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**MANATŪ KAUPAPA
WAONGA**
NEW ZEALAND
MINISTRY OF DEFENCE

1 February 2022

Luke
fyi-request-18088-34791f94@requests.fyi.org.nz

Dear Luke

RESPONSE TO YOUR OFFICIAL INFORMATION REQUESTS

Thank you for your emails of 3 January 2022 in which you requested the Ministry of Defence's "Manatū Kaupapa Waonga o Te Rautaki Reo Māori" plan and responses to the following questions:

- 1. Why did the MoD feel it was important to change its name from "Ministry of Defence" to "Manatu Kaupapa Waonga - Ministry of Defence"?*
- 2. Who made the decision to change its name?*
- 3. Was the decision made in consultation with the board, or members of the public?*
- 4. How much did it cost to change?*
- 5. Does the ministry see a possibility that the new name may lead to confusion due to its length? If so, how does the ministry intend to address this?*
- 6. Please provide any correspondence between the Ministry of Defence and the Department of Prime Minister and Cabinet relating to the decision to change its name.*

The Ministry's Māori Language Plan *Manatū Kaupapa Waonga o te Rautaki Reo Māori*, dated 28 June 2021, is attached. A small amount of information in the Plan is withheld under section 9(2)(g)(i) of the Official Information Act 1982 (the Act) in order to protect the free and frank expression of opinions of our staff who responded to a survey. The name of a staff member is also withheld under section 9(2)(a) of the Act. It is not considered that the public interest in this information outweighs the need to protect it.

The Ministry has not changed its name. Manatū Kaupapa Waonga is Ministry of Defence in te reo Māori. In March 2021 the Ministry updated its logo to more prominently reflect its name in te reo Māori. Our previous logo had our name in both languages but the te reo Māori name was much smaller than the English. This work was delivered by an in-house resource, at no

extra cost. The logo change was approved by the Secretary of Defence, and no correspondence was entered into with the Department of the Prime Minister and Cabinet.

The Ministry has not received or identified any correspondence about confusion due to the length of its name.

Under section 28(3) of the Act you have the right to request the Ombudsman to investigate and review this response.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Carol Douglass', with a stylized flourish at the end.

Carol Douglass
Deputy Secretary, Governance, People and Executive Services

Encl: Ministry of Defence Māori Language Plan *Manatū Kaupapa Waonga o te Rautaki Reo Māori*, dated 28 June 2021



PLAN: E TIPU TE WAERENGA, MĀORI LANGUAGE PLAN FOR THE MINISTRY OF DEFENCE

Manatū Kaupapa Waonga o te Rautaki Reo Māori

Policy Owner	Deputy Secretary, Governance, People and Executive Services
Contact Person	Deputy Secretary, Governance, People and Executive Services
Approved By	Leadership Team
Approval Date	28 June 2021
Review Date	30 June 2022

Introduction

“Ko te reo Māori te mauri o te mana Māori”

The language is the life force of mana Māori

Tā Hemi Henare (Ngātī Hine, Te Aupōuri)

1. This whakataukākī was written by the late Tā Hemi Henare, a noble Māori community leader from Northland who served in the Second World War in the 28th Māori Battalion. This quote reflects Tā Hemi Henare’s philosophy that te reo Māori is the quintessential core of mana Māori. This proverb will be a guiding principle of the Ministry’s Language Plan.

2. The Ministry of Defence has a role in the revitalisation and normalisation of te reo Māori through its interactions with the public, other agencies, defence industry, media, international partners, academics and universities. This will enable active engagement with Māori as individuals, whānau, hapū and iwi.

Context

Te Ture mō te Reo Māori

3. This plan supports Te Ture mō te Reo Māori, the Māori Language Act 2016 which affirms the mana (status) of the Māori language as:

- 3.1. the indigenous language of New Zealand
- 3.2. a Taonga of iwi and Māori
- 3.3. a language valued by the nation and
- 3.4. an official language of New Zealand.

Maihi Karauna – Crown Māori Language Revitalisation Strategy

4. The Act also establishes that a Maihi Karauna Strategy be developed and set out:
 - 4.1. the Government's objectives and policies relevant to the revitalisation of the Māori language
 - 4.2. the Government's long-term strategic direction, and the current and medium term priorities, to support that revitalisation.
5. The Mahi Karauna sets out a vision for te reo Māori in the future. It outlines what the Crown will do to support a strong, healthy, thriving Māori language in New Zealand *kia māhorahora te reo – everywhere, every way, for everyone, every day.*
6. The Maihi Karauna strategy takes a macro perspective, focusing on the societal conditions for te reo Māori to thrive and ensuring that government systems support that. It establishes three ambitious goals:
 - 6.1. By 2040, 85 percent (or more) New Zealanders (or more) will value te reo Māori as a key part of national identity.
 - 6.2. By 2040, one million (or more) New Zealanders (or more) will have the ability and confidence to talk about at least basic things in te reo Māori
 - 6.3. By 2040, 150,000 Māori aged 15 and over will use te reo Māori as least as much as English.
7. Cabinet has agreed [CAB MCR-18-MIN-0012 refers] that all departments of the public service be required to develop a Māori Language Plan by 30 June 2021, and be required to reflect these in their accountability documents, including Annual Reports and Statements of Intent.
8. In order to achieve this, the Crown and its staff need to speak the language itself. Although the Ministry of Defence is not a public facing agency, the responsibility to ensure the success of Maihi Karauna falls on the whole executive branch of government. Through this Language Plan, the Ministry makes clear its intention to use and celebrate te reo Māori throughout its publications and communications, ensuring that we are meeting the requirements set out in the strategy.

Organisational context

What we do

9. The Ministry of Defence is the Government's civilian advisor on defence. Our purpose is to advise and engage on defence matters to enhance the security and interests of New Zealand and its people, and to purchase major equipment, which becomes a capability when it is used by the service men and women of the Defence Force.
10. *Ko mātou ngā kaitohutohu matua ki te kāwanatanga mō ngā kaupapa waonga. Nā mātou hoki, ngā taputapu nunui i hoko, hei āheitanga i roto i ngā ringa o ngā tāne me ngā wahine o Te Ope Kātua o Aotearoa.*
11. The Ministry:
 - 11.1. provides analysis and advice on New Zealand's defence and national security interests and challenges, across both the short and long terms
 - 11.2. advises the Government on how the Defence Force can meet current challenges (such as potential deployments) and possible future challenges

11.3. plans for, advises, and purchases major defence capabilities and systems for use by the NZDF as a defence capability

11.4. builds and maintains strong defence relationships internationally

11.5. advises on Defence's performance and effectiveness as a system.

12. The Ministry works closely with the Te Ope Kātua o Aotearoa (New Zealand Defence Force), Manatū Aorere (Ministry of Foreign Affairs and Trade) and other agencies to carry out these activities. The Ministry also builds and maintains strong defence connections with other governments, including our ally Australia, so that New Zealand can contribute to the security of the Asia-Pacific region, as well as understand and respond to the defence and security challenges internationally.

Purpose and Vision

Our Purpose:	<i>Safeguarding New Zealand</i>
Our Vision: (short version)	<i>Thought leaders strengthening national security in an uncertain world</i>
Our Vision: (long version)	<i>The complexity and risk of our strategic environment are well understood by New Zealanders. They have confidence New Zealand can respond, and that response reflects the unique values of Aotearoa. We are continuously at the leading edge. We strengthen the National Security System and our advice is sought after as a result of our thought leadership. Our impact comes from our people, who are talented, diverse, passionate and innovative.</i>

Culture and values

13. The number of staff has grown from 60 in 2015 to 170 in 2021. Our small size is an advantage because each person can see the results of their efforts in what we collectively deliver. The Ministry's culture and the way we work is important to the organisation. Our operating model is to deliver through people and partnerships, for customers and results. Our people are the most valuable asset and we seek to maximise their contributions through a strong learning and development culture.

Our Spirit and Character / Te wairua me te waiaro	
Influential / Kia whai mana	Our work shapes the agenda and our advice is persuasive
Collaborative / Kia mahi tahi	We work together and in partnership. We build trusted relationships to understand what's going on and get things done
Courageous / Kia kaha	We do the right thing, even when it is personally and professionally hard
Dynamic / Kia hihiri	We see where change will improve results, we self-start it and we see it through
Pragmatic / Kia whaikupu	We find a way, we are practical, resourced and hard-nosed
Professional / Kia ngaio	People know us for our integrity, skills and attitude

The purpose of Te Rautaki Reo Māori

14. The purpose of Manatū Kaupapa Waonga o te Rautaki Reo Māori is to support Te Ture mō te Reo Māori/ Māori Language Act 2016 and thereby to:

- 14.1. contribute to the revitalisation of the Māori language
- 14.2. increase our organisational health by growing and supporting a talented and diverse workforce
- 14.3. strengthen our identity as a New Zealand organisation anchored to this country
- 14.4. meet other organisational priorities that are enhanced by the use of the Māori language, such as Whāinga Amorangi Transforming Leadership framework, engagement duties under section 14 of the Public Service Act 2020, and diversity and inclusion initiatives.

15. This plan enables the Ministry to achieve strategic goals and objectives as set out in our Statement of Intent and Annual Report.

Roles and responsibilities

16. All Ministry staff as members of the public service have a responsibility to ensure they are adhering to this Plan in order to contribute to the revitalisation of the Māori language.

17. **Leadership Team** are accountable for the overall implementation of this Plan and champion the use of te reo.

18. **Managers** are responsible for ensuring the Ministry of Defence is a safe environment where the use of te reo Māori is encouraged, and champion the use of te reo.

19. **Deputy Secretary Governance, People and Executive Services** is responsible for reporting progress on the implementation of this Plan.

20. **s9(2)(a)**, **Analyst (Ministerial and Executive Services)** is the point of contact between the Ministry of Defence and Te Taura Whiri, ensuring that there is a direct link between the two organisations.

21. **Ministerial and Executive Services** team is responsible for ensuring that the Ministry's key accountability documents (Annual Report and Statement of Intent) contain progress reports against this Plan. They will also ensure that the reports contain te reo translations. These translations will be acquired using a registered translator.

Monitoring, Reporting and Evaluating

22. Reporting and evaluation of progress on this Plan will be conducted during the Leadership Team's quarterly board meeting.

Planning period

23. This Plan will be in place for one year. This plan begins on 30 June 2021 and will be reviewed by 30 June 2022 (or earlier as required) by the Leadership Team.

Our current Te Reo Māori State (to be populated with survey results)

Date	Measurement tool	Response rate	Indicators	Review date
June 2021	Te Reo Māori Capability survey	102 responses out of 176 staff	<p>How would you rate your te reo capability? s9(2)(g)(i)</p> <p>In your current role, how well do you promote the use and revitalisation of te reo Māori? s9(2)(g)(i)</p> <p>How comfortable are you using te reo in your work? s9(2)(g)(i)</p>	June 2022

Released under the Official Information Act 1982

Our aspirations

(Indicators highlighted in yellow require a licensed translator)

Long term aspirations: All Ministry of Defence staff have an understanding of the status of the Māori language as both a taonga of the Māori people and an official language in New Zealand. Staff understand their obligations and responsibilities under Te Ture mo te reo Māori, the Public Service Act 2020 and Te Tiriti o Waitangi. Ministry staff use and correctly pronounce common Māori language greetings, place names, salutations, words, phrases and sentences.

Why we do this	Goal	Achieved by	Responsibility	Indicator	Measure
Mana/Status: our people value te reo Māori. We raise the profile of te reo Māori within the Ministry, enhance its recognition and create a positive image	Te reo is visible throughout the workplace	December 2021	Ministry-wide Office manager in consultation with the NZDF.	Usage of te reo in every day staff communications, newsletters, posters, intranet posts and headings in templates e.g. submissions to MINDEF Provision of bilingual signage in the workplace (Level 2 Defence House).	In progress
	Ministry publications and other documents use te reo where appropriate	Ongoing	Relevant Divisions supported by the Ministerial and Executive Services Team	This includes the Annual Report, Statement of Intent, job advertisements, policy statements	Partial/ In progress

Why we do this	Goal	Achieved by	Responsibility	Indicator	Measure
Mārama Pū/Critical Awareness: Our people know Māori language is endangered and the Ministry is promoting and creating awareness of the need for revitalisation and how the Ministry and individuals can contribute	Staff are proud to support te reo Māori (ambassadors)	Ongoing	Ministry-wide	Staff recognise the importance and significance of Māori holidays/celebrations, e.g. Te Wiki o te reo Māori, Matariki, Waitangi Day. Staff also understand the purpose and importance of these dates and why they have national significance.	In progress
Ako/Acquisition: We are increasing the number of people within the Ministry of Defence learning te reo Māori through either formal or informal institutions	Everyone in the Ministry has the opportunity to learn basic te reo Increased competency of our senior leaders in te reo Māori	Ongoing June 2022	Human Resources and Managers Leadership Team and Managers	Information on te reo courses and language apps are made available on the intranet. Training is considered as part of staff learning and development plan. Leaders actively increase their usage of te reo in communications. They use te reo greetings, farewells, personal and/or place names, and other te reo as appropriate, and use the correction pronunciation.	In progress In progress
Whakamahi/Use: Our people are provided with opportunities to speak, listen, read and write te reo Māori internally and externally	Increased use of te reo in formal and informal situations The Ministry is able to respond to correspondence in te reo when required	Ongoing Ongoing	Leadership Team and managers Ministerial and Executive Services	Pōwhiri, te reo greetings and farewells, and mihi are commonplace. Ministry staff can introduce themselves e.g. deliver a pepeha When correspondence is received in te reo, the Ministry is able to engage resources to translate the response to also be in te reo. Specific guidance on this process will be issued.	In progress In progress

Why we do this	Goal	Achieved by	Responsibility	Indicator	Measure
<p>Punu Kupu/Corpus: the right words and terms are available, for a lot of circumstances in order to strengthen the relevance and consistency of te reo, making it popular, used and useful.</p>	<p>Te reo Māori used in organisational documents is of the highest standard and is in accordance with Te Taura Whiri i te reo Māori guidelines</p>	Ongoing	Ministry-wide	<p>Clear guidance on how to use te reo Māori is issued, and people know where to find assistance if needed.</p>	In progress
	<p>When resourcing translators, Ministry of Defence follows Te Taura Whiri advice on the utilisation of licensed translators</p>	December 2021	Ministry-wide	<p>Clear guidance is issued, and people know where to find assistance if needed.</p>	In progress
	<p>Te reo translations are easily accessible for staff.</p>	Ongoing	Ministerial and Executive Services	<p>Create a Ministry lexicon in te reo Māori. Translations and guidance are all uploaded to the intranet. Every day Ministry of Defence language is also included. Te reo translations of Ministry job titles, teams and divisions are readily available</p>	In progress