

From: [Sarina Pratley](#)
To: [Tayla Pickering](#); [Melissa Churchouse](#)
Subject: FW: Confidential - CCD disestablishment change
Date: Thursday, 1 February 2024 10:12:05 am
Attachments: [image002.png](#)
[image003.jpg](#)
[image004.png](#)

FYI – all approved.

Ngā mihi nui

Sarina Pratley ([she/her](#))

Chief Customer & Services Officer

Customer & Services

Email: sarina.pratley@nzta.govt.nz

Phone: s 9(2)(a)

Mobile:

From: Nicole Rosie <Nicole.Rosie@nzta.govt.nz>
Sent: Thursday, February 1, 2024 9:12 AM
To: Karen Jones <Karen.Jones@nzta.govt.nz>; Sarina Pratley <Sarina.Pratley@nzta.govt.nz>
Cc: Sara Lindsay <Sara.Lindsay@nzta.govt.nz>; Tracy Moore <Tracy.Moore@nzta.govt.nz>
Subject: Re: Confidential - CCD disestablishment change

Great thanks all. Happy to support.

Nicole

Regards

Nicole Rosie

Chief Executive - Waka Kotahi (NZTA)

From: Karen Jones <Karen.Jones@nzta.govt.nz>
Sent: Thursday, February 1, 2024 8:49:26 AM
To: Nicole Rosie <Nicole.Rosie@nzta.govt.nz>; Sarina Pratley <Sarina.Pratley@nzta.govt.nz>
Cc: Sara Lindsay <Sara.Lindsay@nzta.govt.nz>; Tracy Moore <Tracy.Moore@nzta.govt.nz>
Subject: RE: Confidential - CCD disestablishment change

Yes I can confirm that I have agreed to two stage process below.

Ngā mihi nui

Karen Jones

Group General Manager

Pūmanawa Tāngata | People and Safety (acting)

Te Waka Kōtuitua | Engagement and Partnerships

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From: Nicole Rosie <Nicole.Rosie@nzta.govt.nz>
Sent: Thursday, February 1, 2024 8:02 AM
To: Sarina Pratley <Sarina.Pratley@nzta.govt.nz>
Cc: Sara Lindsay <Sara.Lindsay@nzta.govt.nz>; Karen Jones <Karen.Jones@nzta.govt.nz>; Tracy Moore <Tracy.Moore@nzta.govt.nz>
Subject: Re: Confidential - CCD disestablishment change

Thanks for the update. Sarina can you just confirm that Karen is across this and has confirmed the proposal. I am happy if she is comfortable.

Nicole

Regards

Nicole Rosie
Chief Executive - Waka Kotahi (NZTA)

From: Sarina Pratley <Sarina.Pratley@nzta.govt.nz>
Sent: Thursday, February 1, 2024 7:03:50 AM
To: Nicole Rosie <Nicole.Rosie@nzta.govt.nz>
Cc: Sara Lindsay <Sara.Lindsay@nzta.govt.nz>; Karen Jones <Karen.Jones@nzta.govt.nz>; Tracy Moore <Tracy.Moore@nzta.govt.nz>
Subject: Confidential - CCD disestablishment change

Hi Nicole,

As mentioned, this week we have been working through the final sign off stages of the CCD organisational design and change process to consult next week.

Tracy, our internal project team and members of the People and Safety group within a short time frame have worked hard to manage this change.

Please refer to the attached GGM briefing following questions raised about spans of control.

As shown, we are proposing two phases, firstly closing out the scheme as quickly and safely as possible and then we will complete a full review across the Operations team to ensure consistency, efficiency, and alignment to the design principles. We note that the design is not perfect, and we will ensure this is resolved in the next review planned within 6 months.

Also we need to consider:

- We have already consolidated the LEV teams late last year (12.5 FTE reduction). The team are integrated completing both CCS and CCD work.
- The time frames of delivery, if we need to disestablish roles then this will move closure dates out.
- The appropriate justification of the role change given the current work profile.

Thank you Tracy for your leadership of this change.

I am happy to discuss this further.

Ngā mihi nui

Sarina Pratley ([she/her](#))

Chief Customer & Services Officer

Customer & Services

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