

[18/01/2024]

File Ref: OIA 47994

[REDACTED]  
[REDACTED]

Tēnā koe [REDACTED]

### Official Information Act request

Thank you for your information request dated 8 December 2023. You asked for the following information:

*“I wish to understand in full, under the official information act 1982, all communications that have been had in relation to te reo maori use within your organisation due to the change of government.*

*I wish to understand what decisions have been made, what thoughts have been shared and all written commentary.*

*I wish to understand what changes, if any have been made to your use of te reo maori as a result of the change of government.*

*In particular, I wish to know the communications that have been had by the chief executive to their staff and the communications that they've had too with the minister*

*I wish to know what conversations have been had around te reo māori allowances for those with some proven reo proficiency.*

*I also wish to know what conversations have been had and anything that has been communicated in relation to Te Tiriti o Waitangi, the Treaty Of Waitangi and its place going forward in your ministry including in your strategies and initiatives”.*

Your request has been considered in accordance with the Official Information Act 1982 (the Act).

### Context:

Te Puni Kōkiri aspires to be a workplace in which te reo Māori flourishes, grows and is sustained as the normal language of daily use. Te Ahikaroa, our Māori Language Strategy, has a goal of 80% of Te Puni Kōkiri kaimahi regularly speaking te reo Māori at work by 2040. As part of supporting our kaimahi to achieve that goal, we provide a range of development opportunities. These include:

- te reo Māori lessons (provided at different levels for kaimahi at different abilities)
- an active kapa haka rōpū that kaimahi are encouraged to participate in
- a small incentive (allowance) that recognises proficiency in te reo Māori
- internal learning and development resources for kaimahi.

**Response:**

There have been no changes to policy or any communications shared internally or externally regarding any change to the use of te reo Māori, due to, or as a result, of the change in government.

There have been no changes to policy or any communication shared internally or externally in relation to Te Tiriti o Waitangi.

However, one document has been identified in scope of your request regarding te reo Māori allowances and is provided to you in full as Attachment One. The document titled "*Status of te reo Allowance and its application – proposed talking points*" was prepared on 1 December 2023 to support Te Tumu Whakarae mō Te Puni Kōkiri in his discussion with the Minister for Māori Development.

I trust my response satisfies your request.

You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Please note that Te Puni Kōkiri publishes some of its OIA responses on its website, after the response is sent to the requester. The responses published are those that are considered to have a high level of public interest. We will not publish your name, address or contact details.

If you wish to discuss any aspect of your request with us, including this decision, please feel free to contact us at [uia@tpk.govt.nz](mailto:uia@tpk.govt.nz).

Ngā mihi



Manaia King  
Hautū, Te Puni Tautoko Whakahaere | Deputy Secretary, Organisational Support

## Status of Te Reo Allowance and its application - Proposed Talking points

### *Te Reo Allowance and its purpose within the Public Service*

- Fluency in te reo Māori has in recent times been regarded as a valuable part of the public servant tool kit.
- The te reo Māori allowance promotes the usage of te reo Māori within the public service.
- The public service Māori capability strategy - Whāinga Amorangi, is led out by Te Arawhiti. All agencies are required to submit workplans that outline how they intend to deliver against its objectives. Through these workplans, agencies encourage their staff to learn te reo Māori, which is supported by a te reo allowance, should the agency have this as an employment term and condition.
- The te reo allowance is a common term and condition across the public service and forms part of collective employment agreements, usually through collective bargaining. Each agency is individually responsible for its implementation of collective bargaining which may include a te reo allowance.

### *System level participation*

- The below agencies across the public service utilise the allowance:
  - Stats NZ
  - Department of Conservation (will come into effect 1 July 2024)
  - Ministry for the Environment
  - Inland Revenue
  - Ministry for Social Development
  - Ministry of Disabled People
  - Te Arawhiti
  - Ministry of Justice
  - Te Puni Kōkiri
- There may be other agencies that have the te reo allowance as part of their employment terms and conditions.

### *The Te Puni Kōkiri Definition of the te reo Allowance*

- The te reo allowance is provided by Te Puni Kōkiri to recognise kaimahi who have completed the appropriate te reo attestation levels as determined by Te Taura Whiri i te reo Māori.
- The payment of an allowance based on an employee's competence in te reo Māori is one of the ways in which we encourage employees to develop te reo skills.
- It is restricted to Full Time Permanent Kamahi which is part of their employment agreement. **See appendix 1.**

### *Te Puni Kōkiri commitment to te reo Māori*

- Te Puni Kōkiri is committed to increasing the use of te reo Māori in line with the Government's Māori Language Strategy – Maihi Karauna. The Maihi 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.
- Te Puni Kōkiri has a lead stewardship role across the system to support thriving whānau, and it values employees who proactively seek to normalise te reo Māori as part of their daily work activities.
- Te Puni Kōkiri is committed to providing opportunities for all employees to develop their te reo skills and collectively work toward the aspiration of te reo Māori being spoken as the normal language of day-to-day communications amongst Te Puni Kōkiri employees by the year 2040.
- Te Puni Kōkiri 's aspiration is to be able to work proficiently across te ao Māori and te ao Hurihuri in all aspects of our work. Te Puni Kōkiri is committed to building its capability through increased use and knowledge of te reo Māori, Tikanga Māori, and the practical application of Te Tiriti o Waitangi/the Treaty of Waitangi and its principles.

### ***Te Puni Kōkiri Allowance as at Today***

- As at 1 December 2023, 117 kaimahi are receiving a te reo allowance across the five levels.
- From 1 July 2023 to 1 December 2023, Te Puni Kōkiri have paid \$89,127.20 to these kaimahi.

## Appendix 1

### *Extract from Collective Employment Agreement*

In discussion with their manager, the employee will arrange a suitable time with Te Taura Whiri i te Reo Māori (The Māori Language Commission) to undergo a "Level Finder" assessment.

Although Te Puni Kōkiri will pay any costs directly associated with the assessment as may be levied by Te Taura Whiri i te Reo Māori for the assessment, there is currently no costs or fees associated with kaimahi undertaking the examination.

On achievement of appropriate certification by Te Taura Whiri i te Reo Māori, Te Puni Kōkiri shall pay an allowance in accordance with the following schedule:

<b>ATTESTATIONS</b>	<b>ALLOWANCE</b>
5	\$3,500 (per annum)
4	\$3,300 (per annum)
3	\$3,000, (per annum)
2	\$1,500 (per annum)
1	\$1,300 (per annum)

The allowance is pro-rated and paid fortnightly through the payroll.

RELEASED UNDER THE OFFICIAL INFORMATION ACT