



Te Kawa Mataaho
Public Service Commission

14 June 2021

9(2)(a)
privacy

Dear 9(2)(a) privacy

Official Information Request

Our Ref: OIA 2021-0061

I refer to your official information request received on 17 May 2021 requesting we complete a questionnaire in relation to mātauranga Māori.

Information being released

Please find enclosed Te Kawa Mataaho Public Service Commission's completed questionnaire. The responses provided cover both our internal and external activities that relate to mātauranga Māori.

If you wish to discuss this decision with us, please feel free to contact Ministerial.Services@publicservice.govt.nz.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that we intend to publish this letter (with your personal details removed) on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely

Nicky Dirks
Managing Principal – Ministerial Services
Te Kawa Mataaho Public Service Commission

**ACTIVITIES OF CROWN AGENCIES IN THE AREA OF MĀTAURANGA
RESEARCH QUESTIONNAIRE**

This questionnaire is part of an independent research project which aims to outline the landscape of policies, projects, programmes, funding and, legislation specific to mātauranga currently being undertaken across Crown agencies. Thank you for your support in completing and returning this questionnaire to mataatua@gmail.com by 9 June 2021.

1. Name of Department/Ministry

Te Kawa Mataaho Public Service Commission

2. Does your Department/Ministry have a policy outlining how your Ministry acknowledges, interacts with, and supports mātauranga? If yes, could you please share the text of that policy?

While we don't have any formalised policies we do have Te Angitū - an internal Māori strategy. Our vision is for a leading edge, unified, trusted Public Service that serves Aotearoa and its people. A key outcome supporting this vision is a commitment to Māori and the Treaty of Waitangi which improves the Public Service's relationship capability, performance and outcomes for Māori. This strategy demonstrates our leadership and commitment to Māori, the Treaty, embracing te ao Māori and our mantra: ko tā kounga, ko angitū (Quality equals success). To supplement Te Angitū we have created an action plan that is reviewed annually to ensure we progress as an organisation in meeting key milestones.

2. Is your Department/Ministry responsible for any legislation that includes references to mātauranga? If yes, could you please state which legislation and specify section(s)?

Te Kawa Mataaho is responsible for administering the Public Service Act 2020 (which recently replaced the State Sector Act 1988). While this Act does not explicitly reference mātauranga Māori, it is implicitly addressed in Part 1 Subpart 3 (sections 14-15). This subpart concerns the role of the Public Service in supporting the Crown in its relationships with Māori under te Tiriti o Waitangi. Section 14(2) specifically places responsibility on Public Service leaders (including the Public Service Commissioner and chief executives) for "developing and maintaining the capability of the public service to engage with Māori and to understand Māori perspectives." Also note that section 73 of the Act requires chief executives to operate employment policies that recognise "the aims and aspirations of Māori, the employment requirements of Māori, the need for greater involvement of Māori in the public service.

3. Does your Department/Ministry provide any public funding to people and organisations for the express purpose of recording, archiving, utilising or progressing mātauranga? If yes, what is the name of the fund(s) and how many years have funds been granted for mātauranga activities? (Note that funding in this question could be contestable, discretionary or through internal programmes.)

N/A. Te Kawa Mataaho is not a service delivery department.

4. Does your Department/Ministry administer or undertake any programmes, projects or activities directly related to mātauranga? If yes, could you please list them, or provide a link where further information about the programmes could be obtained.

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a. None

b. 1-3 mātauranga programmes/policies/activities and listed here:

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c. 4-6 mātauranga programmes/policies/activities and listed here:

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d. More than 7 mātauranga programme/policies/activities and listed here:

External focus

- Te Hāpai Ō – a statutory Māori Advisory Committee appointed by the Public Service Commissioner to provide advice on the implementation of the new Act.
- New People Leader Development and Action Guides – leadership development resources for public service leaders incorporating mātauranga (e.g. whakataukī, whakaaro from rangatira)
- Leadership Development Centre Fellowships – offered annually, to help senior leaders build on their leadership capacity and reflect topic areas that contribute to the wider public service, topic areas have included - “Building leadership capability to meet our obligations under the Public Service Act (2020) to better engage with Māori, understand Māori perspectives, and develop and maintain cultural competency across the system”
- Māori Emerging Leaders Programme – (provider and programme being finalised) through a programme shaped by mātauranga Māori, this initiative will help instill Māori public servants from multiple agencies with the skills and confidence to step into leadership and governance roles within the public sector
- Whakaaro Rangatira – (currently in draft) incorporating mātauranga Māori, provides leadership thinking that shapes the leadership practice of senior public service leaders when operating at the Maori-Crown interface. Draws on Dr Daryn Bean’s *Manurau* thesis.
- Public Service Census - Te Taunaki was launched in May 2021 to survey approximately 60,000 public servants working in 36 Public Service agencies. It will improve the demographic data we collect and hold (including iwi affiliation) as well as provide more detail on the inclusivity of our workplaces and our cultural capability (including Te Reo Māori). It’s the first time we have ever held a Public Service census in Aotearoa.

Internal focus

- Te Angitū – Strategy to uplift Māori Capability across Te Kawa Mataaho
- Te Mahere Reo Māori – Māori Language Plan

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- Bicultural Kawa – organisational values
- Matariki celebrations
- Te Wiki o Te Reo Māori celebrations
- Te Pātaka – Te Kawa Mataaho’s resource hub
- Te reo Māori me ōna tikanga training
- Engaging with Māori workshops

- 5. If your Department/Ministry contributes in any way to mātauranga, have you developed indicators or a monitoring system to measure the impact your direct involvement has had or intends to have on mātauranga? If yes, please provide the results of any such monitoring carried out in the last five years.**

As a small agency committed to strengthening mātauranga across our organisation, we have deployed two surveys over the last two years. With aims to prioritise and build Māori capability at Te Kawa Mataaho in 2021 and beyond. These surveys have been informed by system guidance led by Te Arawhiti and align with their individual and organisational key competency frameworks. At a high level, our most recent survey results show that te reo Māori has a much stronger presence in our office compared with the baseline results collected in 2019. Although many of our staff are at introductory level of learning they show a strong willingness to explore more aspects of mātauranga with interest in Te Tiriti and local iwi history.

- 6. Overall, on the following scale of 1-5, how would you measure your Department/Ministry’s contribution to Mātauranga?**

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| 1. Not relevant as this Ministry is not involved in mātauranga |
| 2. Unable to measure as there is no benchmark or stated strategic outcome we are working towards |
| 3. We’re trying our best and feel we are making some progress but would benefit from clarity on the Crown’s overall approach to mātauranga |
| 4. It’s a new area for us and we’re confident we are moving in the right direction |
| 5. We work closely with Māori on any mātauranga activities to ensure Māori as well as the Crown benefit from our mātauranga efforts. |

Please return the completed questionnaire to Aroha Mead: mataatua@gmail.com by 9 June 2021.