



## Questions for Ministries

### What is the nature of the programme?

This is a pilot programme aimed at assisting Iwi to prepare for, participate in and settle historic Treaty claims. We are looking for 7-10 secondments for the pilot programme.

### Who is running the programme?

Te Puni Kōkiri is administering the programme. Both Te Puni Kōkiri and Ministry of Justice are overseeing the programme through a joint steering group.

### When does it start?

The programme is starting now. We are about to engage with Iwi who may wish to participate. Once we have identified the Iwi participants and their specific needs we will be able to begin looking for Public Service staff to take up the secondment opportunities.

### Is it only open to Māori Staff?

No. It's about the best skills match of the Iwi needs. Iwi will be an important part of the selection process and some Iwi may place weight on affiliation but it is not pre-requisite for consideration.

### What sort of roles are you expecting secondees to come from?

We envisage secondees coming from senior official level who can add value to Iwi as they progress negotiations.

### Who pays for the secondment?

The secondee's salary will be reimbursed to home departments for the term of the secondment. It will be charged against the claimant funding received by the Iwi as part of the settlement.

### Will there be any costs to the employer?

We expect the employing Ministry or Department to assist in travel costs for the participants to take part in the selection process.



## **Will the secondee still be a Ministry employee during the secondment?**

Yes. As with other secondments the participant will remain an employee of the current employer and entitlement such as services based entitlement should continue.

## **When will the secondments be advertised?**

We need to identify the lwi participants first. We expect to advertise the actual secondments, including information on the lwi, location, role and person specification mid to late October.

## **I have a manager in the LDC Advanced Senior Leadership Programme look for secondment opportunities are the two linked?**

We have briefed the LDC and will notify them again once the actual secondments are identified. They may contact your staff who are in the Advanced programme to talk about the individual opportunities. We will also keep LDC informed once the secondees are known as this may create further secondment opportunities.

## **How long are the secondments for?**

Secondments are for a maximum of 12 months.

## **What about the public sector staff capping, do I have to absorb the secondment?**

During the pilot there will be a maximum of 10 secondments. The State Service Commission has confirmed that as the cap is on the public service as a whole you can replace your seconded employee as it is unlikely to impact the overall staff numbers.

## **What about conflicts of interest?**

Conflicts of interest will be managed on a case by case basis. Proposed secondments will need to be agreed by the steering group and this will include consideration of conflict issues. In addition Te Puni Kōkiri will put steps in place at prior to and at the end of the secondment term to work through individual conflict issues one on one with participants.

## **How will I find out more?**

Te Puni Kōkiri will be writing to Public Service Chief Executives shortly to provide information and offer to meet. We will also be briefing your Human Resources Managers.

## **For further information**

Contact Human Resources at [vacancy@tpk.govt.nz](mailto:vacancy@tpk.govt.nz) or ring 04 819 6000.

