



20 August 2025

Tēnā koe

Official Information Act request

Thank you for your emails dated 24 and 29 July 2025 to the Ministry of Social Development (the Ministry) in which you requested information about the Ministry's use of te reo Māori since December 2023.

I have considered your request under the Official Information Act 1982 (the Act). Please find my decision on each part of your request set out separately below.

- 1. Internal communication, digital or otherwise, relating to the use of te reo Māori since 6 December 2023**
- 2. Advice received or prepared on the use of te reo Māori since 6 December 2023**

The Ministry previously responded to a similar request under the Act on 18 October 2024. You will find the response, which contains documents that are in scope of these parts of your request here: www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/official-information-responses/2024/october/18102024-the-use-of-te-reo-maori-in-ministry-communications.pdf. Although this response was issued in October 2024, the information it contains remains relevant and unchanged.

I refer you to **Appendix 1**, which contains additional internal communications and advice created in relation to use of te reo Māori within the Ministry since 18 October 2024. The names and contact details of staff who are not part of the Ministry's Senior Leadership team have been marked as out of scope, in line with your email dated 29 July 2025.

I have interpreted that your request for "internal communication" includes emails. I am refusing this element of your request under section 18(f) of the Act – substantial collation. To provide you with this information, the Ministry

would need to divert personnel from their core duties and allocate extra time to complete this task. The diversion of these resources would impair the Ministry's ability to continue standard operations and would be an inefficient use of the Ministry's resources. The greater public interest is in the effective and efficient administration of the public service.

- 3. Ministerial directives issued to the organisation pursuant to either te reo Māori or English, since 6 December 2023**
- 4. Information regarding any approach (whether concrete, inconsistent or applied case-by-case) that culminates in iterations of documents acquiring less te reo Māori as they pass through the organisation to completion**

I am refusing these parts of your request under section 18(e) of the Act – information not held, as the information you have requested does not exist, or cannot be found, despite reasonable efforts to locate it.

I will publish this decision letter, with your personal details deleted, on the Ministry's website in due course.

If you wish to discuss this response with us, please feel free to contact OIA_Requests@msd.govt.nz.

If you are not satisfied with my decision on your request, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Ngā mihi nui

pp. 

Anna Graham
General Manager
Ministerial and Executive Services

APPENDIX 1

RELEASED UNDER THE
OFFICIAL INFORMATION ACT

Language Planning Guide

Karangahia te Haeata

MSD's Māori Language Policy



MINISTRY OF SOCIAL
DEVELOPMENT
TE MANATŪ WHAKAHIATO ORA

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Introduction

Tuia ki runga ki a Ranginui e tū nei,
tuia ki a Papatūānuku e tākoto nei,
tuia ki te heretāngata,
tuia ki te reo tuitui o ngā rangatira!

Te reo Māori is special in Aotearoa New Zealand. It is one of our official languages and is a unique feature of our country on the world stage. There is growing demand from people across all ethnicities and walks of life to learn and value the language. Communities of te reo speakers around the country are taking dedicated action.

MSD has also started to focus on building our foundations for how te reo Māori will be seen, heard, spoken, and valued as an official language of Aotearoa, New Zealand. We launched our Te Reo Māori Policy “Karangahia te Haeata” during Te Wiki o Te Reo Māori in 2022 and since then have been building plans for how we as a team can contribute to the revitalisation and normalisation of Te Reo Māori.

The focus on building on our foundations is to ensure that we are providing the best service to all New Zealanders, especially whānau Māori, hapū and iwi.

Part of our plan is for each area of MSD to build their own “Mahere Reo” (language plan) which will help us to track progress to achieve goals set by the Te Reo Māori Champions self-identified in each region or business group. This in turn, enables us to track the Ministry’s progress to normalise te reo Māori within our spaces and services.

We acknowledge the path that is ahead of all our people leaders within MSD as this can become an uncomfortable space for our staff. The Organisational Development and Learning Team are available to provide support:

[Out of scope](#)

Nō reira, kia kaha, kia Māia, kia manawanui, kia kaha ki te kōrero Māori!

Part 1 – The Policy, Karangahia te Haeata

Purpose

The purpose of te reo Māori Policy (the Policy) is to set out the commitment of Te Manatū Whakahiato Ora (MSD) to build on our foundations for how the Māori language will be seen, heard, spoken, and valued as a living and official language of Aotearoa New Zealand.

Scope

This Policy applies to all MSD employees.

The Māori language is valued in all Statements of Intent, Annual Reports, MSD strategies and budget bids.

Objectives

The objectives of this policy align with the three shifts expressed in Te Pae Tawhiti (MSD Statement of Intent 2018-2022):

- **Mana Manaaki:** to improve the experience of Māori interacting with our services
- **Kotahitanga:** to demonstrate the commitment of MSD as a Tiriti o Waitangi partner and improve relationships with whānau, hapū, iwi
- **Kia Takatū Tātou:** to provide MSD staff with positive conditions that increase their skills, knowledge, and expertise through te reo Māori, tikanga, kawa and Te Tiriti o Waitangi.

These three shifts shape strategic, operational, and responsive policy thinking exemplified in the Outcomes Framework.

Developing Māori language plans

Areas will be able to engage with willing staff who are keen to revitalise te reo Māori. These staff are appreciated and acknowledged for their willingness and commitment for being a champion of te reo Māori.

This plan supports the leaders to lead. Senior leadership teams create opportunities to build their own professional capability, as well as that of their staff.

MSD has a suite of tools available in [Te Pātaka](#) to support the development of your Māori language plan. You can also find these in the Appendix 2. of this guide.

The Organisational Development and Learning team can assist your region and/or business group.

Seeking direction from our elders and local hapū/iwi

Kaumātua (elders) have always been at the forefront of revitalisation of te reo Māori, Māori rights and Māori development. This policy recognises their mana and will ensure that kaumātua are included in the language planning. The role of kaumātua is to have input into the language plans and recognition of their expertise in Te Ao Māori.

Some of our staff are kaumātua and will be able to have oversight as a staff member and a kaumātua, while other areas will be working with mana whenua and kaumātua from those regions. The point must be emphasized that the value of working with, and taking direction from kaumātua, is essential to keeping local tikanga and kawa connected to mana whenua and keeping us accountable to local expectations.

MSD will facilitate engagement with the local hapū and iwi to ensure te reo Māori used is correct, contextual and recognises the mita (dialect), stories, tikanga and kawa of mana whenua.

External strategic relationships are progressing with Oranga Tamariki, Te Mātāwai, Te Taura Whiri i te Reo Māori and Te Puni Kōkiri with the aim of working across the public sector to share and use information, which will assist MSD in upholding our commitment to the Maihi Karauna.

Part 2 – Why Language Planning?

Te Pae Tawhiti and Te Pae Tata, making a difference in people's lives.

Our strategic direction Te Pae Tawhiti - Our Future signals the organisational shifts needed to achieve better outcomes for all New Zealanders. We have work underway to deliver a future where we are making a bigger and better difference in people's lives. It's about working differently with our clients, whānau/families, iwi, communities, partners, and providers. Te Pae Tata our Māori Strategy and Action Plan is central to how we will transform the way we deliver and provide service.

Language Planning is a key enabler to embed a Māori world view into the Ministry and build our individual knowledge and abilities so that we can confidently engage with Māori in the way in which they want us to (and when and where they want us to).

Language Planning aligns with the following Te Pae Tata actions:

For whānau and hapū

Actions which:

- create environments that are warm, welcoming, and safe
- support the formation of relationships and genuine partnerships
- build capability (as individuals and as communities)
- improve accessibility to sustainable housing
- increase employment opportunities
- improve/enhance current service delivery models.

For staff and people who are providing services on behalf of the Ministry

Actions which:

- improve health and well-being
- increase learning opportunities and advancements
- create opportunities to acknowledge and share individual expertise in Māori customary concepts and language
- integrate Māori customary concepts and language into day-to-day operations
- improve/enhance current organisational policies and processes.

All areas of the Ministry will be invited to complete a plan, building Te Ao Māori capability is an MSD priority. Your language plan is owned and driven by you and your leaders (go at a pace and a direction that **you** determine). Involve interested others in the process – be it your leadership team, local networks or working groups.

Access the resources that will help you build this capability are already available (see Appendix 2.) most are free, and all will help you and your teams on this journey.

Please share your plan and aspirations with us – we will roll up all the plans nationally which helps us with MSDs external reporting accountabilities, and to help celebrate success.

Details around building the template, the template and Appendices are designed to help bring your language plan to life. Please reach out if there is anything you need: [Out of scope](#)

The Purpose

- Specify how this plan enables your area to achieve strategic goals and objectives from key strategies (i.e., Te Pae Tata)
- Our Strategic Direction (Te Pae Tawhiti)
- Regional or Business Group Annual Reporting Overview
- Regional or Business Group Long-term Strategic Plan
- Identify who will be part of your Language Planning working group to develop, manage, and monitor the plan and your key stakeholders.

Monitoring, Reporting and Evaluating

Create a system that outlines:

- How often your rōpū reo Māori (Māori language group) will meet
- How you will monitor and evaluate the actions and goals within your plan
- Annual reporting to the Organisational Development and Learning team and responsible owner for completing the reporting
 - Reporting is to be provided to [Out of scope](#)

Once you have a plan, we can provide reporting on progress (e.g., 6 months ago 30% of staff had commenced X programme, this month you are at 40%) – a dashboard will be provided quarterly.

Hau Kainga/Mana Whenua engagement

Specify engagement intentions with local iwi. Including things like mita (dialect), tikanga (protocols) ect.

Resourcing

There are many opportunities within MSD to progress this mahi at no cost – these should be your starting place i.e., are you utilising what we already have available currently? In addition, you may want to identify any budget for your plan and/or indicate where funding and/or resources will come from. If necessary, establish a specific budget line as you would for any other on-going cost, for example for team Te Reo sessions.

Procured Te Reo Māori suppliers are available for each region of MSD. Each provider has been carefully procured to ensure accurate and appropriate learning

is delivered. This includes regional dialects. The providers details are available in [Te Pātaka](#) under the heading; [Reo, Tikanga and Te Tiriti Training](#). You can find a full list of Learning programmes and resources in Appendix 2.

Planning

There are 4-phases for each business group and region to work through to start language planning:

- Phase 1 – Language plan owners develop their language plan in partnership with others, once approved send to [Out of scope](#)
- Phase 2 – Action the plan (using the resources available).
- Phase 3 – Report using data and analytics to [Out of scope](#)
- Phase 4 – Annual fine tuning of the plan.

Each business group and region will develop, monitor, and annually review their language plan. By monitoring goals set within language plans we can accurately improve the capability of te reo Māori within MSD providing a more culturally safe environment for everyone within the Ministry's spaces.

Decide on the duration of the plan. We recommend up to one year for the first iteration of Language Planning with quarterly review points.

Current State of Te Reo Māori

Before establishing a Language Plan, you will need to understand what the current state is, this is done by engaging with your people and considering:

- What has been done in the past or you are already doing?
- What is working or isn't working?
- What can be extended or stopped?
- What are the barriers?
- What resources do you already have?
- What do our people's Te ara piki tell us?
- Who can provide support?
- What relationships do you have with hapu/iwi?
- What contacts outside the organisation do you have that can provide support?

Your next step is to establish a Language Plan. A template follows that will allow your team to set goals that align to MSD's Māori Language Policy, as well as be rolled up into a national view for external visibility, celebration, and reporting.

Language Planning Template

Incorporate the identified activities that you choose to include in your plan by describing purpose, timeframes, responsibilities, outcomes and how you will measure progress.

Purpose:					
Setting goals:					
Why we do this	Goal	Achieved by (date)	Responsibility	Outcome	Measure
Te Mana o te reo Māori: increasing the status of the Māori Language	[Short Term]				
	[Long Term]				
Te Mārama Pū ki te whakarauora reo Māori: increasing the critical awareness of Māori language revitalisation and how MSD can contribute	[Short Term]				
	[Long Term]				

Purpose:					
Setting goals:					
Te Ako i te reo Māori: increasing the acquisition of the Māori language	[Short Term]				
	[Long Term]				
Te Kounga o te reo Māori: increasing the quality of the Māori language	[Short Term]				
	[Long Term]				
Te Kōrerotanga o te reo Māori: increasing the use of the Māori language	[Short Term]				
	[Long Term]				
Te Puna o te reo Māori: increasing the Māori language authenticity	[Short Term]				
	[Long Term]				
Te Ātea o te reo Māori: increasing Māori language spaces	[Short Term]				
	[Long Term]				
	[Short Term]				

Purpose:				
Setting goals:				
Whakamana Te Tiriti o Waitangi: honouring Te Tiriti o Waitangi	[Long Term]			

See 'Appendix 1' for examples of what you can include.

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Appendix 1 - Language Planning Template EXAMPLE

Purpose:					
Setting goals:					
Why we do this	Goal	Achieved by (date)	Responsibility	Outcome	Measure
Te Mana o te reo Māori: increasing the status of the Māori Language	<i>Upskilling all reception and telephone staff, and those who work directly with the public or stakeholders to be able to pronounce Māori personal and place names.</i>	<i>June 2024</i>	<i>Senior Manager Corporate Services (SMCS)/ HR</i>	<i>Pronunciation resources accessed.</i> <i>Staff Professional Development initiated, provided, and recorded in the Learning Management System and Te ara piki.</i>	<i>Evidence based on:</i> <i>Te Taura Whiri LFE</i> <i>Te Ao Māori Development Dashboard</i> <i>Internal survey of staff</i>
	<i>Strategically adding te reo Māori to organisational communications both internally and externally.</i>	<i>December 2024</i>	<i>Senior Manager Communications (SMC)</i>	<i>Review of suitable resources identified</i>	<i>Māori language has been incorporated in official communications</i>

Purpose:					
Setting goals:					
Why we do this	Goal	Achieved by (date)	Responsibility	Outcome	Measure
				Translations of the resources undertaken	
Te Mārama Pū ki te whakarauora reo Māori: increasing the critical awareness of Māori language revitalisation and how MSD can contribute	<i>Deliver regular mihi whakatau for new people entering the business.</i>	<i>June 2024</i>	<i>All staff.</i>	<i>Appropriately delivering a Māori cultural welcome for new kaimahi entering the business.</i>	<i>Regular mihi whakatau delivery, monthly.</i>
	<i>Support Mahuru Māori with practical initiatives for kaimahi to participate in.</i>	<i>September 2024</i>	<i>Working group</i>	<i>Kaimahi are engaging in initiatives naturally building the awareness of te reo Māori.</i>	<i>Quizzes, games, hau tapu, and ceremonies/events have been organised and participated in.</i>
Te Ako i te reo Māori: increasing the acquisition of the Māori language	<i>Develop relationships with te reo suppliers of MSD to then support MSD staff in participating in their courses.</i>	<i>June 2024</i>	<i>Managers</i>	<i>Staff can converse using basic te reo Māori greetings and sentences.</i>	<i>Successful delivery and completion of Māori language learning to all staff in business unit.</i>

Purpose:					
Setting goals:					
Why we do this	Goal	Achieved by (date)	Responsibility	Outcome	Measure
	<i>Leadership teams to engage and participate regularly in te reo Māori development.</i>	<i>On-going</i>	<i>Leaders</i>	<i>Growth in knowledge and capability in te reo Māori</i>	<i>Leaders are competent and confident in basic pronunciation and can mihi and pepeha.</i>
Te Kōunga o te reo Māori: increasing the quality of the Māori language	<i>Ensuring correction of pronunciation alongside time and effort to properly learn.</i>	<i>On-going</i>	<i>Leaders</i>	<i>Mana of te reo Māori is maintained</i>	<i>Continuous self-correction and acknowledgement of mispronounced reo Māori.</i>
	<i>Ensure all te reo Māori resources utilised are quality and appropriate for the region.</i>	<i>On-going</i>	<i>Working group</i>	<i>This provides genuine correct learning of te reo Māori</i>	<i>Use procured providers.</i>
Te Kōrerotanga o te reo Māori: increasing the use of the Māori language	<i>Open and sign off emails with te reo Māori.</i>	<i>April 2024</i>	<i>Everyone</i>	<i>Build confidence in basic te reo Māori</i>	<i>Greetings and farewells are in te reo Māori in email correspondence.</i>
	<i>Open and close conversations with te reo Māori.</i>	<i>April 2024</i>	<i>Everyone</i>	<i>Building upon current knowledge of reo Māori and</i>	<i>Greetings and farewells are in te reo Māori in casual conversation.</i>

Purpose:					
Setting goals:					
Why we do this	Goal	Achieved by (date)	Responsibility	Outcome	Measure
				<i>practically applying it.</i>	
Te Puna o te reo Māori: increasing the Māori language expansion	<i>Develop working relationship with licenced translators.</i>	<i>May 2024</i>	<i>Managers of business units</i>	<i>Relationship building for partnership.</i>	<i>Relationship built between MSD business unit and local translators licenced by Te Taura Whiri i te reo Māori.</i>
	<i>Release te reo Māori versions of official documents publicly released to cater to te reo Māori speakers.</i>	<i>October 2024</i>	<i>Managers of business units</i>	<i>Equitable partnership with Māori and crown reflected in documents. Reo Māori speakers now equitably catered too.</i>	<i>Engagement with licenced translators resulting in successful release of translated documents.</i>
Te Ātea o te reo Māori: increasing Māori language spaces	<i>Open and close with karakia in te reo Māori.</i>	<i>April 2024</i>	<i>Facilitators of hui</i>	<i>Confidence in te ao Māori and tikanga Māori</i>	<i>Each meeting has opened and closed in te reo Māori with a karakia or inoi.</i>
	<i>All spaces are catered to reo Māori equally as English. Those who wish to</i>	<i>April 2024</i>	<i>Everyone.</i>	<i>Equity creating more space and</i>	<i>Māori and English are spoken equally</i>

Purpose:					
Setting goals:					
Why we do this	Goal	Achieved by (date)	Responsibility	Outcome	Measure
	<i>Speak Māori can do so freely without discrimination. Achieved through education and kotahitanga.</i>		<i>Managers.</i>	<i>awareness and tolerance of our peers.</i>	<i>in conversation and formal meetings without prejudice.</i>
Whakamana Te Tiriti o Waitangi: honouring Te Tiriti o Waitangi	<i>Participate in all learnings provided by MSD related to Te Tiriti o Waitangi.</i>	<i>December 2024</i>	<i>Everyone</i>	<i>Understanding and tolerance of all peoples.</i>	<i>Business unit will show good completion rates within Te Ao Māori dashboard.</i>
	<i>Practically apply all learnings from Te Tiriti o Waitangi into everyday operations and continue to apply a Te Tiriti o Waitangi lens when considering all pieces of work.</i>	<i>February 1840</i>	<i>Everyone</i>	<i>Synergy and harmony when collaborating with clients and staff. Initiatives and work will thrive and represent equity.</i>	<i>Outcomes will be more significant impacts, and client/staff feedback will be positive.</i>

Appendix 2 – Learning programme and resources available

NOTE: This information can also be found in Te Pātaka on Doogle and where applicable the Learning Management System.

Categories	Learning	Description
Framework	He Matapihi ki Te Ao Māori	He Matapihi ki Te Ao Māori is our Ministry's capability framework.
Te ara piki	Te ara piki - Te Ao Māori	This module looks at where to start growing your knowledge and comfort with Te Ao Māori and how to make the most of every opportunity to learn aligned with Te ara piki, our capability and development framework.
Learning and resources	Te Pātaka	Our section of Doogle, that store's information, resources and learning programmes to nourish our MSD people and encourage them to develop and grow Māori Capability across our organisation
Reporting	Te Ao Māori Development Dashboard	The Te Ao Māori Development Dashboard has been designed to capture participation and completion rates for our Te Ao Māori programmes that sit within the Learning management System, across MSD.
Leadership	Te Aka Matua	A senior development programme for Māori and Pacific managers who show potential to lead and manage at a senior management level.
	Te Aratitia Emerging Leaders Programme	Is an MSD leadership programme for Māori and Pacific employees who demonstrate potential to become effective leaders within MSD.
	Mentoring Programme	MSD Mentoring for staff

Categories	Learning	Description
Te Ao Māori	Pōhiri at National Office	If you are a manager at national office and have people who are about to join your team, either new to MSD or from another part of MSD we can help with welcoming them to national office.
	Learning Resources	Is a repository of recommended learning to strengthen and develop people's growth in Te Ao Māori.
	Te Rito	Te Rito, a fundamental online programme, helping us weave kaupapa Māori into our mahi. Embrace this opportunity for personal and professional growth!
	Wall Walk	Is a facilitated, interactive presentation that examines Aotearoa's history through time.
	Kimihiā	Is a downloadable mobile application focussed on Te Ao Māori.
	Te Ao Māori - The Māori World	This collection is a brief introduction to the Māori world including origin stories.
	Whakanuia - Celebrate	Here you will find stories about our own MSD people and what they are doing to support their Te Reo Māori journey.
	Te Ara a Tāne	Te Ara a Tāne is the name of our wānanga and is also the method. That is, it is both method and methodology.
	Regional Māori hui	Are available to all Māori staff across MSD (including Oranga Tamariki staff). Hui are held at different marae around the country.
	Waiwhetū Marae	Waiwhetū A Connection with Culture – A Window into Te Ao Māori offers our people a view into marae.
	Matariki	This intranet page has been set up to share information about Matariki

Categories	Learning	Description
Te Ao Māori	Te Reo, Tikanga and Te Tiriti suppliers	MSD have procured a pool of twelve expert Te Reo, Tikanga and Te Tiriti o Waitangi suppliers for you to utilise across all MSD locations for our people.
	MSD Herenga Kupu	Link to myLearning modules.
	Learning resources	You can access Herenga Kupu and other fun learning resources.
	Te Reo Allowance	The te reo Māori allowance recognises an employee's competence in te reo Māori
Wellbeing	NZ Certificate in Health and Wellbeing	The New Zealand Certificate in Health and Wellbeing Level 4 is a 14-month apprenticeship programme.
	NZ Diploma in Health and Wellbeing Applied Practice Advanced Youth Support	This qualification is designed to develop the critical thinking and reflective practice skills of people working in a youth specialist role.
	New Zealand Diploma in Health & Wellbeing Applied Practice Level 5 - Family Violence/Sexual Violence	This qualification is designed to develop the critical thinking and reflective practice skills of people working in specialist roles including youth specialist, employment support and family violence roles.

Mahere Reo Māori | Māori Language Plans

Introduction

MSD has started to focus on building our foundations for how te reo Māori will be seen, heard, spoken and valued as an official language of Aotearoa, New Zealand. We launched our Te Reo Māori Policy 'Karangahia te Haeata' during Te Wiki o Te Reo Māori (Māori Language Week) in 2022. Since then we've been planning for how we, as a team, can contribute to revitalising and normalising te reo Māori.

By building on our foundations, we ensure that we are providing the best service to all New Zealanders, whānau Māori, hapū and iwi.

Part of the plan is for **each region and business unit** of MSD to build their own collective 'mahere reo' ('language plan'). This will help us track progress to achieve the goals that our 'te reo Māori champions' in each region or business group have set. This in turn enables us to track the Ministry's progress towards normalising te reo Māori in our spaces and services.

The One-Pager

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Link Key

[Internal Links](#)
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[myLearning Links](#)



IN-CONFIDENCE

Business Group & Regional Language Planning

MINISTRY OF SOCIAL DEVELOPMENT
TE Kaitiaki Take Kōwhiri

Purpose

The purpose of this is to guide MSD Business Groups to develop their own Mahere Reo & rohe (Regional Language plans) to lead their own Te Reo Māori development and encourage engagement with Hau Kāinga to embed te reo Māori in daily operations.

The aim is to build the Ministry's Reo Capability across all the business groups and regions, including National Office.

Key messaging/narrative

- The 4-phase guide for each business group and region is to ensure national consistency, actioned learning and reporting results:
 - Phase 1 – Language plan owners to develop their own language plan
 - Phase 2 – Action the plan (using the resources available)
 - Phase 3 – Report on data and analytics
 - Phase 4 – Annual fine tuning of the plan
- Karangahia te Haata is MSD's Māori Language Policy, launched in September 2022, outlines how we will work to build on the Ministry Foundations for how te reo Māori will be seen, spoken, heard and valued as an official language of Aotearoa, New Zealand
- The implementation of Karangahia te Haata consists of using language planning as the main tool as identified by Te Taura Whiri i Te Reo Māori (the Māori language commission), in alignment with the three key shifts of Te Pae Tawhiti – Our Future
- Each business group and region will develop, monitor and annually review their language plan while a separate language plan is developed within National Office
- By monitoring goals set within language plans we can accurately improve the capability of te reo Māori within MSD, in turn, providing a more culturally safe environment for everyone within the Ministry's spaces.

Partnership opportunities/stakeholders

There will be a range of stakeholders involved across the four phases of this pilot:

Foundations of this work

Within Karangahia te Haata, the foundations of the work are also the main outcomes that we are needing to see:

- Te Reo Māori is **seen** within MSD
- Te Reo Māori is **spoken** within MSD
- Te Reo Māori is **heard** within MSD
- Te Reo Māori is **valued** in MSD as an official language of Aotearoa, New Zealand

Next steps

All areas of the Ministry will be invited to complete a plan.

- Your language plan is owned and driven by you and your leaders (go at a pace and a direction that you determine).
- Involve interested others in the process – be it your leadership team, local networks or working groups.
- Access the resources that will help you build this capability are already available (see Appendix 2.) most are free, and all will help you and your teams on this journey.

Please share your plan and aspirations with us – we will roll up all the plans nationally which helps us with MSD's external reporting accountabilities, and to help celebrate success.

Share your plan or reach out if there is anything you need or you would like to discuss further:
sharee.ngahe002@msd.govt.nz and/or
atama.maoiro08@msd.govt.nz

Guidelines and templates for A3 presentations

Hānuere 2024

Everything you need to know... on one page!

The Plan

This Language Planning Guide will be the tool for your region /business unit to create your mahere reo (language plan).

Download the language plan guide:





Mahere Reo Language Plan Guide.docx

- Pages 3–8 give context and background, and mention relevant policy and various supports.
- Pages 9–11 are the language plan template, designed to align with the language planning elements of Te Reo Māori Policy (Karangahia te Haeata).
- Pages 12–16 show what a populated mahere reo (language plan) could look like.
- Pages 17–19 is a list of resources to support you in building your mahere reo.

The Plan Template ONLY

Download the template only:



Mahere Reo Lang...plate_Only.docx

Acknowledgements

[Public Service Act 2020 No 40 \(as at 01 July 2024\), Public Act 14 Crown's relationships with Māori – New Zealand Legislation](#)

[Te Ture mō Te Reo Māori 2016 No 17 \(as at 05 April 2023\), Public Act 16 Outline of Act – New Zealand Legislation](#)

[Karangahia te Haeata - Call forth the morning light - Doogee \(ssi.govt.nz\)](#)

Our Why

MSD has embarked on an exciting journey to integrate te ao Māori into our core values, reaffirming our commitment as a Tiriti o Waitangi partner. We are committed to embedding a Māori world view throughout the organisation, as underpinned by our strategic vision (Te Pae Tawhiti). The way forward is clarified through our Māori Strategy and Action Plan – Te Pae Tata.

Te reo Māori is special in Aotearoa, New Zealand. It is one of our official languages and is a unique feature of our country on the world stage. There is growing demand from people across all ethnicities and walks of life to learn and value the language. Communities of te reo speakers around the country are taking dedicated action.

Resources and Tools

Te Taura Whiri i te reo Māori

[Te whakamahere reo - Te Taura Whiri i te Reo Māori](#)

[Resources - Te Taura Whiri i te Reo Māori](#)

ReoMāori.co.nz

[Rauemi reo | Reo resources - Reo Māori \(reomaori.co.nz\)](#)

Te Kete Ipurangi

[Reo Māori resources / Home - Te reo Māori \(tki.org.nz\)](#)

Te Reo Māori Contracted Suppliers

[Reo, Tikanga and Te Tiriti Training - Te Pātaka - MSD Confluence \(ssi.govt.nz\)](#)

Contact Sharee Ngaheue, Ihorei Raukaha Māori [sharee.ngaheue002@msd.govt.nz](#) and/or Atama Moore, Kaitohu Matua Raukaha Māori [atama.moore008@msd.govt.nz](#) for support and clarification. We are happy to help your team create their mahere reo Māori (language plan).

Māori Language Development Plans from across MSD

NELSON, MALBOROUGH, WEST COAST
(Te Tau Ihu/South Island)



te-reo-m-... (2).docx

People Group
(National Office)



1.1.25 People G...ED FINALv1.docx



MINISTRY OF SOCIAL
DEVELOPMENT
TE MANATU WHAKAHIATO ORA

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Business Group & Regional Language Planning

Purpose

The purpose of this is to guide MSD Business Groups to developing their own Mahere Reo ā-rohe (Regional Language plans) to lead their own Te Reo Māori development and encourage engagement with Hau Kainga to embed te reo Māori in daily operations.

The aim is to build the Ministry's Reo Capability across all the business groups and regions, including National Office.

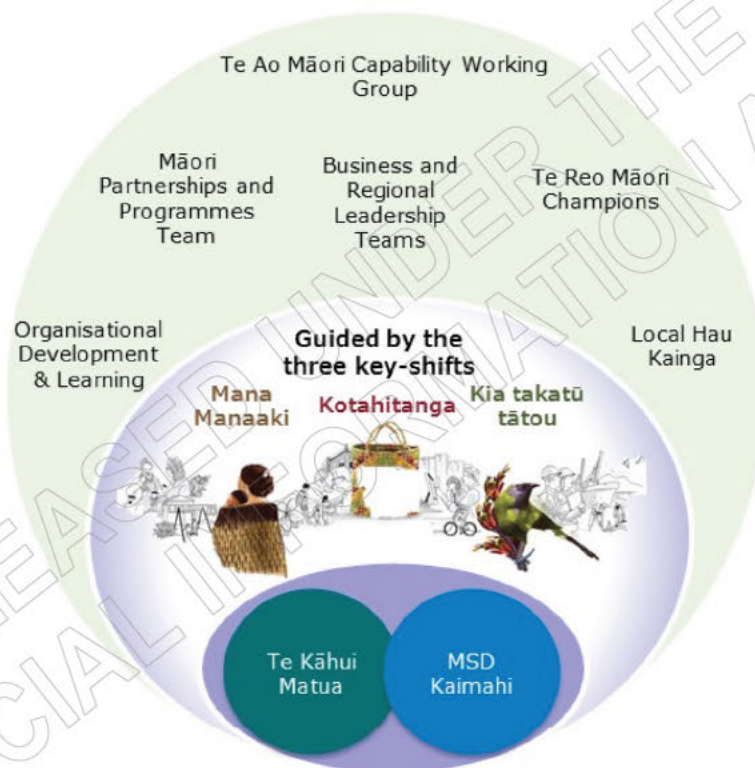


Key messaging/narrative

- The 4-phase guide for each business group and region is to ensure national consistency, actioned learning and reporting results:
 - Phase 1 – Language plan owners to develop their own language plan
 - Phase 2 – Action the plan (using the resources available)
 - Phase 3 – Report on data and analytics
 - Phase 4 – Annual fine tuning of the plan
- Karangahia te Haeata is MSD's Māori Language Policy, launched in September 2022, outlines how we will work to build on the Ministry foundations for how te reo Māori will be seen, spoken, heard and valued as an official language of Aotearoa, New Zealand
- The implementation of Karangahia te Haeata consists of using language planning as the main tool as identified by Te Taura Whiri i Te Reo Māori (the Māori language commission), in alignment with the three key shifts of Te Pae Tawhiti – Our Future
- Each business group and region will develop, monitor and annually review their language plan while a separate language plan is developed within National Office
- By monitoring goals set within language plans we can accurately improve the capability of te reo Māori within MSD, in turn, providing a more culturally safe environment for everyone within the Ministry's spaces.

Partnership opportunities/stakeholders

There will be a range of stakeholders involved across the four phases of this pilot:



Te reo Māori champions

Kaimahi are encouraged to create groups of willing people to revitalise te reo Māori. These people should be appreciated and acknowledged for their willingness and commitment for being a champion of te reo Māori.

This is a self identification concept which is used across the Public Sector to identify staff who will support the mahi to achieve the goals set within their plan.

Foundations of this work

Within Karangahia te Haeata, the foundations of the work are also the main outcomes that we are needing to see:



Te Reo Māori is **seen** within MSD



Te Reo Māori is **spoken** within MSD



Te Reo Māori is **heard** within MSD



Te Reo Māori is **valued** in MSD as an official language of Aotearoa, New Zealand

Next steps

All areas of the Ministry will be invited to complete a plan.

- Your language plan is owned and driven by you and your leaders (go at a pace and a direction that you determine).
- Involve interested others in the process – be it your leadership team, local networks or working groups.
- Access the resources that will help you build this capability are already available (see Appendix 2.) most are free, and all will help you and your teams on this journey.

Please share your plan and aspirations with us – we will roll up all the plans nationally which helps us with MSDs external reporting accountabilities, and to help celebrate success.

Share your plan or reach out if there is anything you need or you would like to discuss further:

Out of scope and/or
Out of scope

Reo, Tikanga and Te Tiriti Training

Introduction

Bringing learning to you

At MSD we have a pool of expert Te Reo, Tikanga and Te Tiriti o Waitangi suppliers for you to utilise across all MSD locations for kaimahi. Costs are met by the manager's cost centre. If you would like to talk about how to make this happen for your team, please feel free to reach out to [Out of scope](#) We are here to help you make this happen!

What does the learning cover?

Te Reo Māori and tikanga:

- building individual knowledge and capability so we can confidently engage with Māori
- valuing the importance of being able to communicate in te reo Māori
- improving our responsiveness with Māori clients and communities
- being culturally appropriate
- staff wellbeing
- individuals reconnecting to their whanau, hapū and iwi
- real-life examples of how learning te reo Māori and tikanga benefit's our client's.

Te Tiriti o Waitangi:

- pre-Treaty life in New Zealand/early history of New Zealand
- content of Te Tiriti o Waitangi
- post Treaty life in New Zealand – where does the Treaty fits into Aotearoa New Zealand today?
- what the Treaty means?
- issues and challenges
- application of Te Tiriti to how people manage their roles at MSD.

How do I organise training?

Contents

- [Introduction](#)
 - [What does the learning cover?](#)
- [How do I organise training?](#)
- [Frequently asked questions](#)

Link Key

[Internal Links](#)
[External Links](#)
[myLearning Links](#)

Related Links

Our Te Reo, Tikanga and Te Tiriti o Waitangi Development programme connects and contributes to the following initiatives:

[Karangahia Te Haeata – MSD Māori Language Policy](#)

[Te Pae Tawhiti – Our Future](#)

[Te Pae Tata – Our Māori Strategy and Action Plan](#)

[Te Reo Allowance](#)

[Te ara piki](#)

[Te Ao Māori Development Dashboard](#)

[He Matapihi ki Te Ao Māori](#)

[Erima Henare](#)

Important Note

Before contacting a supplier to arrange training for your team, please consider how well existing learning and supports are being utilised in the first instance, for example, through Te Rito, Wall Walk, Waiwhetū Marae learning, and what your people are needing from their Te ara piki plans. For more on te ao Māori developmental options, check out the other pages on this site.

Contact [Out of scope](#) help you establish a relationship and negotiate what you need with a supplier from the supplier list below or contact them directly if you prefer.



Ngāti Hine leader Erima Henare was the previous head of the Māori Language Commission, passing away in 2015. The MSD Erima Henare Reo Māori Development Awards were established in 2016 to promote te reo development at MSD, and to recognise Erima's work as a reo Māori advocate and leader.

When the award was first launched in 2016, access to reo opportunities were limited. This initiative was seen as a high profile and effective method to support the development of our people. Successful applicants were reo Māori champions who advanced te reo as an ordinary means of communication in our workplace. Te Ataarangi was the teaching method used from 2016 to 2022.

Te reo development is now much more accessible to our people and a normal part of our people investment.

We acknowledge and recognise Erima Henare's vision in normalising te reo Māori as part of our

Supplier List:

Supplier	Contact details	MSD region	Training provided
Out of scope		Te Tai Tokerau (Northland)	Te Reo Māori and tikanga
Out of scope		Bay of Plenty	Te Reo Māori and tikanga
Out of scope		East Coast	Te Reo Māori and tikanga
Out of scope		Nelson, Canterbury & Southern	Te Reo Māori and tikanga
Out of scope		Auckland	Te Reo Māori, tikanga and Te Tiriti o Waitangi
Out of scope		Waikato, Taranaki, and Central	Te Reo Māori, tikanga and Te Tiriti o Waitangi

Out of scope		Northland, Bay of Plenty and East Coast	Tiriti o Waitangi
Out of scope		Wellington	Te Reo Māori and tikanga
Out of scope		National Office, Wellington, Nelson, Canterbury & Southern	Tiriti o Waitangi
Out of scope		Nationwide (particular emphasis on National Office)	Te Reo Māori and tikanga

everyday conversations at MSD.

Weka Information

How to find the base costs and services in Weka.

You can search for suppliers using the search function and typing in Erima Henare Programme into Weka. All suppliers and contract details have been loaded and have been allocated to specific regions. Suppliers not specified in the supplier listing for these services are required to meet the MSD procurement and tendering application process.

You can also search using the contract agreement number. See list below.

Once you have accessed the costs and services within the contract you will be able to determine what you might want to purchase for your team in preparation for your conversation with the supplier.

PLEASE NOTE: Costs for training can be negotiated if you need something different from what they have indicated is there base product and rate. Talk to [Out of scope](#) for help with negotiating what you need.

Out of scope

Out of scope	

- Please ensure that engagement has been made with the supplier prior to purchasing your services as actual and reasonable expenses such as travel will need to be confirmed prior to creating your requisition.
- You must [create a requisition in Weka](#) to access the services from MSD's approved providers.
- To create a requisition, enter the relevant agreement number into the search bar under "purchase requisitions".
- Once your budget manager has approved the requisition, a purchase order will be sent to your chosen provider.

Note: some pricing is for per person or for a group of a people.

Frequently asked questions

Why do we have a pool of suppliers?

- The pool enables us to use local suppliers, where possible. This in turn:
 - supports more accessible learning for staff
 - minimises our carbon footprint
 - follows government procurement rules.

Some of the suppliers can provide one or both Te Tiriti o Waitangi learning and/or te reo and tikanga learning. Where we can't find an appropriate supplier, we have national suppliers with capacity to work

across regions. It is essential that MSD teams embrace the opportunity that our new suppliers bring, which is:

- access to learn te reo Māori, tikanga and Te Tiriti o Waitangi
- ability to build MSD staff, knowledge, and capability so we can engage confidently with Māori
- understanding of the importance of learning and being culturally appropriate
- manage training course logistics, sign up of learners, registrations, monitoring attendance/progress, cancellations, re-registrations, and evaluations
- [Out of scope](#)

Suppliers will work with MSD to understand our people, as well as our clients, communities, iwi and hapū. They will work with MSD to develop learning content that aligns with our requirements and capability framework (He Matapihi ki Te Ao Māori).

How do I assess where my staff member's capability in te reo, tikanga and Te Tiriti currently is?

All staff can use [He Matapihi ki Te Ao Māori](#), MSD's capability framework, to see where they are at with their te ao Māori learning journey. The framework enables you to select your level of capability based on what you know. This can then be recorded in [Te ara piki](#) and help form a baseline on where your team is at.

Can I use a different supplier from the MSD-procured one?

MSD established the procurement process to ensure that MSD adhere to government procurement rules and minimise risks for our organisation. We encourage you to use suppliers procured for your regions. Suppliers not specified in the supplier listing for these services above are required to meet the MSD procurement and tendering application process.

What if I have another supplier in place?

Ensure that you manage your existing supplier relationship respectfully but consider moving to the procured supplier as soon as possible. We appreciate that this could take up to six months to complete.

What are the costs involved for my team to get learning?

You pay costs out of your team's cost centre as agreed in the contracted service's and cost details found in Weka.

What reporting is required from you and the supplier?

At the end of each training programme, reporting is to be sent from the supplier to [Out of scope](#) this includes:

- training completions
- name of training

- level of training
- name of participant(s)
- manager of participant(s)
- location
- date of completion
- evaluation results

Please note: All reporting can be in the form of a spreadsheet or table.

Escalation and support

If you need support, contact sharee.ngahey002@msd.govt.nz

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TE AO MĀORI DEVELOPMENT DASHBOARD

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Te Ao Maori BG - 2



Te Ao Māori Development Participation

Key:

Employees: 9208

- Staff: 8367

- PL: 841

Completion:

Total: 5817

- Staff: 5050

- PL: 767

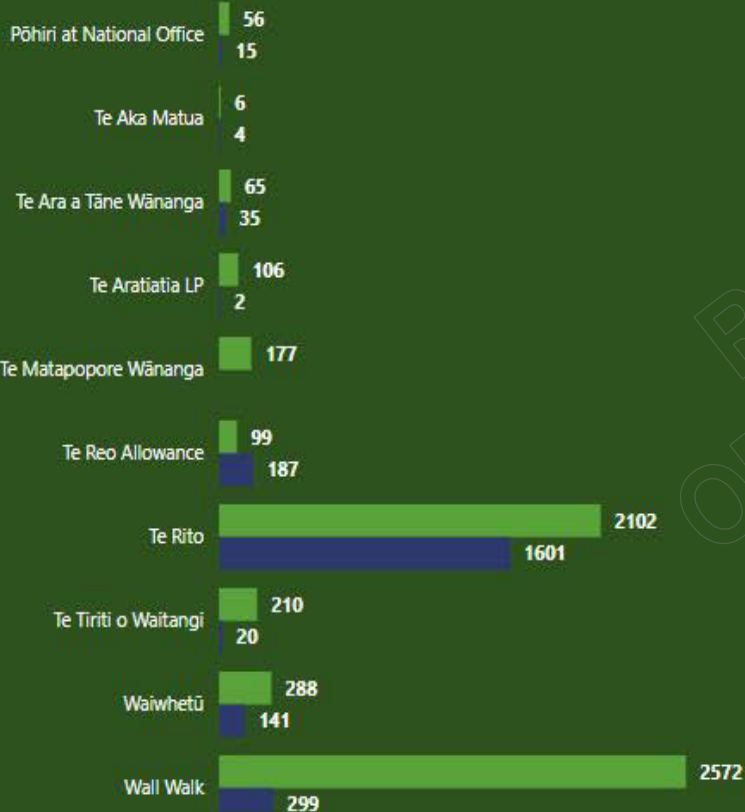
In Progress:

Total: 2304

- Staff: 2059

- PL: 245

● Completed ● In Progress

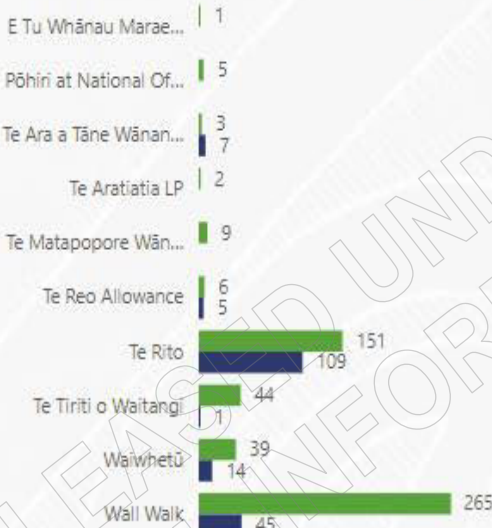


Business Group Participation

People and Capability

Employee#

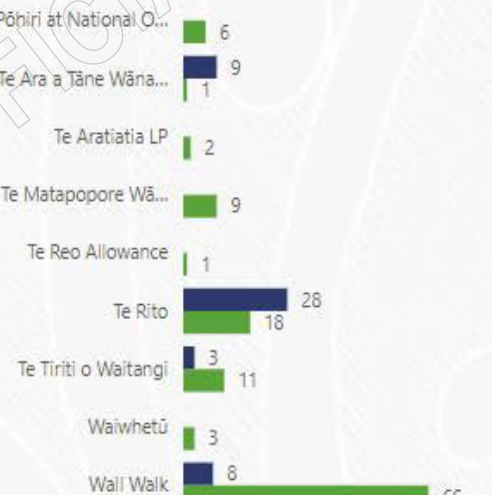
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Strategy and Insights

Employee#

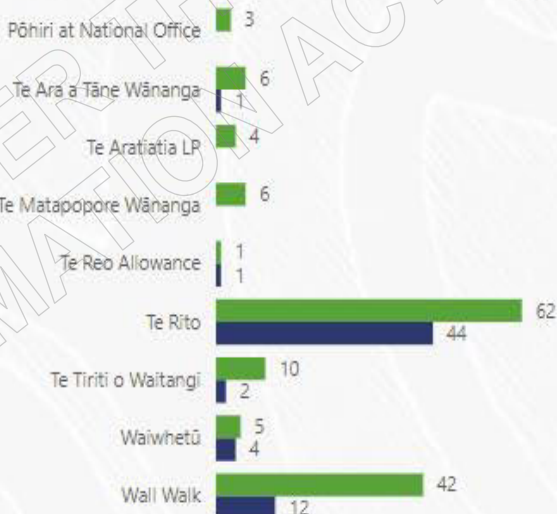
185



Organisational Assurance and Communication

Employee#

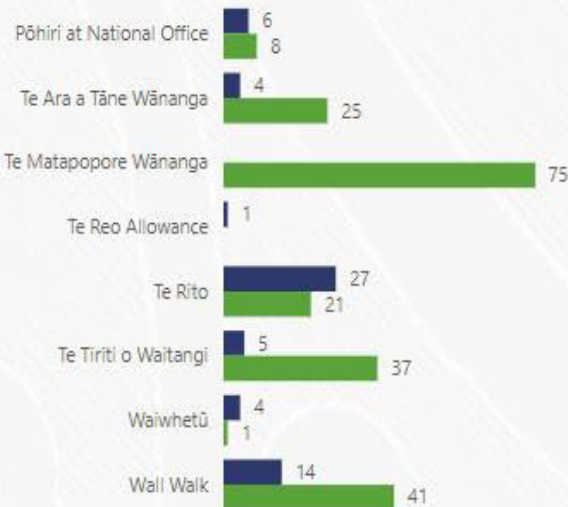
266



Policy

Employee#

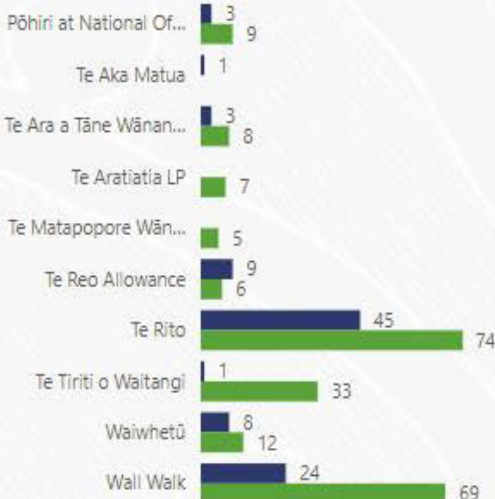
143



Maori Communities and Partnerships

Employee#

253



CEO Office

Employee#

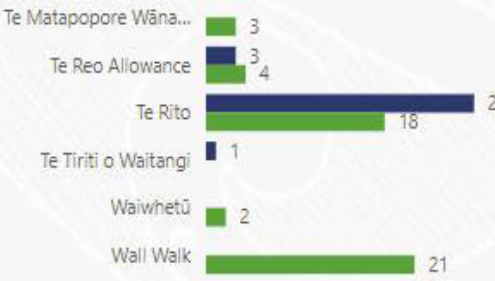
6



Disability Support Services

Employee#

194



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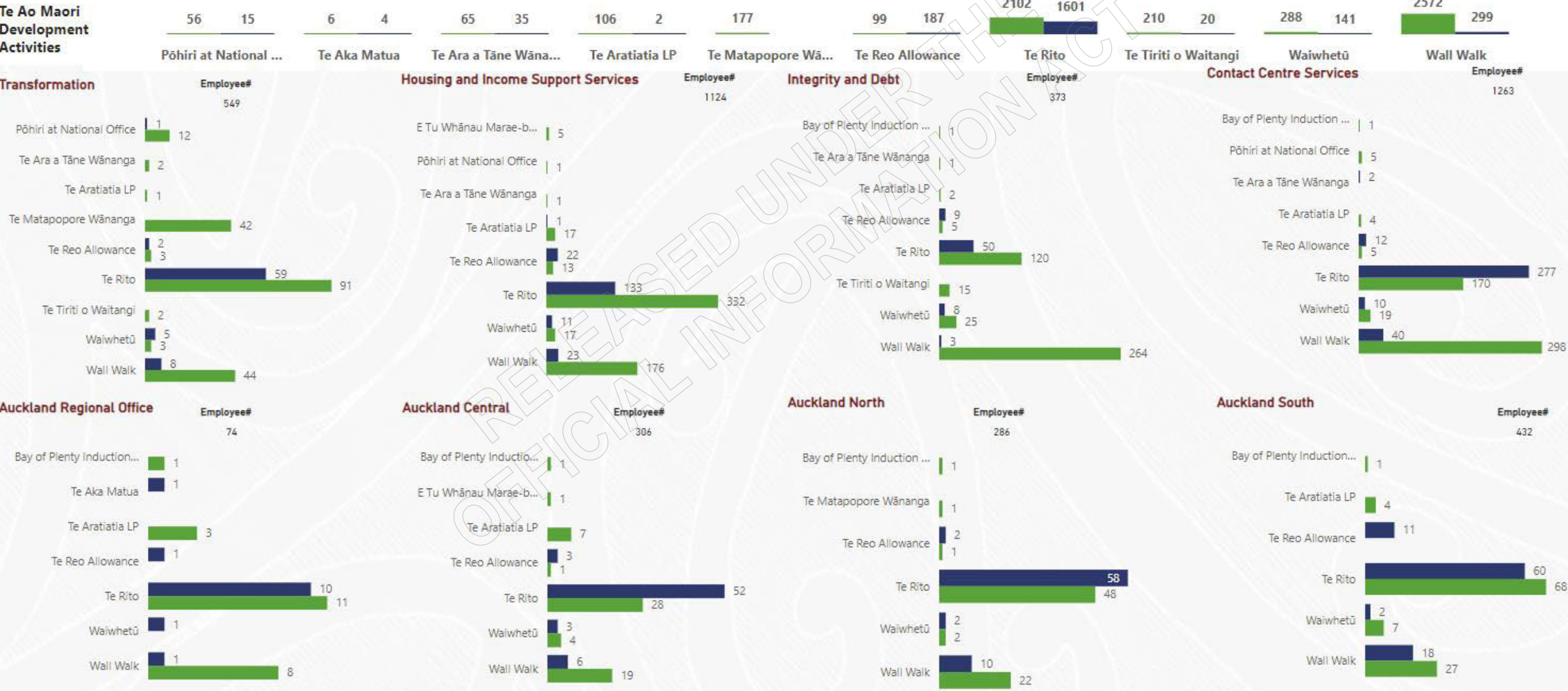
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Page NavigationTe Ao Maori RG- 1GO!



Ministry of Social Development Participation



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PL vs Staff - Variance



Service Delivery

National Office

Employee#

889

In Progress Completed

Bay of Plenty Induction Wā...

17

E Tu Whānau Marae-based ...

3

Pōhiri at National Office

5

7

Te Aka Matua

2

Te Ara a Tāne Wānanga

9

18

Te Aratiatia LP

18

Te Matapopore Wānanga

27

Te Reo Allowance

25

18

Te Rito

154

235

Te Tiriti o Waitangi

6

22

Waiwhetū

37

46

Wall Walk

30

387

Central

Employee#

180

Te Aka Matua

1

Te Aratiatia LP

2

Te Reo Allowance

2

Te Rito

43

98

Te Tiriti o Waitangi

31

Waiwhetū

19

Wall Walk

5

133

Northland

Employee#

219

Te Aka Matua

1

Te Aratiatia LP

4

Te Reo Allowance

7

1

Te Rito

35

41

Waiwhetū

7

Wall Walk

4

73

Canterbury

Employee#

321

Te Aratiatia LP

2

Te Reo Allowance

3

Te Rito

65

79

Waiwhetū

3

Wall Walk

3

152

East Coast

Employee#

200

Te Aka Matua

1

Te Aratiatia LP

1

3

Te Reo Allowance

3

3

Te Rito

39

52

Waiwhetū

3

7

Wall Walk

1

67

Bay of Plenty

Employee#

315

Bay of Plenty Induction ...

59

E Tu Whānau Marae-ba...

39

Te Aratiatia LP

7

Te Reo Allowance

16

5

Te Rito

47

78

Te Tiriti o Waitangi

1

Waiwhetū

3

8

Wall Walk

6

Nelson Marlborough West Coast

Employee#

(Blank)

Te Aratiatia LP

1

Te Reo Allowance

9

3

Te Rito

19

34

Te Tiriti o Waitangi

1

1

Waiwhetū

5

3

Wall Walk

17

94

Southern

Employee#

216

Te Aka Matua

1

Te Aratiatia LP

1

Te Reo Allowance

2

1

Te Rito

66

119

Waiwhetū

4

14

Wall Walk

28

Taranaki Whanganui King Country

Employee#

273

Te Aka Matua

1

Te Reo Allowance

9

5

Te Rito

36

58

Te Tiriti o Waitangi

1

Waiwhetū

5

20

Wall Walk

6

Wellington

Employee#

293

Te Aratiatia LP

4

Te Reo Allowance

3

Te Rito

72

49

Te Tiriti o Waitangi

2

Waiwhetū

4

6

Wall Walk

10

TE AO MĀORI DEVELOPMENT DASHBOARD

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Notes



Three-month Participation: Completion Number- Mar 2025 vs Dec 2024

Short Name Learning Title	#	AKL North		AKL Regional		AKL South		Bay of Plenty		Canterbury		CCS		Central		CEO		DSS		East Coast		Housing & Income		Integrity & Debt		MCP	
		Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#
Bay of Plenty Induction Wānanga	1	1	1	1		1	1	59	66			1	1									1	1	1		1	1
E Tu Whānau Marae-based Wānanga	1							39	41													5	5				
Pōhiri at National Office												5	5									1	1			9	9
Te Aka Matua																				1	1						
Te Ara a Tāne Wānanga																						1	1	1	1	8	9
Te Aratiatia LP	7			3	3	4	3	7	10	2	2	4	4	2	2					3	2	17	19	2	2	7	8
Te Matapopore Wānanga		1	1															3	2							5	9
Te Reo Allowance		1	1					5	5			5	5	4	4			4	4	4	4	13	14	5	5	6	4
Te Rito	27	48	43	11	9	68	62	78	72	79	77	170	168	98	95	1	2	18	19	52	53	332	328	120	122	74	73
Te Tiriti o Waitangi								1	1					31	33									15	14	33	35
Waiwhetū	4	2	3			7	7	8	9	6	8	19	19	19	19			2	2	7	7	17	18	25	25	12	11
Wall Walk	9	22	22	8	9	27	26	6	4	152	116	298	313	133	137	3	3	21	20	67	68	176	177	264	271	69	72
Total	59	75	71	23	21	107	99	203	208	239	203	502	515	287	290	4	5	48	47	134	135	563	564	433	440	224	231

Three-month Participation: Completion Number- Mar 2025 vs Dec 2024

Short Name Learning Title	Nelson		Northland		OAC		PAC		POL		S&I		SD National		Southern		Taranaki		TRN		Waikato		Wellington		Total	
	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#	Mar25	Dec24#
Bay of Plenty Induction Wānanga							1	1					17	16					1	1	1	1			87	91
E Tu Whānau Marae-based Wānanga							1	2					3	2											49	51
Pōhiri at National Office					3	3	5	4	8	7	6	6	7	8					12	13					56	56
Te Aka Matua													2	2	1	1	1	1			1	1			6	6
Te Ara a Tāne Wānanga					6	6	3	3	25	24	1	1	18	18					2	2					65	65
Te Aratiatia LP	1	1	4	4	4	3	2	2			2	2	18	17	1	1			1	1	11	11	4	4	106	108
Te Matapopore Wānanga					6	6	9	9	75	76	9	8	27	28					42	44					177	183
Te Reo Allowance	3	3	1	2	1	1	6	5			1	2	18	18	1	1	5	5	3	3	12	12		1	99	99
Te Rito	34	33	41	32	62	60	151	147	21	21	18	19	235	234	119	125	58	58	91	91	46	48	49	44	2102	2062
Te Tiriti o Waitangi	1	1			10	10	44	47	37	38	11	12	22	22			1	1	2	3			2	2	210	219
Waiwhetū	3	3	7	7	5	5	39	39	1	1	3	4	46	42	14	17	20	22	3	3	13	12	6	5	288	292
Wall Walk	94	98	73	75	42	43	265	164	41	30	66	67	387	375	28	27	112	115	44	43	118	98	37	37	2572	2429
Total	136	139	126	120	139	137	526	423	208	197	117	121	800	782	164	172	197	202	201	204	202	183	98	93	5817	5661

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Te Ao Maori BG - 1



Group/Region Participation

All

Learning Title

All

Direct Reports

All

Completed Number - People Leader vs Staff (Dec 2024)

Learning Title	People Leader	Staff	Total
Bay of Plenty Induction Wānanga	2	89	91
E Tu Whānau Marae-based Wānanga	5	46	51
Pōhiri at National Office	8	48	56
Te Aka Matua	6		6
Te Ara a Tāne Wānanga	10	55	65
Te Aratiatia LP	33	75	108
Te Matapopore Wānanga	31	152	183
Te Reo Allowance	6	93	99
Te Rito	179	1883	2062
Te Tiriti o Waitangi	56	163	219
Waiwhetū	34	258	292
Wall Walk	369	2060	2429
Total	739	4922	5661

Three-month Completed Number Variance Mar 2025 vs Dec 2024

Learning Title	People Leader	Staff	Total
Bay of Plenty Induction Wānanga	0	-4	-4
E Tu Whānau Marae-based Wānanga	2	-4	-2
Pōhiri at National Office	0	0	0
Te Aka Matua	0		0
Te Ara a Tāne Wānanga	0	0	0
Te Aratiatia LP	1	-3	-2
Te Matapopore Wānanga	-1	-5	-6
Te Reo Allowance	1	-1	0
Te Rito	1	39	40
Te Tiriti o Waitangi	1	-10	-9
Waiwhetū	0	-4	-4
Wall Walk	23	120	143
Total	28	128	156

Completed Number - People Leader vs Staff (Mar 2025)

Learning Title	People Leader	Staff	Total
Bay of Plenty Induction Wānanga	2	85	87
E Tu Whānau Marae-based Wānanga	7	42	49
Pōhiri at National Office	8	48	56
Te Aka Matua	6		6
Te Ara a Tāne Wānanga	10	55	65
Te Aratiatia LP	34	72	106
Te Matapopore Wānanga	30	147	177
Te Reo Allowance	7	92	99
Te Rito	180	1922	2102
Te Tiriti o Waitangi	57	153	210
Waiwhetū	34	254	288
Wall Walk	392	2180	2572
Total	767	5050	5817

Three-month Completed Percentage Variance Mar 2025 vs Dec 2024 %

Learning Title	People Leader	Staff	Total
Bay of Plenty Induction Wānanga	0%	0%	0%
E Tu Whānau Marae-based Wānanga	0%	0%	0%
Pōhiri at National Office	0%	-22%	-19%
Te Aka Matua	-26%		-26%
Te Ara a Tāne Wānanga	-24%	-22%	-23%
Te Aratiatia LP	0%	1%	1%
Te Matapopore Wānanga	0%	0%	0%
Te Reo Allowance	-17%	-29%	-28%
Te Rito	-1%	-4%	-4%
Te Tiriti o Waitangi	-3%	-9%	-7%
Waiwhetū	2%	-0%	0%
Wall Walk	-1%	-3%	-3%
Total	-2%	-5%	-5%

TE AO MĀORI DEVELOPMENT DASHBOARD

Completed

6102

In Progress

2357


 Up to
30/06/2025
8459

Page Navigation

Te Ao Maori BG - 2



Te Ao Māori Development Participation

Key:

 Employees: 9012
 - Staff: 8179
 - PL: 833

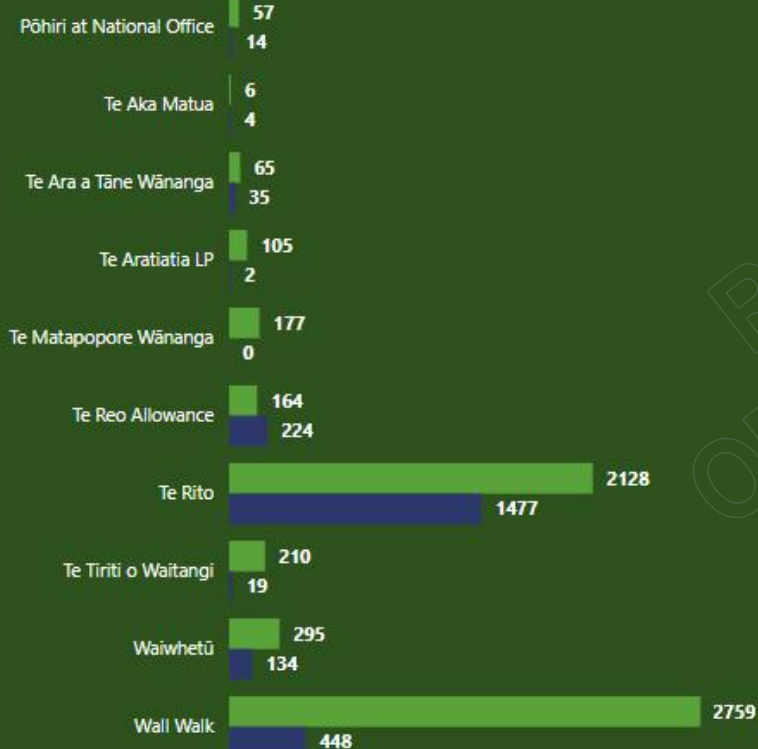
Completion:

 Total: 6102
 - Staff: 5147
 - PL: 767

In Progress:

 Total: 2357
 - Staff: 2088
 - PL: 253

Completed In Progress



Business Group Participation

People and Capability

Employee#

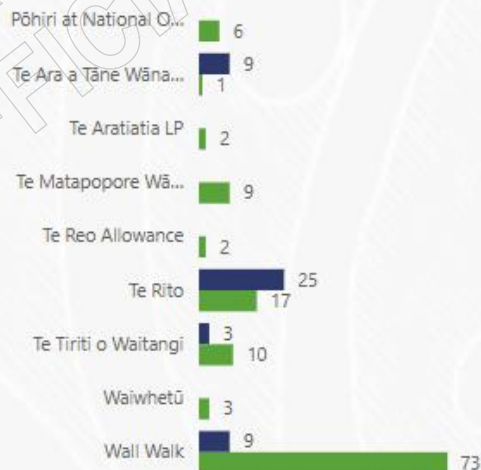
531



Strategy and Insights

Employee#

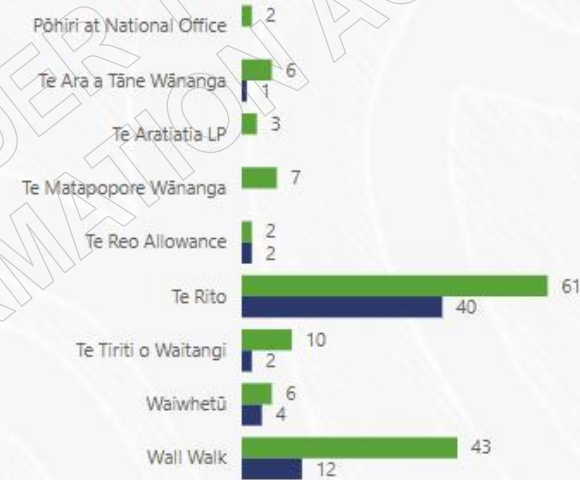
178



Organisational Assurance and Communication

Employee#

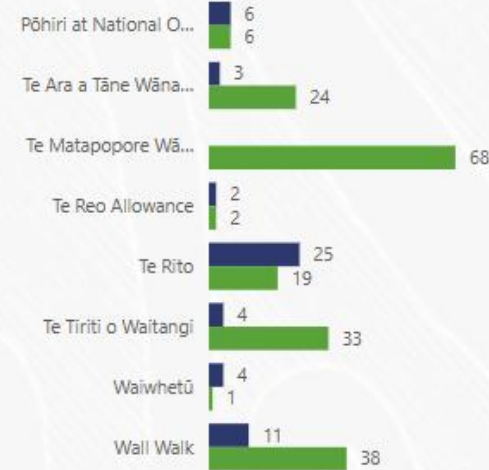
258



Policy

Employee#

134



Maori Communities and Partnerships

Employee#

253



CEO Office

Employee#

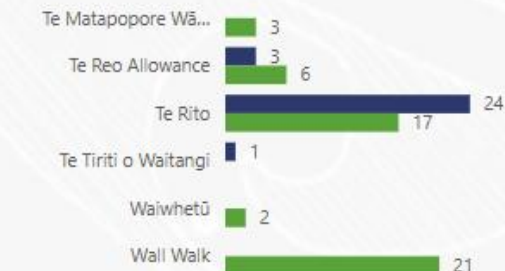
7



Disability Support Services

Employee#

194



TE AO MĀORI DEVELOPMENT DASHBOARD

Completed 6102 In Progress 2357



Up to 30/06/2025
8459

Page Navigation

Te Ao Maori RG- 1



Ministry of Social Development Participation

Te Ao Maori Development Activities

57 14
Pōhiri at National ...

6 4
Te Aka Matua

65 35
Te Ara a Tāne Wāna...

105 2
Te Aratiatia LP

177 0
Te Matapopore Wā...

164 224
Te Reo Allowance

2128 1477
Te Rito
Employee# 401

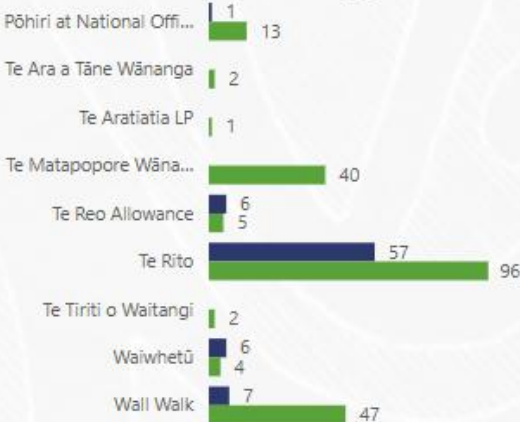
210 19
Te Tiriti o Waitangi

295 134
Waiwhetū

2759 448
Wall Walk
Employee# 1206

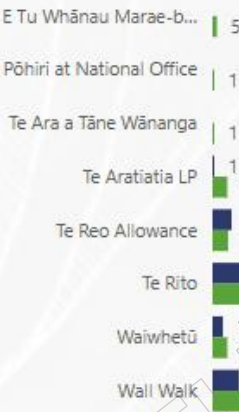
Transformation

Employee#

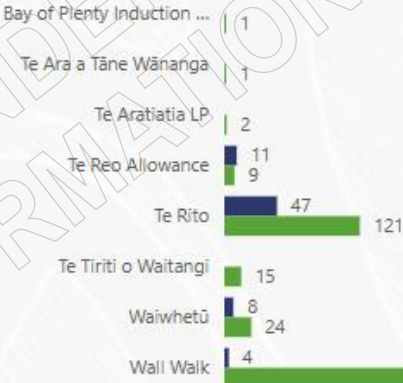


Housing and Income Support Services

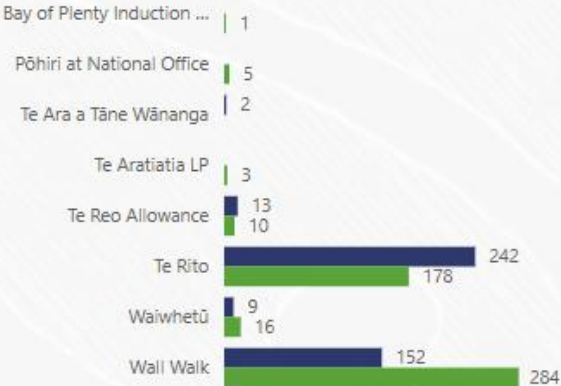
Employee# 1083



Integrity and Debt

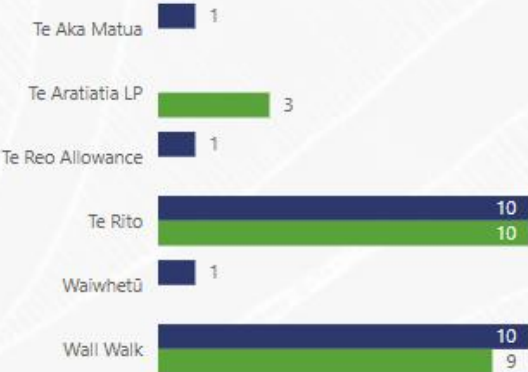


Contact Centre Services



Auckland Regional Office

Employee# 67



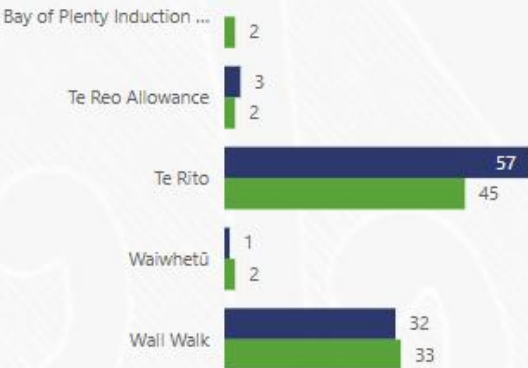
Auckland Central

Employee# 300



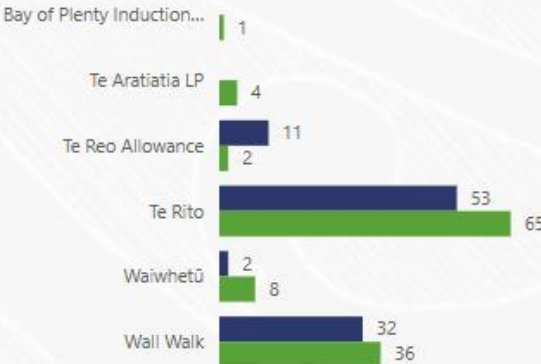
Auckland North

Employee# 279



Auckland South

Employee# 418



TE AO MĀORI DEVELOPMENT DASHBOARD

Completed
6102

In Progress
2357



Up to
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Page Navigation

PL vs Staff - Variance



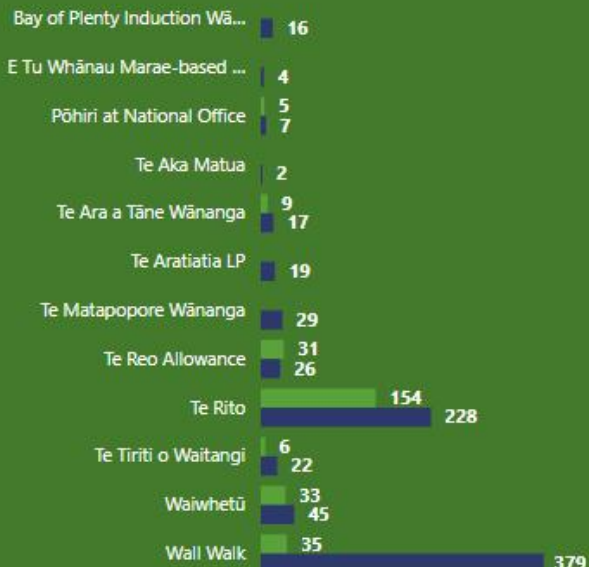
Service Delivery National Office

National Office

Employee#

899

In Progress Completed



Central

Employee#

175



Northland

Employee#

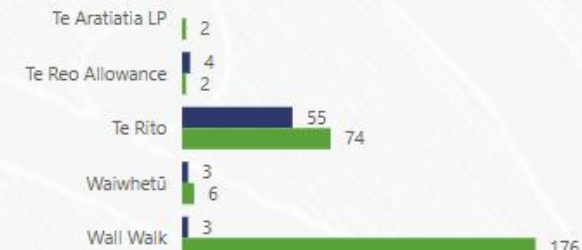
208



Canterbury

Employee#

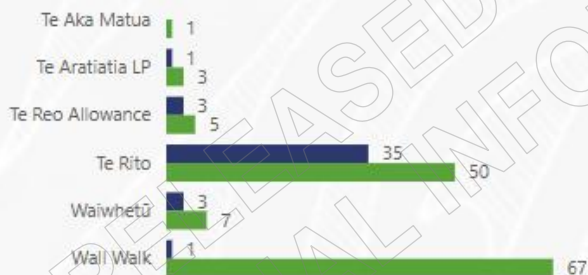
303



East Coast

Employee#

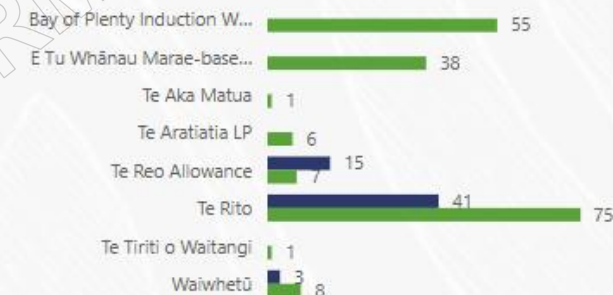
193



Bay of Plenty

Employee#

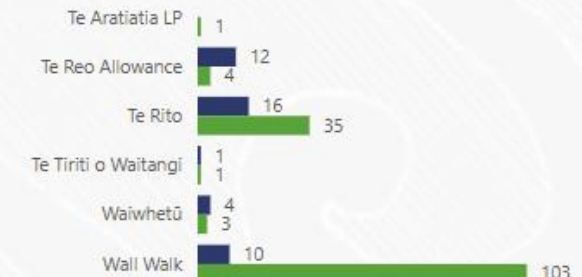
302



Nelson Marlborough West Coast

Employee#

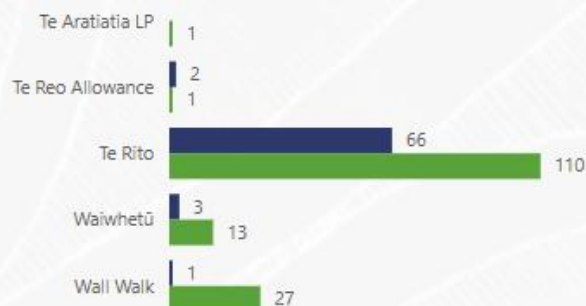
144



Southern

Employee#

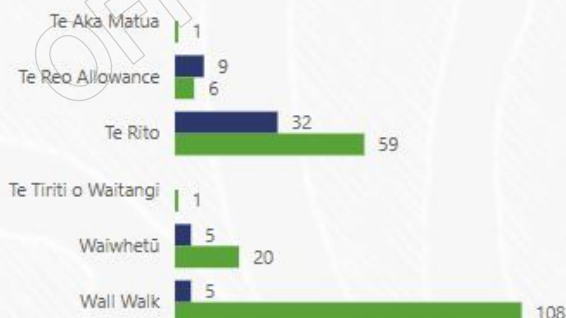
209



Taranaki Whanganui King Country

Employee#

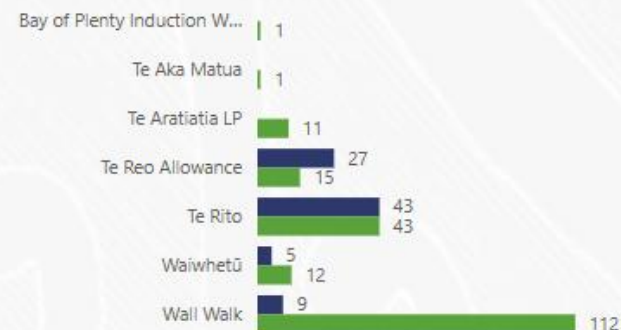
179



Waikato

Employee#

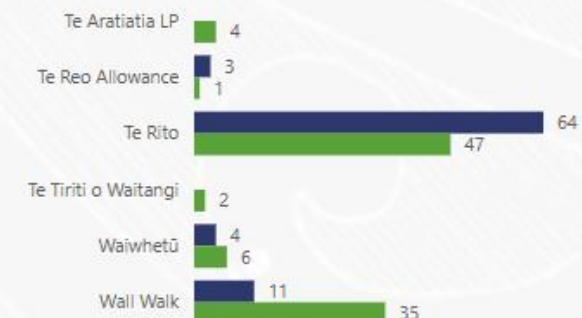
263



Wellington

Employee#

273



TE AO MĀORI DEVELOPMENT DASHBOARD

Completed6102

In Progress2357



Up to30/06/2025

8459

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Notes

GO

Three-month Participation: Completion Number- This Quarter vs Last Quarter

Short Name Learning Title	AKL Central		AKL North		AKL Regional		AKL South		Bay of Plenty		Canterbury		CCS		Central		CEO		DSS		East Coast		Housing & Income		Integrity & Debt		MCP	
	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25
Bay of Plenty Induction Wānanga	1	1	1	1	1	1	1	1	59	59			1	1									1	1	1	1	1	1
E Tu Whānau Marae-based Wānanga	1	1							39	39													5	5				
Pōhiri at National Office													5	5									1	1			9	9
Te Aka Matua																					1	1						
Te Ara a Tāne Wānanga																							1	1	1	1	8	8
Te Aratiatia LP	7	7			3	3	4	4	7	7	2	2	4	4	2	2					3	3	17	17	2	2	7	7
Te Matapopore Wānanga			1	1															3	3							5	5
Te Reo Allowance	1	1	2	1			2		7	5	2		10	5	7	4			5	4	5	4	20	13	9	5	10	6
Te Rito	28	28	46	48	11	11	68	68	77	78	79	79	189	170	99	98	1	1	18	18	51	52	328	332	122	120	77	74
Te Tiriti o Waitangi									1	1					31	31									15	15	33	33
Waiwhetū	4	4	2	2			8	7	8	8	6	6	19	19	19	19			2	2	7	7	17	17	25	25	12	12
Wall Walk	27	19	32	22	13	8	35	27	6	6	187	152	305	298	133	133	3	3	21	21	67	67	231	176	267	264	72	69
Total	69	61	84	75	28	23	118	107	204	203	276	239	533	502	291	287	4	4	49	48	134	134	621	563	442	433	234	224

Three-month Participation: Completion Number- This Quarter vs Last Quarter

Short Name Learning Title	grit		MCP		Nelson		Northland		OAC		PAC		POL		S&I		SD National		Southern		Taranaki		TRN		Waikato		Wellington		Total	
	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25	Jun25	Mar25
Bay of Plenty Induction Wānanga	1	1	1								1	1					17	17					1	1	1	1			87	87
E Tu Whānau Marae-based Wānanga											1	1					3	3											49	49
Pōhiri at National Office		9	9					3	3	5	5	8	8	6	6	7	7					13	12						57	56
Te Aka Matua																2	2	1	1	1	1			1	1				6	6
Te Ara a Tāne Wānanga	1	8	8					6	6	3	3	25	25	1	1	18	18					2	2						65	65
Te Aratiatia LP	2	7	7	1	1	3	4	4	4	2	2			2	2	18	18	1	1			1	1	11	11	4	4		105	106
Te Matapopore Wānanga		5	5					6	6	9	9	75	75	9	9	27	27					42	42						177	177
Te Reo Allowance	5	10	6	4	3	7	1	2	1	8	6	2		1	1	28	18	2	1	6	5	5	3	18	12	1			164	99
Te Rito	120	77	74	36	34	41	41	62	62	154	151	20	21	18	18	235	235	119	119	58	58	94	91	46	46	51	49		2128	2102
Te Tiriti o Waitangi	15	33	33	1	1			10	10	44	44	37	37	11	11	22	22			1	1	2	2			2	2		210	210
Waiwhetū	25	12	12	3	3	7	7	6	5	39	39	1	1	3	3	49	46	15	14	20	20	4	3	13	13	6	6		295	288
Wall Walk	264	72	69	105	94	73	73	44	42	286	265	41	41	75	66	393	387	28	28	112	112	47	44	118	118	37	37		2758	2572
Total	433	234	224	150	136	131	126	143	139	552	526	209	208	126	117	819	800	166	164	198	197	211	201	208	202	101	98		6101	5817

TE AO MĀORI DEVELOPMENT DASHBOARD

Completed
6102

In Progress
2357



Up to
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8459

Page Navigation

Te Ao Maori BG - 1



Group/Region Participation

All

Learning Title

All

Direct Reports

All

Completed Number - People Leader vs Staff (Up to Last Quarter)

Learning Title	People Leader	Staff	Total
Bay of Plenty Induction Wānanga	2	85	87
E Tu Whānau Marae-based Wānanga	7	42	49
Pōhiri at National Office	8	48	56
Te Aka Matua	6		6
Te Ara a Tāne Wānanga	10	55	65
Te Aratitia LP	34	72	106
Te Matapopore Wānanga	30	147	177
Te Reo Allowance	7	92	99
Te Rito	180	1922	2102
Te Tiriti o Waitangi	57	153	210
Waiwhetū	34	254	288
Wall Walk	392	2180	2572
Total	767	5050	5817

Three-month Completed Number Variance This Quarter vs Last Quarter

Learning Title	People Leader	Staff	Total
Bay of Plenty Induction Wānanga	0	0	0
E Tu Whānau Marae-based Wānanga	0	0	0
Pōhiri at National Office	0	1	1
Te Aka Matua	0		0
Te Ara a Tāne Wānanga	0	0	0
Te Aratitia LP	0	-1	-1
Te Matapopore Wānanga	0	0	0
Te Reo Allowance	4	61	65
Te Rito	2	24	26
Te Tiriti o Waitangi	0	0	0
Waiwhetū	1	6	7
Wall Walk	5	181	186
Total	12	272	284

Completed Number - People Leader vs Staff (Up to This Quarter)

Learning Title	People Leader	Staff	Total
Bay of Plenty Induction Wānanga	2	85	87
E Tu Whānau Marae-based Wānanga	7	42	49
Pōhiri at National Office	8	49	57
Te Aka Matua	6		6
Te Ara a Tāne Wānanga	10	55	65
Te Aratitia LP	34	71	105
Te Matapopore Wānanga	30	147	177
Te Reo Allowance	11	153	164
Te Rito	182	1946	2128
Te Tiriti o Waitangi	57	153	210
Waiwhetū	35	260	295
Wall Walk	397	2361	2758
Total	779	5322	6101

Three-month Completed Percentage Variance This Quarter vs Last Quarter %

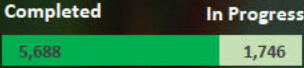
Learning Title	People Leader	Staff	Total
Bay of Plenty Induction Wānanga	0%	0%	0%
E Tu Whānau Marae-based Wānanga	0%	0%	0%
Pōhiri at National Office	0%	2%	1%
Te Aka Matua	0%		0%
Te Ara a Tāne Wānanga	0%	0%	0%
Te Aratitia LP	0%	-0%	-0%
Te Matapopore Wānanga	0%	0%	0%
Te Reo Allowance	1%	8%	8%
Te Rito	1%	2%	2%
Te Tiriti o Waitangi	0%	1%	0%
Waiwhetū	2%	2%	2%
Wall Walk	-1%	-4%	-4%
Total	-0%	1%	0%

TE AO MĀORI DEVELOPMENT DASHBOARD

As at 30 September 2024
(Data from LMS since 2018).
Note: Participation numbers are based on current FTE

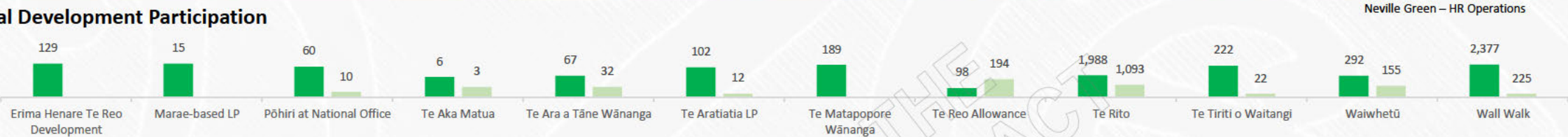


7,434



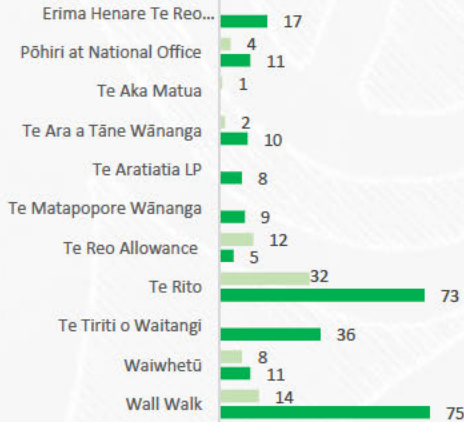
Ministry of Social Development Participation

Te Ao Māori Development Activities

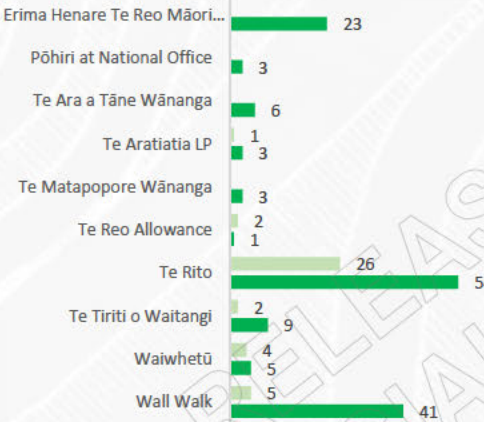


Business Group Participation

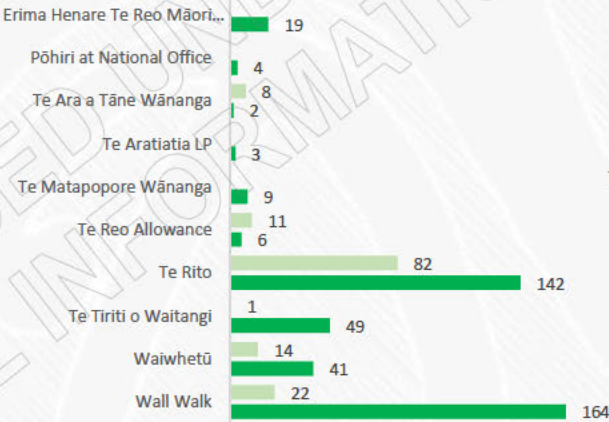
Māori Communities and Partnerships (Est.254)



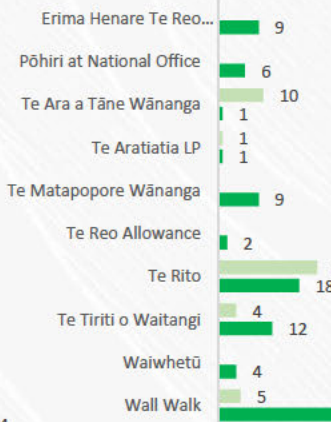
Organisational Assurance and Communication (Est.224)



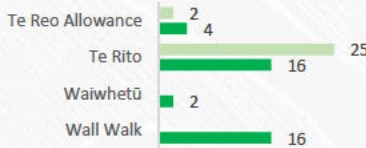
People and Capability (Est.505)



Strategy and Insights (Est.201)



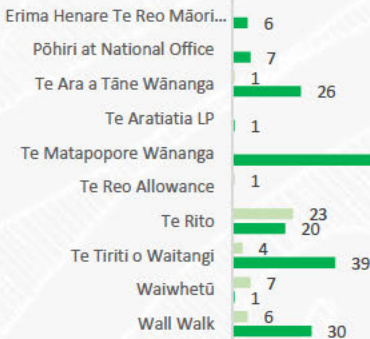
Disability Support Services (Est.169)



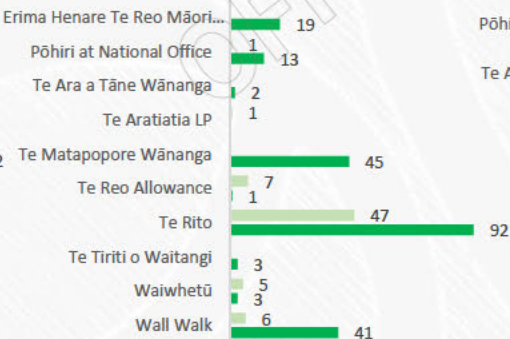
CEO Office (Est.7)



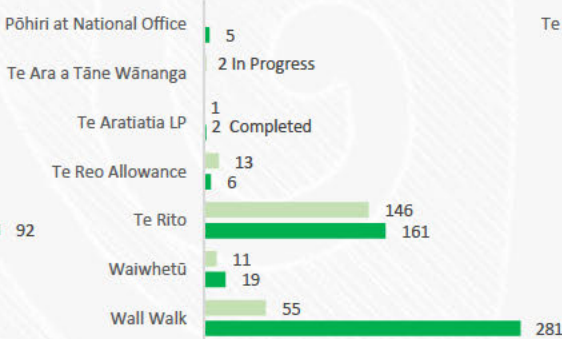
Policy (Est.137)



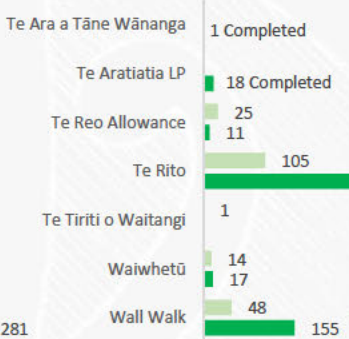
Transformation (Est.584)



Contact Centre Services (Est.1,266)



Centralised Services (Est.1,147)



Integrity and Debt (Est.362)



Business Group Participation continued on next page

TE AO MĀORI DEVELOPMENT DASHBOARD

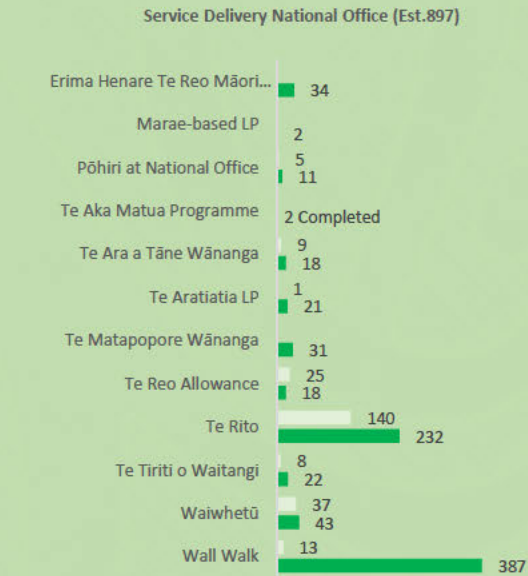
As at 30 September 2024
(Data from LMS since 2018).
Note: Participation numbers are based on current FTE



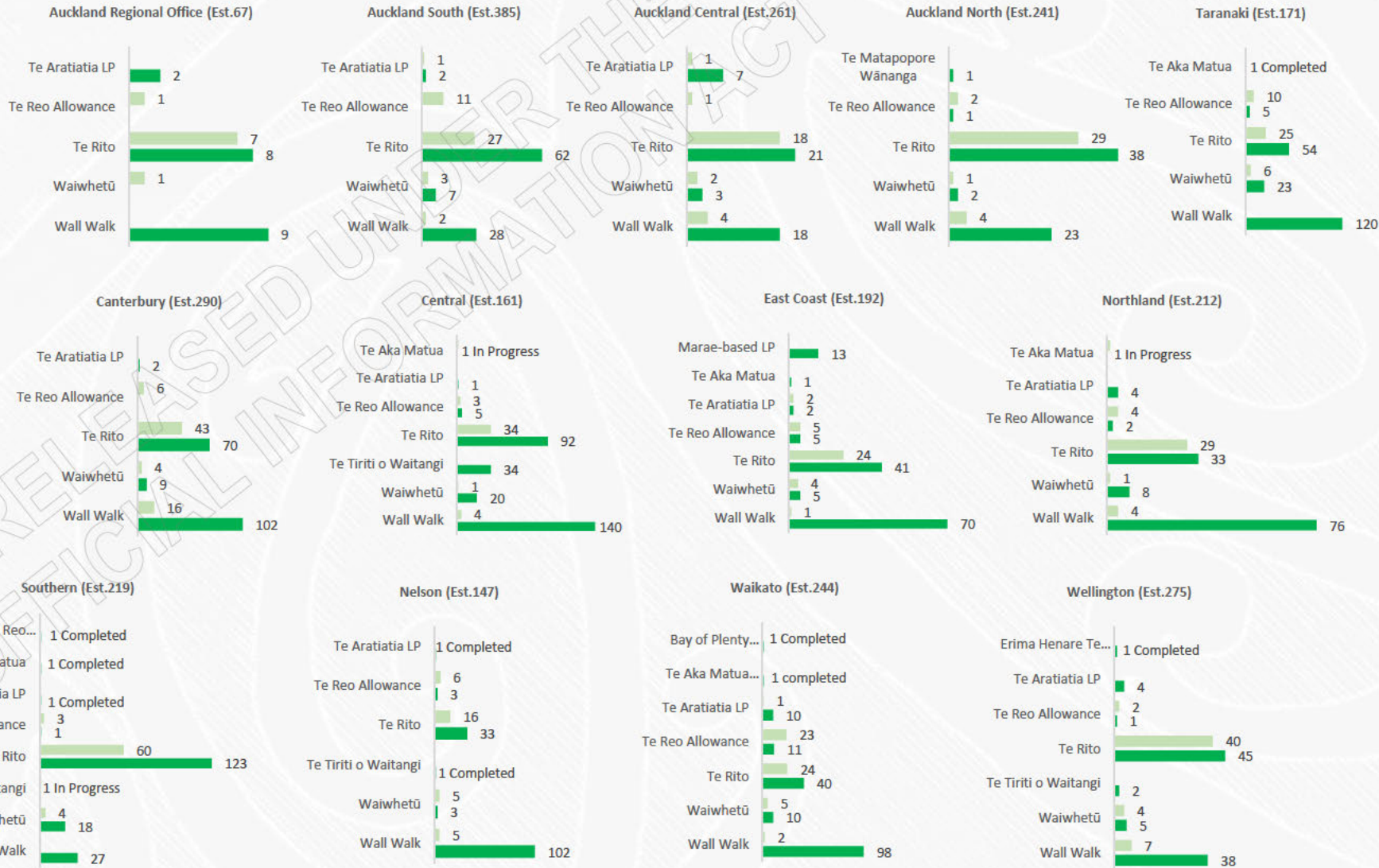
7,434

Completed 5,688
In Progress 1,746

Business Group Participation continued



Region Participation



TE AO MĀORI DEVELOPMENT DASHBOARD

As at 31 December 2024
(Data from LMS since 2018)
Note: Participation numbers are based on current FTE



7,552

Completed 5802 In Progress 1750

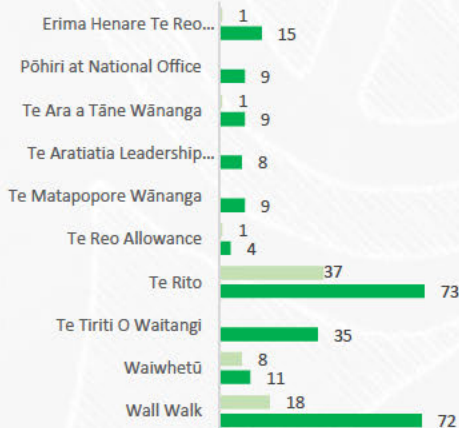
Ministry of Social Development Participation

Te Ao Māori Development Activities

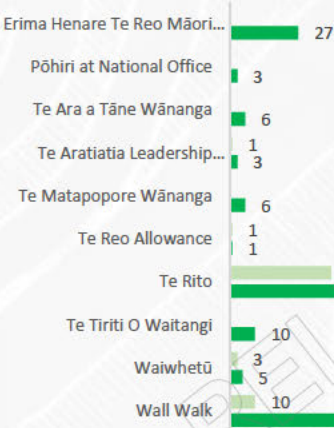


Business Group Participation

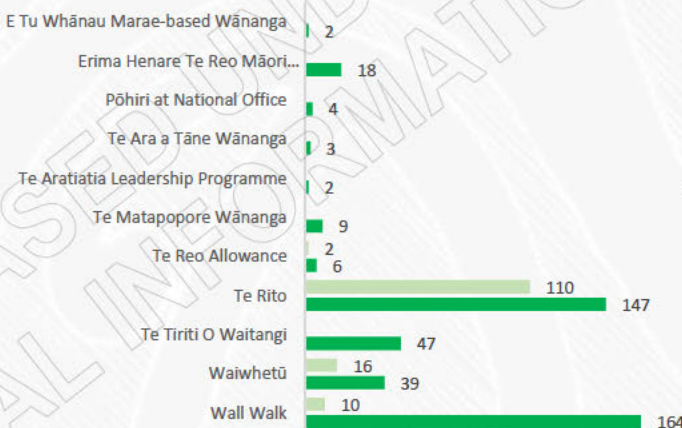
Māori Communities and Partnerships (Est.253)



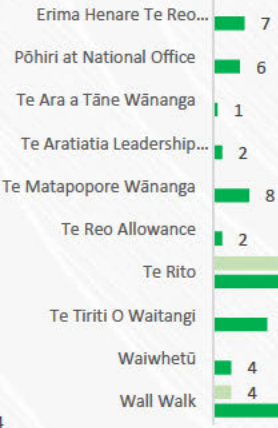
Organisational Assurance and Communication (Est.270)



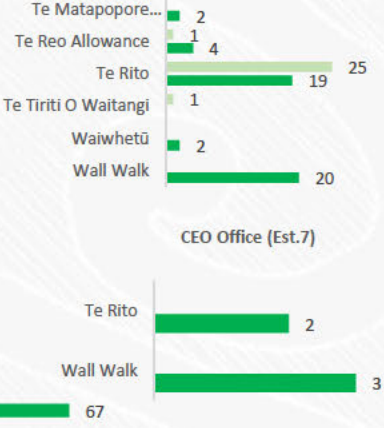
People and Capability (Est.517)



Strategy and Insights (Est.184)



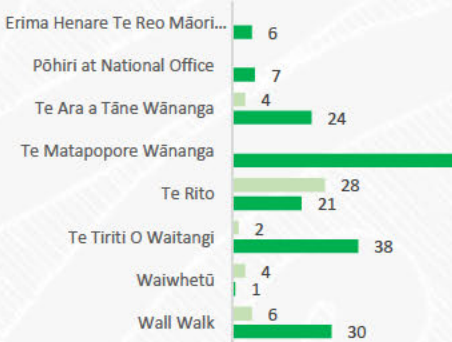
Disability Support Service (Est.187)



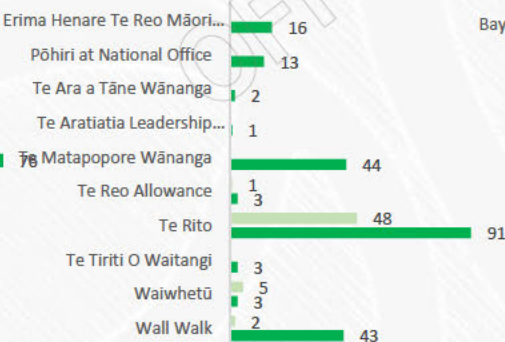
CEO Office (Est.7)



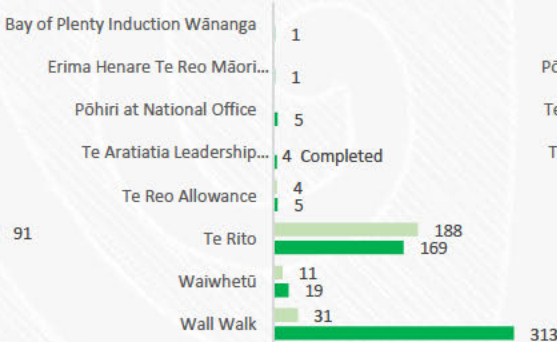
Policy (Est.144)



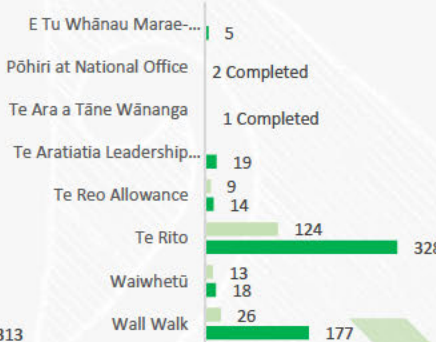
Transformation (Est.546)



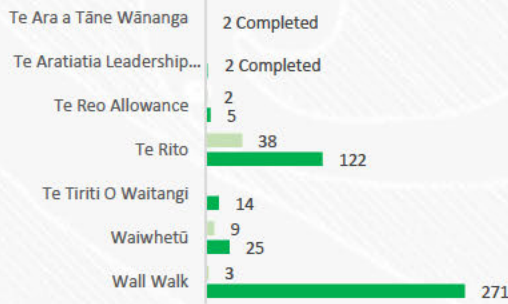
Contact Centre Services (Est.1,233)



Centralised Services (Est.1,145)



Integrity and Debt (Est.362)



Business Group Participation continued on next page

TE AO MĀORI DEVELOPMENT DASHBOARD

As at 31 December 2024
(Data from LMS since 2018)
Note: Participation numbers are based on current FTE

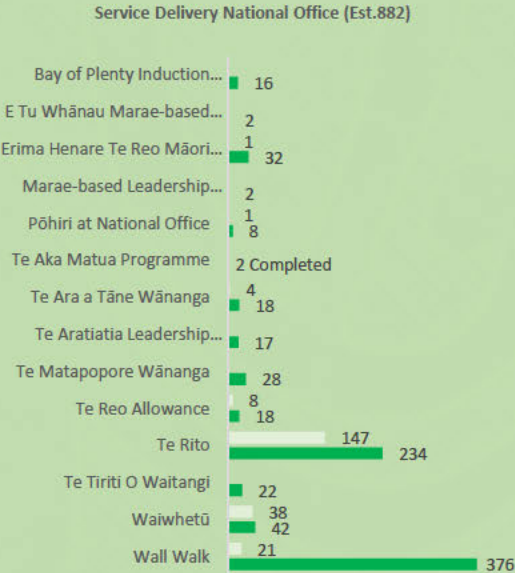


7,552

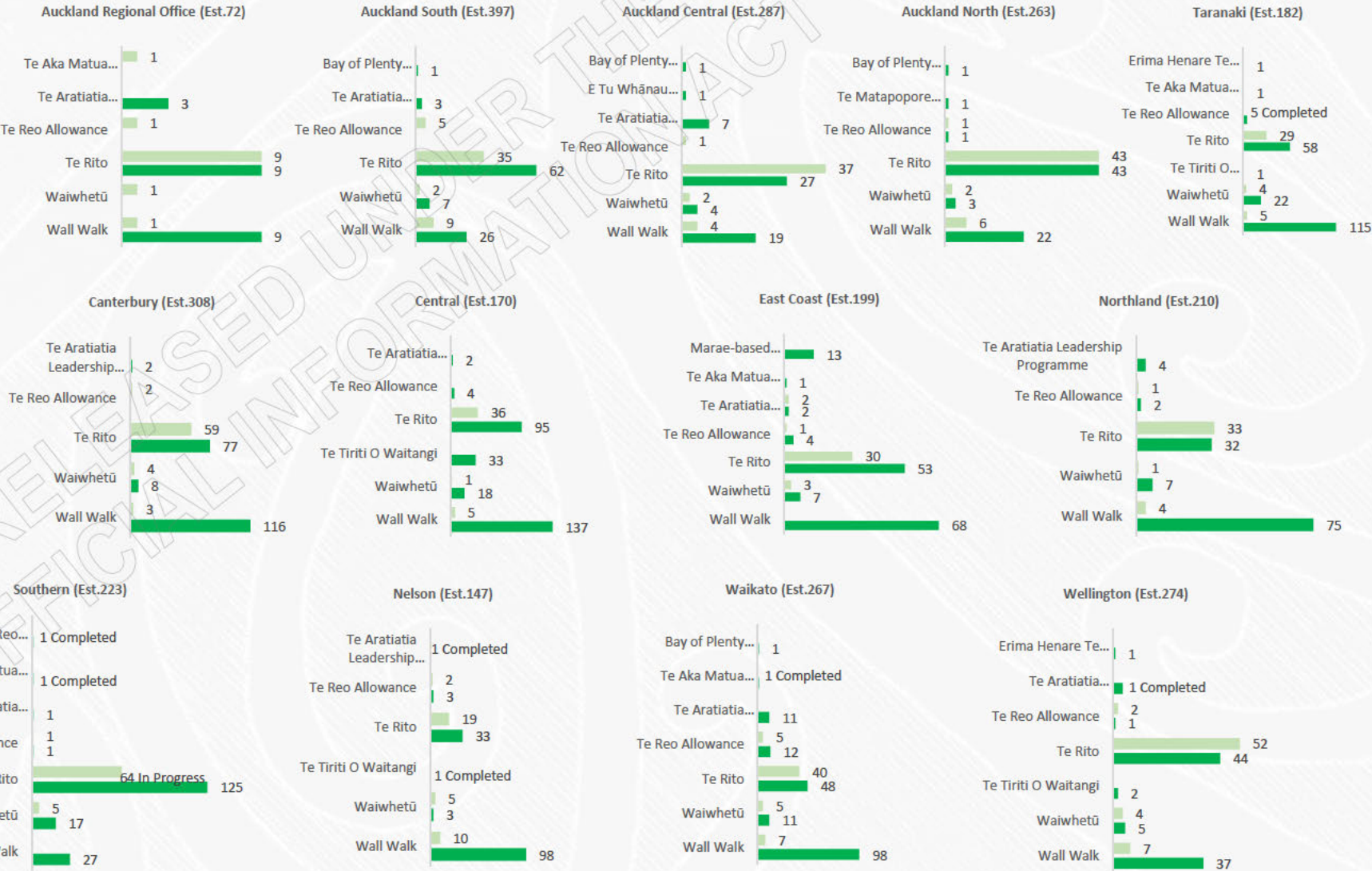
Completed 5,802
In Progress 1,750

Jenny Chen– Reporting & Analytics

Business Group Participation continued



Region Participation



Te Rito | Enhancing Bicultural Awareness

Introduction

Explore Aotearoa New Zealand history, and the beauty of Te Ao Māori with Te Rito!

Te Rito, a fundamental online programme, that educates us on the history of Aotearoa New Zealand and helping us weave kaupapa Māori into our mahi.

Embrace this opportunity for personal and professional growth!

Contents

- [Introduction](#)
- [Learning Outcomes](#)
- [The Programme](#)
- [Acknowledgements](#)
- [Te Rito Statistics](#)
- [Our Why](#)
- [Want to learn more?](#)

Link Key

[Internal Links](#)
[External Links](#)
[myLearning Links](#)

Learning Outcomes

Dive into 14 engaging modules giving you an introduction to Tikanga, Tiriti o Waitangi, Whakapapa, and Te Reo. Learn at your pace, with each module taking just 15 minutes. No deadlines.



After completing all fourteen modules you will be able to:

- Describe key points in the history of Aotearoa New Zealand's colonisation
- Build effective relationships with iwi Māori
- Use elements of te reo Māori (the Māori language) in everyday life
- Conduct yourself with confidence in Te Ao Māori both on the marae and in the workplace

Access the programme here: [Te Rito | Enhancing Bicultural Awareness](#)

The Programme

Are you ready? Click on any of the images below to open the programme in your myLearning



[Course One: Introduction to Te Rito](#)



[Course Two: The Māori W](#)



[Course Three: Back to the Future](#)



[Course Four: Walking in Two](#)

How does it work?

You choose which modules resonate with you. You can decide which ones you would like to complete and with no completion deadline, there's no pressure to rush through. Each module, approximately 15 minutes, is filled with interactive activities and quizzes to make

learning fun and memorable. You also have the option to revisit the modules at anytime for a refresher.

Course One | Introduction to Te

Rito

Culture

He Iwi Tahi Tātou - Are We One
People?

Course Two | The Māori World

Whakapapa: In The Beginning
module

Wairuatanga: Spirituality
module

Mana
Kaitiakitanga

Course Three | Back to the Future

Perspectives on the Past

Te Tiriti & The Treaty module

Debating the Treaty

New Zealand Stories

Course Four | Walking in Two Worlds

Noho Marae: Marae Visit

He Kapiti Hono, He Tātai Hono:

Events and Ceremonies

Communication

Mahi Ngātahi - Working

Together



Te Rito Course Overview.pdf

Te Rito Course Overview – for more information on each module

Acknowledgements

This learning programme was developed by Kia Māia:

[Kia Maia | Interactive Resources for Bicultural Competency](#)

Te Rito Statistics



Te Rito Developm...rd 01072025.pdf

In summary, since its launch, the *Te Rito* course has attracted strong interest across MSD.

Up to 30 June 2025, a total of **3,605 active staff members** have taken part in the course. Among them, **2,128 participants** have completed it—this includes **over 1,946 staff members** and **182 people leaders**.

Compared to last quarter, while the number of participants dropped by 98, the number of completion number **increased by 26**.

Our Why

MSD has embarked on an exciting journey to integrate Te Ao Māori into our core values, reaffirming our commitment as a Tiriti o Waitangi partner. We are committed to embedding a Māori world view throughout the organisation, as underpinned by our strategic vision (Te Pae Tawhiti), with the way forward clarified through our Māori Strategy and Action Plan - Te Pae Tata.

Te Rito is one of the building blocks that support MSD's aspiration to embed kaupapa Māori into our mahi.

Want to learn more?

- [Te Pātaka](#) - Here you can learn about He Matapihi ki Te Ao Māori our Te Ao Māori Capability Maturity Framework. You will also find learning to support your development in te ao Māori and information about leadership development for our people.
- [Te Ao Māori - myLearning](#) - Find all of the te ao Māori available in our Learning Management System (LMS).
- [myLearning - Wall Walk](#) - Here you can register for a Wall Walk course.

- Your team and community - Talk, ask questions, hear from colleagues, and invite people to share their stories and experiences of te ao Māori to grow your understanding and knowledge.

Out of scope

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TE RITO DEVELOPMENT DASHBOARD

Completed
2128

In Progress
1477

Up to
30/06/2025
3605

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Instructions



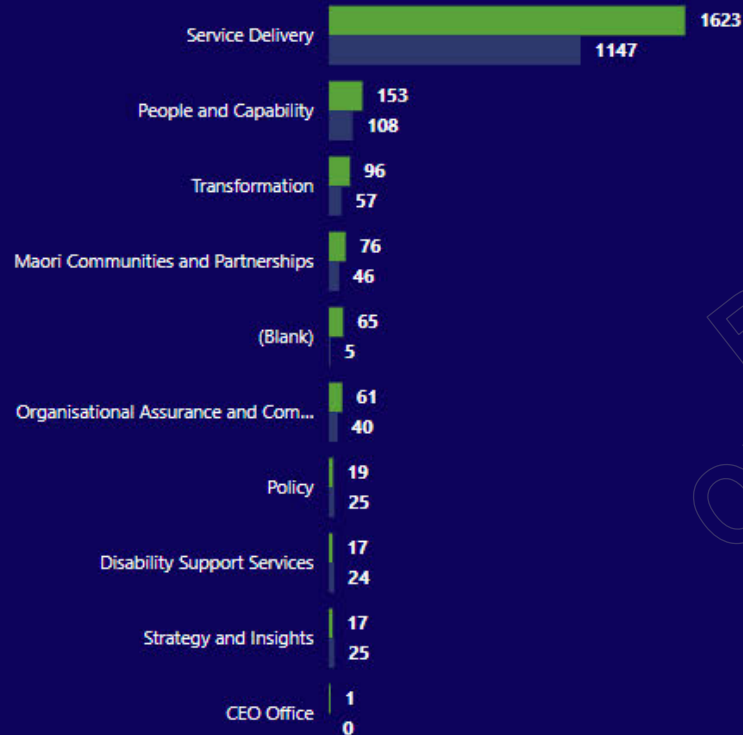
Te Rito Development Dashboard

Key:
Employee#: 9012
- Staff: 8179
- PL: 833

Completion:
Total: 2128
- Staff: 1884
- PL: 179

In Progress:
Total: 1477
- Staff: 1310
- PL: 162

Completed In Progress

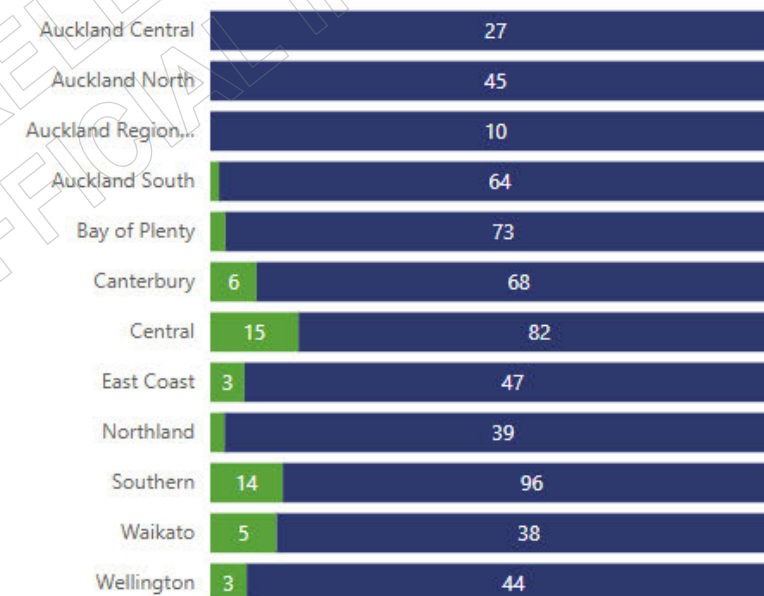


Completed Number by Business Group - Up to This Quarter

People Leader Staff

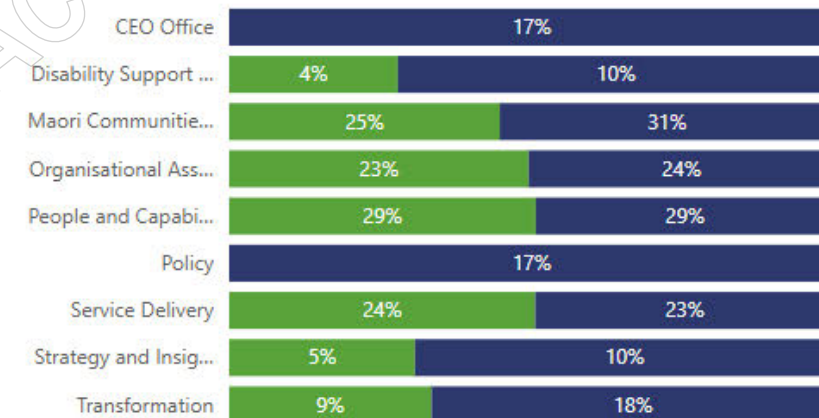


Completed Number by Regional Group - Up to This Quarter

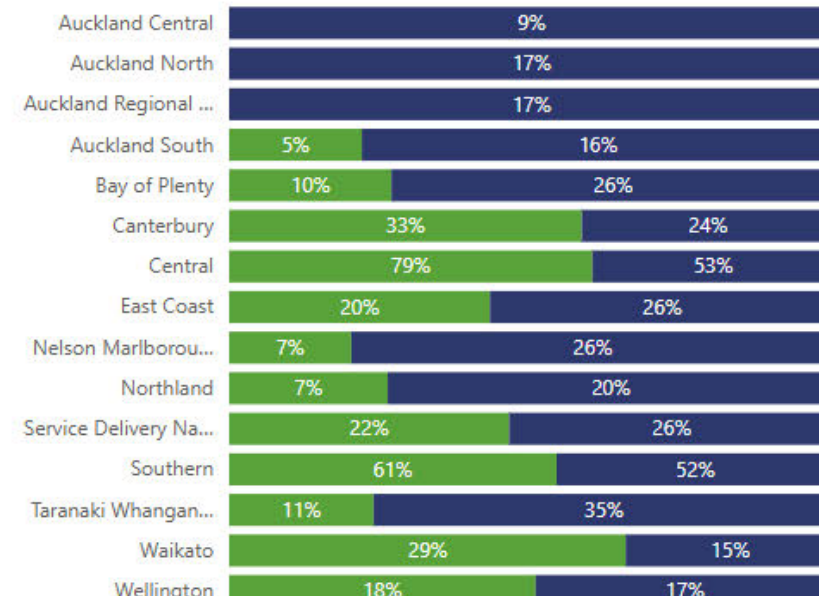


Completed Rate% by Business Group - Up to This Quarter

People Leader Staff



Completed Rate% by Regional Group - Up to This Quarter



TE RITO DEVELOPMENT DASHBOARD

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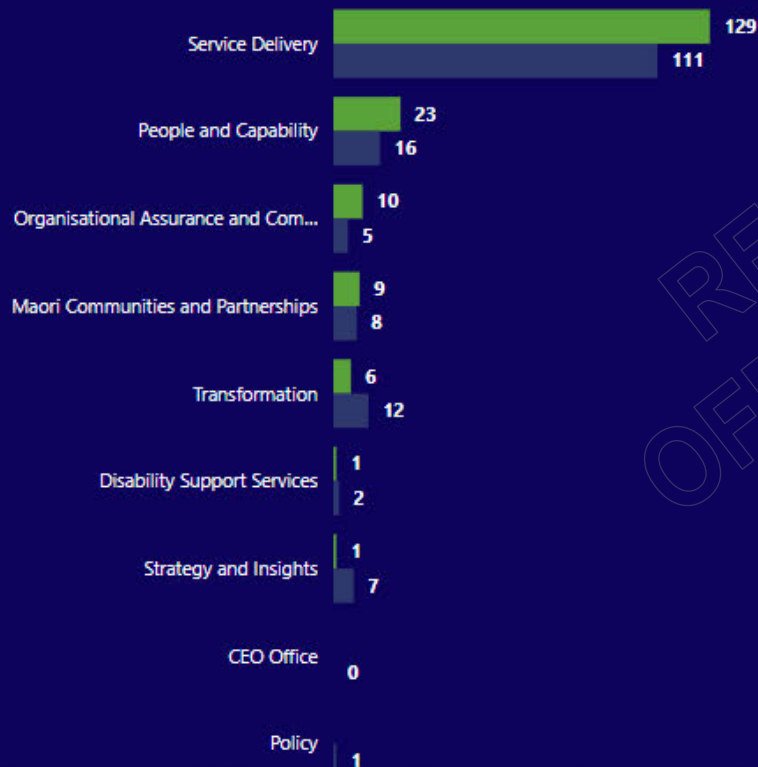
Te Rito Development Dashboard (People Leader)

Key:
Employee#: 9012
- Staff: 8179
- PL: 833

Completion:
Total: 2128
- Staff: 1884
- PL: 179

In Progress:
Total: 1477
- Staff: 1310
- PL: 162

● Completed ● In Progress



People Leader Completed Number and Completion Rate (Up to This Quarter)

Group/Region Participation	Completed Jun25#	In Progress Jun25#	Total People Leader	PL Completion rate%
	1			
Auckland Central		2	14	
Auckland North		2	15	
Auckland Regional Office		1	9	
Auckland South	1	5	22	5%
Bay of Plenty	2	4	21	10%
Canterbury	5	3	18	28%
Central	15	3	19	74%
CEO Office			1	
Contact Centre Services	16	14	80	20%
Disability Support Services	1	2	27	4%
East Coast	3		15	20%
Housing and Income Support Services	29	13	82	35%
Integrity and Debt	9	3	30	30%
Maori Communities and Partnerships	9	8	36	22%
Nelson Marlborough West Coast	1	5	15	7%
Northland	1	2	14	7%
Organisational Assurance and Communication	10	5	43	23%
People and Capability	23	16	78	29%
Policy		1	24	
Service Delivery National Office	25	33	108	23%
Southern	15	7	23	65%
Strategy and Insights	1	7	22	5%
Taranaki Whanganui King Country	2	7	18	11%
Transformation	6	12	65	9%
Waikato	5	3	17	29%
Total	182	160	833	22%

TE RITO DEVELOPMENT DASHBOARD

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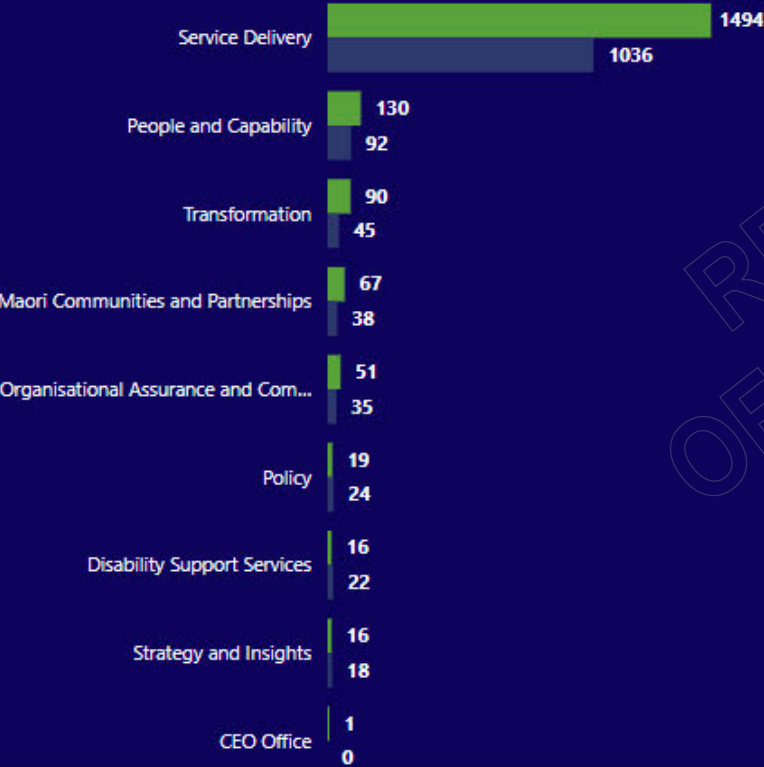
Te Rito Development Dashboard (Staff)

Key:
Employee#: 9012
- Staff: 8179
- PL: 833

Completion:
Total: 2128
- Staff: 1884
- PL: 179

In Progress:
Total: 1477
- Staff: 1310
- PL: 162

Completed In Progress



Staff Completed Number and Completion Rate (Up to This Quarter)

Group/Region Participation	Completed Jun25#	In Progress Jun25#	Total Staff	Staff Completion rate%
	64	5		
Auckland Central	27	47	286	9%
Auckland North	45	55	264	17%
Auckland Regional Office	10	9	58	17%
Auckland South	64	48	396	16%
Bay of Plenty	73	37	281	26%
Canterbury	69	52	285	24%
Central	82	36	156	51%
CEO Office	1		6	17%
Contact Centre Services	162	228	1126	13%
Disability Support Services	16	22	167	10%
East Coast	47	35	178	26%
Housing and Income Support Services	290	102	1001	29%
Integrity and Debt	112	44	371	30%
Maori Communities and Partnerships	67	38	217	30%
Nelson Marlborough West Coast	34	11	129	24%
Northland	39	27	194	19%
Organisational Assurance and Communication	51	35	215	24%
People and Capability	130	92	453	28%
Policy	19	24	110	17%
Service Delivery National Office	203	121	791	25%
Southern	95	59	186	51%
Strategy and Insights	16	18	156	10%
Taranaki Whanganui King Country	57	25	161	35%
Transformation	90	45	490	18%
Waikato	38	40	246	15%
Wellington	45	62	256	17%
Total	1946	1317	8179	23%

TE RITO DEVELOPMENT DASHBOARD

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In Progress

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Te Rito Development Dashboard

Key:

Employee#: 9012
- Staff: 8179
- PL: 833

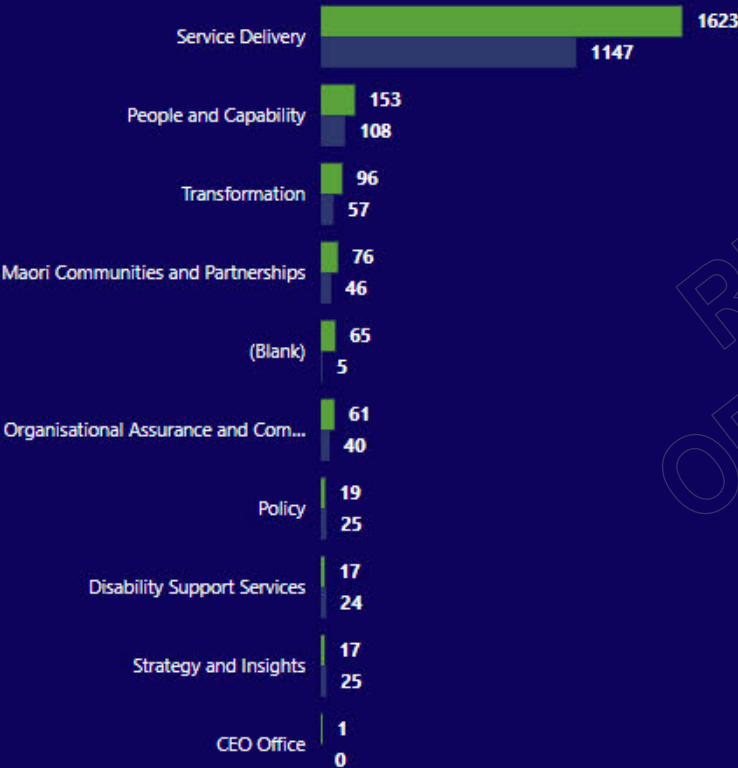
Completion:

Total: 2128
- Staff: 1884
- PL: 179

In Progress:

Total: 1477
- Staff: 1310
- PL: 162

● Completed ● In Progress



Completion Number Variance- This Quarter vs Last Quarter

Learning Title Short Name	Te Rito		
	Mar25#	Jun25#	Jun25vsMar25 #
AKL Central	28	28	0
AKL North	48	46	-2
AKL Regional	11	11	0
AKL South	68	68	0
Bay of Plenty	78	77	-1
Canterbury	79	79	0
CCS	170	189	19
Central	98	99	1
CEO	1	1	0
DSS	18	18	0
East Coast	52	51	-1
Housing & Income	332	328	-4
Integrity & Debt	120	122	2
MCP	74	77	3
Nelson	34	36	2
Northland	41	41	0
OAC	62	62	0
PAC	151	154	3
POL	21	20	-1
S&I	18	18	0
SD National	235	235	0
Southern	119	119	0
Taranaki	58	58	0
TRN	91	94	3
Waikato	46	46	0
Wellington	49	51	2
Total	2102	2128	26

Completion Percentage Variance- This Quarter vs Last Quarter

Learning Title Short Name	Te Rito		
	Mar25%	Jun25%	Jun25vsMar25 %
AKL Central	35%	37%	2%
AKL North	45%	45%	-1%
AKL Regional	52%	52%	0%
AKL South	53%	55%	2%
Bay of Plenty	62%	65%	2%
Canterbury	55%	59%	4%
CCS	38%	44%	6%
Central	70%	72%	2%
CEO	100%	100%	0%
DSS	40%	43%	3%
East Coast	57%	59%	1%
Housing & Income	71%	73%	2%
Integrity & Debt	71%	72%	2%
MCP	62%	62%	-0%
Nelson	64%	69%	5%
Northland	54%	59%	5%
OAC	58%	60%	2%
PAC	58%	59%	1%
POL	44%	43%	-0%
S&I	39%	42%	3%
SD National	60%	61%	1%
Southern	64%	64%	0%
Taranaki	62%	65%	3%
TRN	61%	63%	2%
Waikato	50%	52%	2%
Wellington	40%	44%	3%
Total	57%	59%	2%

TE RITO DEVELOPMENT DASHBOARD

Completed

2128

In Progress

1477

Up to

30/06/2025

3605

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Notes

Te Rito Development Dashboard

Key:

Employee#: 9012
- Staff: 8179
- PL: 833

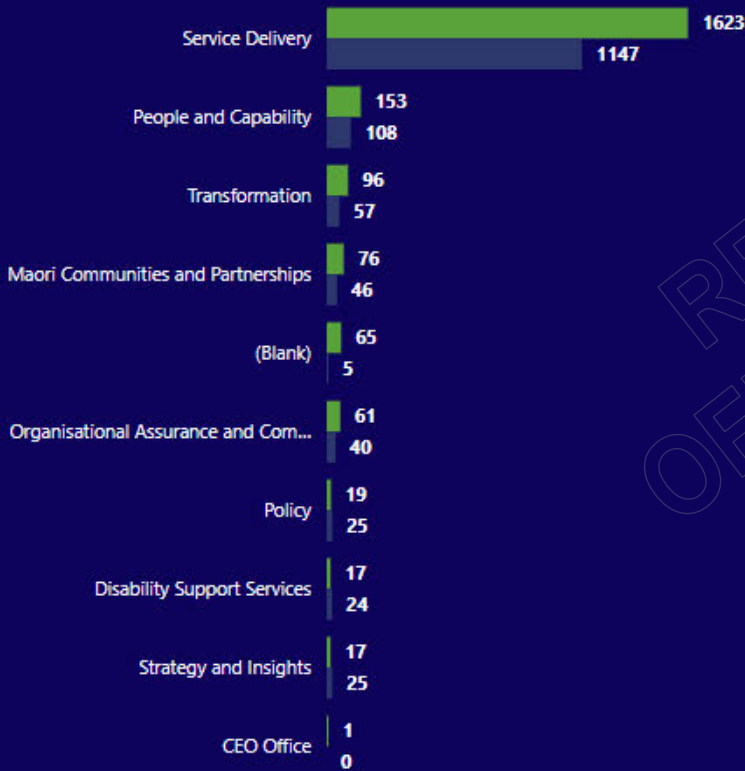
Completion:

Total: 2128
- Staff: 1884
- PL: 179

In Progress:

Total: 1477
- Staff: 1310
- PL: 162

Completed In Progress



Participant & Completion Number Variance- This Quarter vs Last Quarter

Learning Title Short Name	Te Rito					
	Participant Mar25#	Participant Jun25#	Participant Jun25vsMar25 #	Completion Mar25#	Completed Jun25#	Jun25vsMar25 #
AKL Central	80	75	-5	28	28	0
AKL North	106	103	-3	48	46	-2
AKL Regional	21	21	0	11	11	0
AKL South	128	123	-5	68	68	0
Bay of Plenty	125	119	-6	78	77	-1
Canterbury	144	134	-10	79	79	0
CCS	447	433	-14	170	189	19
Central	141	138	-3	98	99	1
CEO	1	1	0	1	1	0
DSS	45	42	-3	18	18	0
East Coast	91	87	-4	52	51	-1
Housing & Income	465	448	-17	332	328	-4
Integrity & Debt	170	169	-1	120	122	2
MCP	119	124	5	74	77	3
Nelson	53	52	-1	34	36	2
Northland	76	70	-6	41	41	0
OAC	106	103	-3	62	62	0
PAC	260	262	2	151	154	3
POL	48	46	-2	21	20	-1
S&I	46	43	-3	18	18	0
SD National	389	384	-5	235	235	0
Southern	185	185	0	119	119	0
Taranaki	94	89	-5	58	58	0
TRN	150	150	0	91	94	3
Waikato	92	88	-4	46	46	0
Wellington	121	116	-5	49	51	2
Total	3703	3605	-98	2102	2128	26

Te Wiki o te Reo Maori 2024



Kia ora everyone,

It's Te Wiki o te Reo Māori from 14 to 21 September 2024 and we invite you to share your activities for this week here.

We invite you to share what you, your whnau and work whnau are up to for Te Wiki o te Reo Māori. Whether it is activities, waiata, phrases, mihi, or photos of your yummy kai.

We can accept images, and text. No need to feel whakam (shy) anything goes as long as it's work appropriate and the files are not too large.

⚠ To share an image, just open a comment, drag and drop your image and write a caption. And please, **no bigger than 250Kb in size or it'll break the system and we will have to turn off the comments!**

To do this, open your image, select the 3 dots (...) in the top bar, then choose 'Resize' from the drop-down menu.

Learning Te Reo Māori

Or if you are want to learn how to you pronounce the Te Reo Māori phrases in Te Pae Tawhiti – Our future, listen here. [Go to the Te Pae Tawhiti – Our future sound files](#)

Kia kaha te reo Māori

nei te transcript

Kia ora Naz (Hello Naz)

Kei te phea koe? (How are you?)

kei te pai e hoa! (I am good my friend)

Phea? (How are you?)

e pai ana, haere tonu te mahi, he tino pukumahi ahau. (Yes I am good, still working and very busy)

He Kawhe mu? (Do you want a coffee)

m wai e hoko? (Who is buying?)

Mku e hoko Naz, naku (I will buy, I will)

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