

# Ngā Kaupapa

## O Te Rūnanga o Ngā Toa Āwhina

The Māori PSA Komiti, Te Rūnanga o Ngā Toa Āwhina, is committed to providing a better life for Māori workers, through a kaupapa that promotes unity and strength for Māori across the union.

### **Kotahitanga**

#### Unity and Solidarity

Unity as Māori people as we embrace our culture and beliefs. Through whakapapa and whanaungātanga we demonstrate kotahitanga.

### **Rangatiratanga** Empowering Māori Leadership

Rangatiratanga is a developed understanding and delivery of kaupapa Māori promoting culture, tikanga and Te Reo within the workplace.

### **Kaitiakitanga** Protection of Māori to secure fair working conditions

Kaitiakitanga promotes guardianship of all things Māori that hold spiritual and cultural significance in our tikanga practices including Te Reo Māori.

### **Manaakitanga** Health and Wellbeing

Manaakitanga helps us to demonstrate through having the support mechanisms of whānau, hapū and iwi to promote a healthy, safe and well-being culture for Māori workers in the workplace.

### **Wairuatanga** Cultural behaviour

Māori believe in and acknowledge the spiritual realm that holds significance to our culture and for us as Māori. Through cultural awareness, recognition of tikanga and kawa we are able to demonstrate strong cultural values in the workplace.

### **Whakahiato Umanga** Career Development

We are committed to ensure there are on-going opportunities for good career aspirations for Māori and that access to learning and development opportunities are available.

### **Whanaungātanga** Personalise whānau

Embraces whakapapa with a focus on building strong workplace relationships that support individuals, connections to iwi, hapū, whānau and relatives.

### **Whakamana** Effectiveness

Promotes development of strong Māori capability across all sectors of the union to support strong engagement and empowerment with managers in the workplace.

