



15 March 2023

Tēnā koe

On 15 February 2023, you requested through your Case Manager, the following information from the Ministry of Social Development (the Ministry), under the Official Information Act 1982 (the Act):

- *The Ministry's Treaty of Waitangi Policy*

The Ministry does not have a specific Treaty of Waitangi Policy. However, as a government agency, the Ministry does have an obligation to Māori as the Crown's Te Tiriti o Waitangi partner to uphold the principles of Te Tiriti. *Te Pae Tata - Māori Strategy and Action Plan (Te Pae Tata)* articulates how we will work with Māori to achieve better outcomes.

The mission of Te Pae Tata is to embed a Māori world view into the Ministry that will honour commitments as Te Tiriti o Waitangi partners and prioritise the needs of whānau. Te Pae Tata is available at the following link: www.msd.govt.nz/documents/about-msd-and-our-work/about-msd/strategies/te-pae-tata/te-pae-tata-maori-strategy-and-action-plan-single.pdf.

Additionally, the Ministry emphasises its commitment to Māori as a Te Tiriti partner in most job descriptions for roles within the Ministry. This acknowledges the Ministry's commitment to supporting and enabling Māori, whānau, hapū, Iwi and communities to realise their own potential and aspirations.

The Ministry's job descriptions include the following wording "In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work".

The Ministry's values are Manaaki, we care about the wellbeing of people; Whānau, we are inclusive and build belonging; Mahi Tahī, we work together,

making a difference for communities; Tika me te pono we do the right thing, with integrity.

All new staff are expected to complete the Ministry's Induction learning requirements, which includes the Ministry's Code of Conduct which directs staff to the *Public Service Act 2020*, Section 14, that explicitly recognises the role of the Public Service to support the Crown in its relationships with Māori under Te Tiriti o Waitangi and to operate an employment policy that recognises the aims, aspirations and employment requirements of Māori, and the need for greater involvement of Māori in the Public Service. The Ministry's Code of Conduct is available at the following link: www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/official-information-responses/2022/march/30-3-2022-request-for-copy-of-msd-s-internal-policies-including-code-of-conduct-and-overlapping-duties-of-care-policy-msd-code-of-conduct-.pdf.

Additionally, new staff are required to complete Te Rito, a series of online eLearning modules which are assigned to all new staff starting at the Ministry. This 14-module online programme explores Te Ao Māori at an introductory level focusing in the following areas: Tikanga, Tiriti o Waitangi, Whakapapa and Te Reo.

To further support embedding Te Ao Māori, the Ministry has developed He Matapihi ki Te Ao Māori which is our Ministry's capability framework to build awareness, confidence, and familiarity in bringing Te Reo Māori and tikanga into our everyday conversations and way of work. This framework covers four key areas:

- Ipu Kōrero (Using Te Reo Māori)
- Tikanga/Kawa (Customary cultural practice)
- Whakapapa (Genealogical connection)
- Te Tiriti o Waitangi (The Treaty of Waitangi)

Our benchmark expectation is for all people working for the Ministry to be capable in Ara Tuatahi – He Marotiritiri - Level One – Appreciating and Discovering. He Matapihi ki Te Ao Māori is housed within Te Pātaka on our internal intranet Doogle.

The Ministry also has a storehouse full of information, resources and learning programmes called Te Pātaka. This is to encourage staff to develop and grow Māori Capability across our organisation. It includes numerous learning resources and programmes to support learning about the Treaty, such as the Wall Walk which is a facilitated workshop that examines the history of Aotearoa through time. Unveiling the milestones that shaped our history, the stories of both Māori and Crown are respectfully revealed.

There are also a number of Māori focused Employee Led Networks and local groups that support the aspirations of Te Pae Tata locally including cultural activities and learning the reo.

The Ministry's Policy staff have access to various resources to uphold the principles of Te Tiriti in policy development and implementation, for example:

- Cabinet Office Circular - Te Tiriti o Waitangi /Treaty of Waitangi Guidance: www.dpmc.govt.nz/publications/co-19-5-te-tiriti-o-waitangi-treaty-waitangi-guidance
- Te Arawhiti Engagement Framework, which can be found on the following webpage: www.tearawhiti.govt.nz/te-kahui-hikina-maori-crown-relations/engagement/.

Policy staff are also encouraged to attend 'Treaty of Waitangi Analysis' workshops.

In the spirit of being helpful, you might be interested to know the Ministry's Policy teams use Population frameworks. These ask the author to think specifically about the population groups that will be affected by policy work and how.

Population groups could include:

- Older people
- Youth
- Children
- Women
- Disabled people
- Māori and Pacific people
- Other ethnic groups.

The principles and purposes of the Official Information Act 1982 under which you made your request are:

- to create greater openness and transparency about the plans, work and activities of the Government,
- to increase the ability of the public to participate in the making and administration of our laws and policies and
- to lead to greater accountability in the conduct of public affairs.

This Ministry fully supports those principles and purposes. The Ministry therefore intends to make the information contained in this available to the wider public. The Ministry will do this by publishing this letter on the Ministry's website. Your personal details will be deleted, and the Ministry will

not publish any information that would identify you as the person who requested the information.

If you wish to discuss this response with us, please feel free to contact OIA_Requests@msd.govt.nz.

If you are not satisfied with this response regarding the Ministry's obligations under the Treaty of Waitangi, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Ngā mihi nui

A handwritten signature in black ink, appearing to read 'Magnus O'Neill', written in a cursive style.

Magnus O'Neill
General Manager
Ministerial and Executive Services