

Ms Alanah T
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Ref: H201806389

Dear Alanah

Response to your request for official information

I refer to your request of 18 September 2018 under the Official Information Act 1982 (the Act) for:

- a. Does your organisation have legal responsibilities under the Treaty of Waitangi?*
- b. Does your organisation have legal responsibilities to engage with te reo Maori in some way or another? Does your organisation have a duty (such as in its charter, or its empowering legislation) to reflect New Zealand's cultural identity?*
- c. Does your organisation have a formal policy, strategy, or commitment, relating to te reo Maori ability and proficiency for staff? (If so, can you please provide a copy of it)?*
- d. Does your organisation have a policy on diversity and inclusion? (If so, can you please provide a copy of it)?*
- e. How many staff in your organisation are recorded as being fluent in te reo Maori?*
- f. Has your organisation provided any te reo Maori lessons or education to staff in the past 12 months? (If so, how many staff has it provided those to, and what was the format of the lessons?)*
- g. Does your organisation have any te reo Maori lessons or education scheduled to be provided to staff in upcoming 12 months? (If so, how many staff does it intend to provide those to?)*
- h How many personnel does your organisation currently engage? (Please include full-time staff, part-time, employees, and volunteers)*
- i. Does your organisation have any personnel who manage the relationships between your organisation and Maori communities? (If so, how many personnel are engaged for that purpose?)*

The information relating to this request is itemised below, with copies of documents attached. Some of the information you request is already in the public domain. This information is available at the links given below.

- a. Does your organisation have legal responsibilities under the Treaty of Waitangi?*

The Ministry of Health (the Ministry) is committed to recognising and respecting the Treaty of Waitangi and its principles of partnership, participation and protection, as referenced in a number of our strategies, for example the New Zealand Health Strategy and He Korowai Oranga Māori Health Strategy.

Please see Attachment 1 for an excerpt from the NZ Public Health and Disability Act 2000.

Please see Attachments 2 and 3 respectively for the relevant excerpts from the contracts in both long form (see clause B2) and in short form (see clause A1).

b. Does your organisation have legal responsibilities to engage with te reo Maori in some way or another? Does your organisation have a duty (such as in its charter, or its empowering legislation) to reflect New Zealand's cultural identity?

While the Ministry does not have a legal responsibility to engage with Te reo Māori, we are committed, as part of our responsiveness to Māori, to encourage the use of Te reo Māori. The Ministry has a Te reo Māori and Tikanga framework (see Attachment 4) which includes the introduction of Te reo Māori courses. The Ministry is also working with Te Taura Whiri i Te reo Māori (Māori Language Commission) to develop a Te reo Māori plan for the organisation. This is part of the Maihi Karauna Strategy, the Crown's strategy for Māori language revitalisation.

c. Does your organisation have a formal policy, strategy, or commitment, relating to te reo Maori ability and proficiency for staff? (If so, can you please provide a copy of it)?

The Ministry of Health has a Tikanga framework in place that outlines the different levels of Māori capability required at the Ministry.

d. Does your organisation have a policy on diversity and inclusion? (If so, can you please provide a copy of it)?

The Ministry of Health has undertaken a baseline diversity survey that will feed in to the development of a new Diversity & Inclusion Strategy. The development of this strategy is on the Ministry's People Plan and will be developed this financial year.

e. How many staff in your organisation are recorded as being fluent in te reo Maori?

The Ministry does not record staff who are fluent in Te reo Māori. Therefore, this part of your request is refused under section 18(e) of the Act, as the information requested does not exist.

f. Has your organisation provided any te reo Maori lessons or education to staff in the past 12 months? (If so, how many staff has it provided those to, and what was the format of the lessons?)

A pilot Te reo Māori programme is currently underway that aims to build foundational Te reo Māori capability for Ministry staff. There are currently 40 people attending three separate programmes as part of the pilot, with a further 80 people on the waiting list. The programme is a 14 week programme, with weekly one-hour classes. This is supported by 'homework' that the participants need to do between classes and a mobile app to support their development.

The Ministry also offers Te Rito e-learning modules that are available to all staff on the Ministry's Learning Management System. This enables staff to learn about Te Ao Māori, Tikanga, Te reo Māori and the Treaty of Waitangi.

g. Does your organisation have any te reo Maori lessons or education scheduled to be provided to staff in upcoming 12 months? (If so, how many staff does it intend to provide those to?)

Further Te reo Māori classes are currently being planned for 2019, including identifying how we will support staff in locations outside of Wellington to learn the language. Staff will also be able to continue accessing the e-learning modules.

h. How many personnel does your organisation currently engage? (Please include full-time staff, part-time, employees, and volunteers)

As at 30 August 2018, the Ministry had 1093.61 FTE (full time equivalent staff). This includes permanent and fixed term employees.

i. Does your organisation have any personnel who manage the relationships between your organisation and Maori communities? (If so, how many personnel are engaged for that purpose?)

The Ministry manages a wide range of relationships that include Māori community organisations and representatives. These relationships are managed by a number of staff throughout the Ministry depending on the issue being discussed or considered.

There is no one person or business unit that manages relationships with Māori communities.

I trust this information fulfils your request. You have the right, under section 28 of the Act, to ask the Ombudsman to review my decisions under this request.

Please note this response (with your personal details removed) may be published on the Ministry of Health website.

Yours sincerely



Tina Wakefield
Acting Deputy Director-General
Corporate Services

