

4 October 2021

s 9(2)(a)

Tēnā koe s 9(2)(a)

Thank you for your email of 13 September 2021 to Manatū Wāhine Ministry for Women (the Ministry), requesting the following information under the Official Information Act 1982:

- *I'm emailing because I'm looking for information in regards to the Māori Language Plans that were to be developed by every public service by June 2021.*
- *Is this public service subject to the language plans.*
- *If so, when was the language plan registered, and what commitments have been made to help normalise te reo Māori in the plans?*
- *It would also be great to receive a copy of each service's language plans.*

The Ministry follows the public service guidelines for Maihi Karauna, the Crown's strategy for revitalising te reo Māori. This strategy, released in 2019, requires public service departments to have te reo Māori language plans in place by 2021. Te Taura Whiri i te Reo Māori (the Māori Language Commission) is leading the co-ordination of the implementation of the strategy.

The Ministry is committed to Maihi Kaurana and submitted its te reo plan to Te Taura Whiri i te Reo Māori in June 2021. Please find a copy of this plan attached as Appendix One. This is an iterative, multi-year plan, starting with basic actions and building the capability of staff with te reo Māori, recognising that people have different levels and competencies with te reo. The Ministry has some staff who are fluent, and others who are just starting their journey in te reo Māori.

Please note that this response, with your personal details redacted, may be published on the Ministry's website. If you have any concerns or comments related to this, please let us know by emailing [ministerialservicing@women.govt.nz](mailto:ministerialservicing@women.govt.nz), within two weeks of the date of this letter.

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](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Nāku noa, nā



**Peter Noble**  
Director, Corporate Services

# E TIPU TE WAERENGA

## MĀORI LANGUAGE PLAN FOR



Language Plan name/title Te Reo Tuatahi

Timeframe June 2021 – June 2022


Approved by: Kellie Coombes

Review date: December 2021

Senior Responsible Manager: Peter Noble, Director, Corporate Services

## Our Goals

Incorporate the identified activities that you choose to continue into your plan. Set achievable goals, with responsibilities, timelines, resources and evaluation/measurement tools clearly outlined in the plan. Refer to “Mahere Reo – A guide for language planning for public sector agencies”.

						
Why we do this	Goal	Action	Achieved by (date)	Responsibility	Indicator	Measure
<b>Status</b> – to increase the visibility of te reo, enhance its recognition and create a positive image	<b>We know the state of te reo Māori in our organisation</b>	Conduct a reo Māori baseline survey	<b>September 2021</b>	Peter Noble	Baseline survey created and sent out to all staff	% of staff completed survey
		Conduct another Māori baseline survey	<b>September 2022</b>	Peter Noble	Same baseline survey re-sent for all staff to complete	% of staff completed survey. <i>Compare with Sep 21 data</i>
<b>Acquisition</b> – to secure effective opportunities for learning and build the capability of staff and our organisation	<b>Manatū Wāhine have the ability to mihi</b>	Create a basic mihi template ( <a href="#">#mymihi</a> as guide for template)	<b>December 2021</b>	Peter Noble	Mihi template created and available via our intranet	% of staff who are able to mihi
		Support those staff who are self learning Te Reo Maori (ie: enrolled in courses)	<b>September 2021</b>	Peter Noble	Staff identified and support offered for tuition as appropriate	
		Hold pronunciation sessions	<b>July 2022</b>	Peter Noble	Voice recordings of mihi template created and available on intranet. Lunch time sessions available to staff.	% of staff who reported ‘fair’ pronunciation ability

Why we do this	Goal	Action	Achieved by (date)	Responsibility	Indicator	Measure
		Encourage rotating chair at staff meetings to begin with their mihi	<b>Dec 2021</b>	Peter Noble		
<b>Use</b> - to provide opportunities to speak, listen to, read and write te reo internally and externally	<b>All email communications begin and end in te reo Māori</b>	Create templates with Māori email greetings/ farewells	<b>November 2021</b>	Peter Noble	Templates are created and accessible to all staff via our intranet	% of staff reported as using reo Māori in all email comms
	<b>Consistent use of Te Reo Maori in Ministry signage</b>	Ensure bi-lingual signage used in all public and staff areas	<b>Dec 2021</b>	Peter Noble	In meantime could increase signage here	