



**MINISTRY OF SOCIAL
DEVELOPMENT**
TE MANATŪ WHAKAHIATO ORA

Relationship Agreement with Ngā Kaitūhono (MSD PSA Rūnanga) and the Ministry of Social Development

E ngā mana, e ngā reo, e ngā karangatanga o ngā hau e wha. E mihi kau tēnei ki a koutou ngā mangai, me ngā mema katoa o Ngā Kaitūhono i roto i ngā āhukatanga e pa ana ki te mahi ngātahi o Ngā Kaitūhono rāua ko Te Manatū Whakahiato Ora. No reira tēna koutou katoa.

*Unuhia te rito o te harakeke
Kei whea te kōmako e kō
Whakatairangitia
Rere ki uta, rere ki tai
Kī mai ki āhau
He aha te mea nui o te ao
Māku e kī atu
He tangata, he tangata, he tangata.*

Ka tika, me mihi ki to tātou Matua Nui o Te Rangi nāna nei i timata ngā mea katoa, nāna nei i whakaoti, kororia ki aia whakapaingia tōna ingoa tapu. No reira, tēnā tātou katoa. Tēnā koutou i runga i ngā tīni āhukatanga kei mua i a tātou. Ko te mea tuatahi me hapai i tēnei kaupapa i whakarite te Rūnanga o Ngā Kaitūhono mo ngā mema Māori me mahi ngatahi rāua ko Te Manatū hei whakahoungia te wahi mahi. Kia kaha ra, ki te whakakotahi ai tātou i runga i tēnei mahi o tou uniana o Te Pukenga Here Tikanga Mahi.

Purpose

This agreement formalises the recognition of Ngā Kaitūhono and aligns with the commitment between Ministry of Social Development (MSD), and the New Zealand Public Service Association (PSA), as set out in the Modern Innovative and Productive Public Service Agreement.

Introduction

MSD, the PSA, and Ngā Kaitūhono agree to engage constructively, in order to deliver quality public services.

MSD acknowledges that it has:

- Te Tiriti o Waitangi responsibilities, in that it is guided by the principles of Partnership, Participation and Protection, in activities pursuant to the purpose and objectives of the union as they relate to the working lives of our Māori members.
- obligations under Section 56(2)(d) of the State Sector Act 1988, which requires the recognition of the aims and aspirations, and employment requirements of Māori people

Goals and Objectives

Ngā Kaitūhono and MSD have a shared focus to constructively progress the common interest of Māori members and staff.

The PSA has looked to encourage and develop PSA Rūnanga delegates in MSD with the expectation that this role will provide a resource and value to the Ministry.

The objectives of Ngā Kaitūhono include:

- creating and maintaining a constructive relationship environment with MSD
- meeting regularly to provide open and honest communications on behalf of, to and from, Māori members and Rūnanga Delegates
- providing constructive input and feedback into consultation processes and delivering agreed and shared work programme where it involves or impacts on Māori
- highlighting the value added by Ngā Kaitūhono National Delegates, the Māori Enterprise Delegate and Rūnanga delegates as the MSD PSA Rūnanga.

Principles of the Relationship

- MSD recognises Ngā Kaitūhono representatives as key stakeholders in the MSD/PSA relationship, acknowledging expectations underpinned in Te Tiriti o Waitangi principles.
- All parties pertaining to this agreement will work constructively together to achieve the shared and agreed goals for Māori members.
- Respect for all parties pertaining to this agreement, including recognition of each other's specific role, responsibilities, cultural perspective, and cultural knowledge.

Desired Behaviours

Given that Ngā Kaitūhono is founded on providing support for our Māori members, it is proper that the engagement behaviours reflect tikanga Māori (Māori protocol). The following Ngā Kaupapa principles outline the underpinning engagement behaviours:

- **Rangatiratanga:** empowering Māori leadership
- **Whānaungatanga:** encouraging personalisation and high trust
- **Kaitiakitanga:** protecting Māori to secure working conditions and cultural identity
- **Manaakitanga:** encouraging health and well-being in the workplace
- **Wairuatanga:** promoting cultural behaviour
- **Whakahiato Umanga:** career development
- **Whakamana:** developing effectiveness
- **Kotahitanga:** building solidarity and unity.

Kotahitanga - Working Together

Ngā Kaitūhono will meet together regularly, either separately from and/or with MSD management representatives, by making use of MSD provided teleconference and video conference facilities, and in person aligned to coincide other meeting dates and engagements otherwise agreed between PSA and MSD.

MSD have a significant work programme underway to improve its responsiveness to Māori and support a representation of Ngā Kaitūhono as a member of the Māori Responsiveness Steering Group.

Areas of Common Interest

Ngā Kaitūhono and MSD agree to identify issues of common interest that benefit Māori members and staff across MSD. The areas of common interest include the following:

- Implementation and development of career pathways for Māori in the MSD workplace
- Joint development of Tangihanga/Hura Kohatu leave guidelines
- Valuing and recognising the use of Te Reo and Tikanga to support MSD as a government agency and in the work we do with clients
- Normalising the practice of Tikanga and Kawa processes within MSD
- Leading the application of Section 56(2)(d) of the State Sector Act 1988 within MSD
- Integrating Ngā Kaupapa principles into the workplace.

Any work undertaken on these areas of common interest would be agreed and prioritised by the parties pertaining to this agreement.

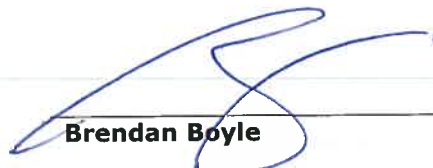
Formalising the Engagement Agreement



Maxine Wynyard

Ngā Kaitūhono Convenor

Date 24/10/2018.



Brendan Boyle

Chief Executive, MSD

Date 24/10/2018.