was sent out to staff today regarding Waitangi Day and from whom it was sent?

And if it was sent, what does NZTA think about the project director expecting and encouraging staff not from New Zealand, and those who don't value Waitangi Day, to go to work?

For those that did go to work, are you able to confirm they would be receiving the standard time and a half, day in lieu e entitlements?

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Nga mihi nui

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

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From: [Andrew Knackstedt](#)
To: [michael neilson](#)
Subject: Re: Transmission Gully email query
Date: Thursday, 6 February 2020 1:14:21 PM

Kia ora Michael,

Apologies for not getting back to you on this yesterday. We were able to confirm the email was sent from our contractor, CPB, and we are following up. If needed the statement below can be attributed to NZ Transport Agency Senior Manager Project Delivery Andrew Thackwray. I don't have any further info on this to provide today.

Regards,

Andy K

Waka Kotahi NZ Transport Agency recognises the importance of Waitangi Day for everyone in New Zealand. We are disappointed that an e-mail sent by an employee of one of our contractors (CPB) suggests otherwise. It is important to us that anyone working for or on behalf of the Transport Agency is able to observe and celebrate Waitangi Day should they choose to, and we are addressing this directly with the contractor.

From: michael neilson <michael.neilson@nzme.co.nz>
Sent: Thursday, 6 February 2020 12:47 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Subject: Re: Transmission Gully email query

Kia ora Andrew,

Happy Waitangi Day.

I'm in the office today - ironically! - so just following up on this.

Did you manage to find anything out? Or is there someone else in the Transmission Gully team I can chase it up with?

Nga mihi

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

From: michael neilson <michael.neilson@nzme.co.nz>
Sent: Wednesday, 5 February 2020 3:07 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Subject: Re: Transmission Gully email query

It's not the best quality - we're trying to track down the original email.

Cheers

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

From: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>

Sent: Wednesday, 5 February 2020 3:05 PM

To: michael neilson <michael.neilson@nzme.co.nz>

Subject: RE: Transmission Gully email query

Can you send me the screenshot please Michael?

Andy Knackstedt / Senior Media Manager

Engagement & Partnerships

M 021 276 3222

E andrew.knackstedt@nzta.govt.nz / **w** nzta.govt.nz

From: michael neilson <michael.neilson@nzme.co.nz>

Sent: Wednesday, 5 February 2020 2:57 PM

To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>

Subject: Re: Transmission Gully email query

Apologies I've just been told it was actually sent by construction manager Chris Taylor.

Cheers

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

From: michael neilson

Sent: Wednesday, 5 February 2020 2:54 PM

To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>

Subject: Transmission Gully email query

Kia ora Andrew,

Michael Neilson here, NZ Herald.

We've been forwarded a screenshot of an email apparently sent by the Transmission Gully project director Justin Redelinghuys, in which he says he expects all engineers "not from New Zealand to be at work tomorrow".

It also says those from New Zealand and for whom Waitangi Day is "just another public holiday" he would appreciate if they are also at work.

It ended: "Those of you from NZ who feel it is important to have the day off then please enjoy your time off."

Are you able to please confirm if this email was sent out to staff today regarding Waitangi Day and from whom it was sent?

And if it was sent, what does NZTA think about the project director expecting and encouraging staff not from New Zealand, and those who don't value Waitangi Day, to go to work?

For those that did go to work, are you able to confirm they would be receiving the standard time and a half, day in lieu entitlements?

Nga mihi nui

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

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From: [Andrew Knackstedt](#)
To: [Jackie Smith](#)
Subject: FW: Transmission Gully email query
Date: Monday, 30 March 2020 12:44:36 PM

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / W nzta.govt.nz

From: Andrew Knackstedt
Sent: Wednesday, 5 February 2020 3:23 PM
To: Brett Gliddon <Brett.Gliddon@nzta.govt.nz>
Subject: RE: Transmission Gully email query

Will do

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / W nzta.govt.nz

From: Brett Gliddon <Brett.Gliddon@nzta.govt.nz>
Sent: Wednesday, 5 February 2020 3:22 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>; Andrew Thackwray <Andrew.Thackwray@nzta.govt.nz>; Leigh Pearson <Leigh.Pearson@nzta.govt.nz>; Robyn Fisher <Robyn.Fisher@nzta.govt.nz>
Cc: Richard May <Richard.May@nzta.govt.nz>
Subject: Re: Transmission Gully email query

Thanks Andy

Tell Chloe I have asked Andy Thackwray to deal with this with the builder directly. He will come back to us when he knows more.

Thanks

From: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Sent: Wednesday, February 5, 2020 3:05 PM
To: Brett Gliddon; Andrew Thackwray; Leigh Pearson; Robyn Fisher
Cc: Richard May
Subject: FW: Transmission Gully email query

Hi all,

See below – you will want to be aware of this.

I've asked Gabe Para and Chloe Groser to look into it urgently.

Cheers,

Andy

Andy Knackstedt / Senior Media Manager
Engagement & Partnerships
M 021 276 3222
E andrew.knackstedt@nzta.govt.nz / w nzta.govt.nz

From: michael neilson <michael.neilson@nzme.co.nz>
Sent: Wednesday, 5 February 2020 2:57 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Subject: Re: Transmission Gully email query

Apologies I've just been told it was actually sent by construction manager Chris Taylor.

Cheers

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

From: michael neilson
Sent: Wednesday, 5 February 2020 2:54 PM
To: Andrew Knackstedt <Andrew.Knackstedt@nzta.govt.nz>
Subject: Transmission Gully email query

Kia ora Andrew

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For those that did go to work, are you able to confirm they would be receiving the standard time and a half, day in lieu e entitlements?

Nga mihi nui

Michael Neilson

The New Zealand Herald - Journalist

M (+64) (0)27 323 5148

E michael.neilson@nzme.co.nz

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