



**Far North
District Council**



Te Kaunihera o Tai Tokerau ki te Raki

AGENDA

Ordinary Te Kuaka - Te Ao Māori Committee Meeting

Thursday, 7 September 2023

Time: 2:00 pm
Location: Council Chambers
Memorial Avenue
Kaikohe

Membership:

Harry Burkhardt - Chairperson
Cr Hilda Halkyard-Harawira – Deputy Chairperson
Kahika - Mayor Moko Tepania
Kōwhai – Deputy Mayor Kelly Stratford
Cr Penetaui Kleskovic
Cr Steve McNally
Cr Tāmāti Rākena
Cr Ann Court
Cr Babe Kapa
Cr Felicity Foy
Cr Mate Radich
Cr John Vujcich
Te Kahu o Taonui Representatives

 <p>Far North District Council <i>Te Kaunihera o Tai Tokerau ki te Raki</i></p>	Authorising Body	Mayor/Council
	Status	Standing Committee
COUNCIL COMMITTEE	Title	Te Kuaka – Te Ao Māori Committee Terms of Reference
	Approval Date	29 June 2023
	Responsible Officer	Chief Executive

Kaupapa / Purpose

The purpose of Te Kuaka Committee is to strengthen a Te Ao Māori perspective within Council decision-making across policies and strategies.

To perform his or her role effectively, each member must develop and maintain his or her skills and knowledge, including an understanding of the Committees' responsibilities, and of the Council's business, operations and risks.

Ngā Huānga / Membership

The Committee will comprise of Mayor and all Councillors as well as 12 iwi representatives nominated through Te Kahu o Taonui.

The Chairperson and Deputy Chairperson roles are to be appointed by the Committee.

Mayor Tepania

Deputy Mayor Kelly Stratford

John Vujcich

Ann Court

Babe Kapa

Felicity Foy

Hilda Halkyard-Harawira

Mate Radich

Penetaui Kleskovic

Steve McNally

Tāmati Rākena

Kōrama / Quorum

The quorum at a meeting of the Committee is 7 members comprising of 5 FNDC representatives and 2 Te Kahu o Taonui members.

Ngā Hui / Frequency of Meetings

The Committee shall meet 4 weekly.

Ngā Apatono / Power to Delegate

The Committee may not delegate any of its responsibilities, duties or powers.

Ngā Herenga Paetae / Responsibilities

The Committees responsibilities are described below:

- Ensure that the work of Te Kuaka is carried out in a way that enhances the social, economic, cultural, and environmental wellbeing of the Far North District
- **Mahi ngātahi mā te huihui, wānanga** Recommend to Council, aspects of importance to Māori for incorporation into the development of the Strategic documents (e.g. Te Ao Māori Framework, Annual Plan, Long Term Plan, District Plan)
- **Manaaki** To assist Council as appropriate in conducting and maintaining effective, good faith working relationships with the Māori community (e.g. Iwi Hapu Environmental Management Plans)
- Recommend to Council aspects that the Far North District Council could pursue to develop and or enhance Māori capacity to contribute to Council's decision-making processes.

Ngā Ture / Rules and Procedures

Council's Standing Orders and Code of Conduct apply to all meetings.

Far North District Council
Ordinary Te Kuaka - Te Ao Māori Committee Meeting
will be held in the Council Chambers, Memorial Avenue, Kaikohe on:
Thursday 7 September 2023 at 2:00 pm

Te Paeroa Mahi / Order of Business

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1 KARAKIA TIMATANGA / OPENING PRAYER**2 NGĀ WHAKAPĀHA ME NGĀ PĀNGA MEMA / APOLOGIES AND DECLARATIONS OF INTEREST**

Members need to stand aside from decision-making when a conflict arises between their role as a Member of the Committee and any private or other external interest they might have. This note is provided as a reminder to Members to review the matters on the agenda and assess and identify where they may have a pecuniary or other conflict of interest, or where there may be a perception of a conflict of interest.

If a Member feels they do have a conflict of interest, they should publicly declare that at the start of the meeting or of the relevant item of business and refrain from participating in the discussion or voting on that item. If a Member thinks they may have a conflict of interest, they can seek advice from the Chief Executive Officer or the Manager - Democracy Services (preferably before the meeting).

It is noted that while members can seek advice the final decision as to whether a conflict exists rests with the member.

3 NGĀ TONO KŌRERO / DEPUTATION

No requests for deputations were received at the time of the Agenda going to print.

4 TE WHAKAAETANGA O NGĀ MENETI O MUA / CONFIRMATION OF PREVIOUS MINUTES

4.1 CONFIRMATION OF PREVIOUS MINUTES

File Number: A4334397

Author: Marlema Baker, Democracy Advisor

Authoriser: Casey Gannon, Manager - Democracy Services (Acting)

PURPOSE OF THE REPORT

The minutes are attached to allow the Committee to confirm that the minutes are a true and correct record of previous meetings.

RECOMMENDATION

That Te Kuaka – Te Ao Māori Committee confirm the minutes of the meeting held 8 August 2023 are true and correct.

1) BACKGROUND

Local Government Act 2002 Schedule 7 Section 28 states that a local authority must keep minutes of its proceedings. The minutes of these proceedings duly entered and authenticated as prescribed by a local authority are prima facie evidence of those meetings.

2) DISCUSSION AND OPTIONS

The minutes of the meetings are attached.

Far North District Council Standing Orders Section 27.3 states that no discussion shall arise on the substance of the minutes in any succeeding meeting, except as to their correctness.

Reason for the recommendation

The reason for the recommendation is to confirm the minutes are a true and correct record of the previous meetings.

3) FINANCIAL IMPLICATIONS AND BUDGETARY PROVISION

There are no financial implications or the need for budgetary provision as a result of this report.

ATTACHMENTS

1. Te Kuaka Te Ao Māori Committee Minutes 8 August 2023 - A4330402 [↓](#) 

Compliance schedule:

Full consideration has been given to the provisions of the Local Government Act 2002 S77 in relation to decision making, in particular:

1. A Local authority must, in the course of the decision-making process,
 - a) Seek to identify all reasonably practicable options for the achievement of the objective of a decision; and
 - b) Assess the options in terms of their advantages and disadvantages; and
 - c) If any of the options identified under paragraph (a) involves a significant decision in relation to land or a body of water, take into account the relationship of Māori and their culture and traditions with their ancestral land, water sites, waahi tapu, valued flora and fauna and other taonga.
2. This section is subject to Section 79 - Compliance with procedures in relation to decisions.

Compliance requirement	Staff assessment
State the level of significance (high or low) of the issue or proposal as determined by the Council's Significance and Engagement Policy	This is a matter of low significance.
State the relevant Council policies (external or internal), legislation, and/or community outcomes (as stated in the LTP) that relate to this decision.	This report complies with the Local Government Act 2002 Schedule 7 Section 28.
State whether this issue or proposal has a District wide relevance and, if not, the ways in which the appropriate Community Board's views have been sought.	It is the responsibility of each meeting to confirm their minutes therefore the views of another meeting are not relevant.
State the possible implications for Māori and how Māori have been provided with an opportunity to contribute to decision making if this decision is significant and relates to land and/or any body of water.	There are no implications for Māori in confirming minutes from a previous meeting. Any implications on Māori arising from matters included in meeting minutes should be considered as part of the relevant report.
Identify persons likely to be affected by or have an interest in the matter, and how you have given consideration to their views or preferences (for example, youth, the aged and those with disabilities).	This report is asking for minutes to be confirmed as true and correct record, any interests that affect other people should be considered as part of the individual reports.
State the financial implications and where budgetary provisions have been made to support this decision.	There are no financial implications or the need for budgetary provision arising from this report.
Chief Financial Officer review.	The Chief Financial Officer has not reviewed this report.

**MINUTES OF FAR NORTH DISTRICT COUNCIL
ORDINARY TE KUAKA - TE AO MĀORI COMMITTEE MEETING
HELD AT THE COUNCIL CHAMBERS, MEMORIAL AVENUE, KAIKOHE
ON TUESDAY, 8 AUGUST 2023 AT 2:13 PM**

PRESENT: Kahika - Mayor Moko Tepania, Kōwhai – Deputy Mayor Kelly Stratford, Cr Penetaui Kleskovic, Cr Steve McNally, Cr Tāmāti Rākena, Cr Ann Court, Cr Hilda Halkyard-Harawira, Cr Babe Kapa, Cr Mate Radich, Cr John Vujcich, Member Harry Burkhardt, Member Pita Tipene, Member Wane Wharerau.

IN ATTENDANCE: Mere Mangu (Te Rūnanga a Iwi o Ngāpuhi), Phil Grimshaw (Te Kahu o Taonui).

STAFF PRESENT: Llani Harding (Te Pouhautu – Manager Te Hono), Simone Tongatule (Principal Advisor – Te Hono), Jacine Warmington (Group Manager – Strategic Relationships), Tanya Proctor (Assets & Planning Manager), Lawrence Wharerau (Kaiarahi Kaupapa Māori), Esther Powell (Acting Group Manager – Planning & Policy), Marlema Baker (Democracy Advisor)

1 KARAKIA TIMATANGA / OPENING PRAYER

Chief Executive Guy Holroyd commenced the meeting and handed over to Kahika/Mayor Moko Tepania to open with a minute of silence for the passing of Creative Communities member Janet Planet.

Kahika/Mayor Moko Tepania invited members of Te Kahu o Taonui to give opening statements.

Member Harry Burkhardt gave an opening statement.

2 NGĀ WHAKAPĀHA ME NGĀ PĀNGA MEMA / APOLOGIES AND DECLARATIONS OF INTEREST

APOLOGY

RESOLUTION 2023/1

Moved: Kahika - Mayor Moko Tepania
Seconded: Kōwhai – Deputy Mayor Kelly Stratford

That the apology received from Cr Felicity Foy and Te Kahu o Taonui member Mariameno Kapa-Kingi be accepted and leave of absence granted.

CARRIED

3 NGĀ TONO KŌRERO / DEPUTATION

Hapu representative Dallas King shared “Hokianga Wastewater” presentation (*Objective I.D A4337314 refers*).

4 NGĀ PŪRONGO / REPORTS

4.1 APPOINTMENT OF TE KUAKA – TE AO MĀORI COMMITTEE CHAIRPERSON / DEPUTY CHAIRPERSON

Agenda item 4.1 document number A4308829, pages 8 - 11 refers.

RESOLUTION 2023/2

Moved: Kahika - Mayor Moko Tepania
 Seconded: Kōwhai – Deputy Mayor Kelly Stratford

That Te Kuaka – Te Ao Māori Committee:

- a) **appoint Harry Burkhardt as Chairperson of Te Kuaka – Te Ao Māori Committee.**
- b) **appoint Cr Hilda Halkyard-Harawira as Deputy Chairperson of Te Kuaka – Te Ao Māori Committee**

CARRIED

4.2 PROPOSED DISTRICT PLAN HEARING PROCESS AND HEARING PANEL

Agenda item 4.2 document number A4305177, pages 12 - 52 refers.

RESOLUTION 2023/3

Moved: Kōwhai – Deputy Mayor Kelly Stratford
 Seconded: Cr John Vujcich

That Te Kuaka – Te Ao Māori Committee recommend to Council:

- a) **approve of the updated list of approved Independent Commissioners (Attachment 1 - Commissioners with ‘Making good decisions’ certification – July 2023).**
- b) **rescind part of the 11 February 2010 delegation 10.2 Hearing Delegations for District Plan Changes “*And that Councillors will be appointed to the hearing panel for Council initiated plan changes by Council;*” and replace with “*And that Councillors may be appointed to the hearing panel for Council initiated plan changes by Council*”.**
- c) **rescind part of the 5 September 2022 delegation 5.2 Expressions of Interest for Independent Hearings Commissioners “*d) make recommendations on public and private plan changes; and*” and replace with “*d) hear and determine or make recommendations on public and private plan changes; and*”.**
- d) **confirm a Proposed District Plan hearing panel of five panel members, including two with chairing endorsement and one with skills and expertise in matters relating to Te Tiriti O Waitangi/Treaty of Waitangi, Kaupapa Māori and Matauranga Māori.**

CARRIED

5 NGĀ PŪRONGO TAIPITOPITO / INFORMATION REPORTS

5.1 KERIKERI REORUA DRAFT STRATEGY

Agenda item 6.1 document number A4321432, pages 53 - 60 refers.

RESOLUTION 2023/4

Moved: Cr Hilda Halkyard-Harawira
 Seconded: Kōwhai – Deputy Mayor Kelly Stratford

That Te Kuaka – Te Ao Māori Committee receive the report Kerikeri Reorua Draft Strategy.

CARRIED

5.2 AHIPARA IWI/HAPU ENVIRONMENTAL MANAGEMENT PLAN (IHEMP)

Agenda item 5.2 document number A4321444, pages 61 - 63 refers.

RESOLUTION 2023/5

Moved: Cr Hilda Halkyard-Harawira
 Seconded: Cr Tāmāti Rākena

That Te Kuaka – Te Ao Māori Committee:

- a) receive the Ahipara Takiwā Environmental Management Plan on behalf of Council, *and*
- b) recommend that Council support the Ahipara Takiwā Environmental Management Plan.

CARRIED

Cr Kleskovic left the meeting 3:35 pm

5.3 NGATI HINE IWI/HAPU ENVIRONMENTAL MANAGEMENT PLAN (IHEMP)

Agenda item 5.3 document number A4321457, pages 64 - 138 refers.

RESOLUTION 2023/6

Moved: Cr Hilda Halkyard-Harawira
 Seconded: Cr Tāmāti Rākena

That Te Kuaka – Te Ao Māori Committee:

- a) receive the Ngāti Hine Environmental Management Plan on behalf of Council, *and*
- b) recommend that Council support the Ngāti Hine Environmental Management Plan.

CARRIED

6 TE WĀHANGA TŪMATAITI / PUBLIC EXCLUDED

RESOLUTION TO EXCLUDE THE PUBLIC

RESOLUTION 2023/7

Moved: Kahika - Mayor Moko Tepania
 Seconded: Kōwhai – Deputy Mayor Kelly Stratford

That the public be excluded from the following parts of the proceedings of this meeting.

The general subject matter of each matter to be considered while the public is excluded, the reason for passing this resolution in relation to each matter, and the specific grounds under section 48 of the Local Government Official Information and Meetings Act 1987 for the passing of this resolution are as follows:

General subject of each matter to be considered	Reason for passing this resolution in relation to each matter	Ground(s) under section 48 for the passing of this resolution
<p>6.1 - Briefing on Resource Consent Conditions - Kohukohu/Opononi</p>	<p>s7(2)(c)(ii) - the withholding of the information is necessary to protect information which is subject to an obligation of confidence or which any person has been or could be compelled to provide under the authority of any enactment, where the making available of the information would be likely otherwise to damage the public interest</p> <p>s7(2)(g) - the withholding of the information is necessary to maintain legal professional</p>	<p>s48(1)(a)(i) - the public conduct of the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding would exist under section 6 or section 7</p>

	privilege	
<p>and that Mere Mangu be allowed to remain in this part of the meeting</p> <p style="text-align: right;">CARRIED</p>		

At the conclusion of the public excluded session Te Kuaka – Te Ao Māori Committee confirmed the decisions and information contained in the part of the meeting held with public excluded **not be restated** in public meeting as follows:

- 6.1 - Briefing on Resource Consent Conditions - Kohukohu/Opononi

7 KARAKIA WHAKAMUTUNGA / CLOSING PRAYER

Chair Harry Burkhardt ended the meeting and Member Wane Wharerau closed with a karakia.

8 MEETING CLOSE

The meeting closed at 4:07 pm.

The minutes of this meeting will be confirmed at the Ordinary Te Kuaka - Te Ao Māori Committee Meeting held on 7 September 2023.

.....
CHAIRPERSON

5 NGĀ PŪRONGO / REPORTS

5.1 TE REO MĀORI AND TIKANGA POLICY

File Number: A4341080

Author: Llani Harding, Pouhoutu Te Hono - Manager - Te Hono

Authoriser: Jacine Warmington, Group Manager - Strategic Relationships

TAKE PŪRONGO / PURPOSE OF THE REPORT

To provide Te Kuaka – Te Ao Māori Committee with an understanding of the proposed Te Reo Māori and Tikanga policy for Far North District Council (FNDC).

WHAKARĀPOPOTO MATUA / EXECUTIVE SUMMARY

- The report provides Te Kuaka – Te Ao Māori Committee with an understanding of the proposed Te Reo Māori and Tikanga Policy, its key objectives and targets for staff.
- The purpose and scope of this policy are to enable Far North District Council (FNDC) to support the correct usage of Te Reo Māori by providing a framework for its use by FNDC internally and externally.
- There are 4 key areas of the policy.
 - Demonstrate leadership in increasing the use of Te Reo Māori
 - Achieve Te Reo Māori and Tikanga staff development outcomes
 - Implement effective Te Reo Māori communication systems and processes
 - Increase Te Reo use in human resource processes and systems

TŪTOHUNGA / RECOMMENDATION

That Te Kuaka – Te Ao Māori Committee recommend that Council approve the Te Reo Māori and Tikanga Policy.

1) TĀHUHU KŌRERO / BACKGROUND

Te Reo Māori is a living language that needs revitalisation and is unique to Māori and Iwi which distinguishes our identity on the world stage. Iwi and Māori are kaitiaki of Te Reo.

Language is important to everyone and valued by all, without language FNDC is unable to convey our messages, tell our stories and connect to our mana whenua partners and communities better.

Te Reo is the medium in which Tikanga Māori, and whakapapa knowledge is shared among generations which provides the mauri life force on marae. Te Reo and Tikanga Māori are inextricably linked, and our internal training approach reflects this dual relationship.

This policy operates on the basis of 'owning it' in that everyone has a role to play in implementing this policy in order for FNDC to achieve its vision.

FNDC has had numerous Te Reo and Tikanga opportunities over the years. These courses have usually been funded by individual departments. This policy looks to align the commitment that each department provides to increasing staff capability in this area.

FNDC has also operated a successful and supportive Waiata Group, set up to support Council at Council events with Cultural support including Kaikorero, Kaiwaiata and Kaikaranga.

This policy further supports the enhancement of this roopu and increases the knowledge around the legislative requirements for cultural support within council.

FNDC through the Long-Term Plan aim to build the capability of staff and elected members in Te Ao Māori.

This policy will assist staff in understanding the connections between developing cultural competency in Te Ao Māori through the use and understanding of te reo Māori, in forming lasting and meaningful connections with the community.

This is a new policy.

The vision is that “By 2025, FNDC has increased the use of Te Reo and Tikanga in our workspaces and the public places we manage as a key element in strengthening our partnership with tangata whenua and in delivering effective services.

2) MATAPAKI ME NGĀ KŌWHIRINGA / DISCUSSION AND OPTIONS

Staff suggest that Te Kuaka – Te Ao Māori Committee endorse this policy with an intention that staff, through the CEO, will commit to achieving the objectives and targets as highlighted within the policy over a 3-year period.

Te Maihi Karauna:

Te Maihi Karauna is the crown's strategy for Māori Language revitalisation 2019-2023 which sets out a vision for te reo Māori in the future. It outlines what the Crown will do to support a strong, healthy, thriving Māori language in New Zealand;

Kia māhorahora te reo – everywhere, everyway, for everyone, every day.

Te Maihi Karauna sets out three audacious goals to achieve by 2040;

- 85% of New Zealanders (or more) will value te reo Māori as a key part of national identity.
- One million New Zealanders (or more) will have the ability and confidence to talk about at least basic things in te reo Māori.
- 150,000 Māori aged 15 and over will use Te Reo Māori as much as English.

Te Maihi Karauna is for all New Zealanders. Everyone can support the revitalisation of te reo Māori whether you speak the language or not.

The strategy addresses the revitalisation of the language by including a broad range of New Zealanders while also acknowledging the need to protect the integrity of te reo Māori and recognise its kaitiakitanga (guardianship) by iwi and Māori.

There are also three groups in particular the strategy focuses on:

- Tamariki and Rangatahi (all young people up to 24 years old)
- Tangata matatau i te reo Māori (fluent speakers)
- Public servants

The FNDC provide services and support for all 3 areas of focus. Therefore, we need to provide our staff with the tools and resources to be able to liaise effectively with these 3 focus areas.

This policy helps staff to recognise the development pathway in Te Reo Māori alongside all other professional development pathways provided, as well as outline the FNDC application of te reo Māori within our business as council.

TAKE TŪTOHUNGA / REASON FOR THE RECOMMENDATION

To support council in aligning its services to the community in terms of building staff cultural capability in responding to Māori needs.

3) PĀNGA PŪTEA ME NGĀ WĀHANGA TAHUA / FINANCIAL IMPLICATIONS AND BUDGETARY PROVISION

There will be a cost to new signage as it applies the recommended Bilingual signage services. There will be an additional cost of \$40,000 per annum towards increasing the internal Te Reo course provision for staff. There will also be an on-going ad-hoc cost for recruitment as it applies to bilingual job advertisements.

ĀPITIHINGA / ATTACHMENTS

1. **Te Reo Māori and Tikanga Policy (Draft) - A4363235** [↓](#) 
2. **Te Reo Māori and Tikanga Policy Guidelines - A4363237** [↓](#) 

Hōtaka Take Ōkawa / Compliance Schedule:

Full consideration has been given to the provisions of the Local Government Act 2002 S77 in relation to decision making, in particular:

1. A Local authority must, in the course of the decision-making process,
 - a) Seek to identify all reasonably practicable options for the achievement of the objective of a decision; and
 - b) Assess the options in terms of their advantages and disadvantages; and
 - c) If any of the options identified under paragraph (a) involves a significant decision in relation to land or a body of water, take into account the relationship of Māori and their culture and traditions with their ancestral land, water sites, waahi tapu, valued flora and fauna and other taonga.
2. This section is subject to Section 79 - Compliance with procedures in relation to decisions.

He Take Ōkawa / Compliance Requirement	Aromatawai Kaimahi / Staff Assessment
State the level of significance (high or low) of the issue or proposal as determined by the Council's Significance and Engagement Policy	High significance as the outcomes of the policy affect service delivery to the community
State the relevant Council policies (external or internal), legislation, and/or community outcomes (as stated in the LTP) that relate to this decision.	Maihi Karauna Act Te Pae o Uta – Te Ao Māori Framework
State whether this issue or proposal has a District wide relevance and, if not, the ways in which the appropriate Community Board's views have been sought.	This policy has district wide relevance as it affects FNDC staff to deliver to the community
State the possible implications for Māori and how Māori have been provided with an opportunity to contribute to decision making if this decision is significant and relates to land and/or any body of water. State the possible implications and how this report aligns with Te Tiriti o Waitangi / The Treaty of Waitangi.	This policy will contribute to council's vision of achieving a prosperous and sustainable community by providing FNDC staff with the skills and knowledge to engage effectively with Māori communities. This policy will be supported by Te Hono to build the capability of FNDC staff by ensuring tools and resources are available to staff. This policy looks to commit council to Bilingual translations which will be sourced through the Register for Translators and Interpreters. Council will commit to utilising those Translators and Interpreters who whakapapa to Te Tai Tokerau firstly and who reside in Te Tai Tokerau.
Identify persons likely to be affected by or have an interest in the matter, and how you have given consideration to their views or preferences (for example – youth, the aged and those with disabilities).	All communities will be affected by this policy

<p>State the financial implications and where budgetary provisions have been made to support this decision.</p>	<p>There are no immediate financial implications for council however there will be a future need to increase Te Reo lessons provided to staff by \$40,000 per annum.</p> <p>Ad-hoc translations as it relates to Job description translations, will need to be undertaken within the relevant departments as part of recruitment planning.</p>
<p>Chief Financial Officer review.</p>	<p>This report has not been reviewed by the Chief Financial Officer.</p>

Te Reo and Tikanga Policy

Adopted: (Date)

Next review by Date: 31 December 2026

1. Purpose and Scope

The purpose and scope of this Policy is to enable Far North District Council (FNDC) to support the correct usage of Te Reo Māori by providing a framework for its use by FNDC both internally and externally.

2. Vision

The vision is that “By 2025, FNDC has increased the use of Te Reo and Tikanga in our workspaces and the public places we manage as a key element in strengthening our partnership with tangata whenua and in delivering effective services.”

3. Goals and objectives

To achieve our vision and promote the use of Te Reo in our workplaces and the public spaces we manage, FNDC will:

- A) Demonstrate leadership in increasing the use of Te Reo
- B) Achieve Te Reo and Tikanga staff development outcomes
- C) Implement effective Te Reo communication systems and processes
- D) Increase Te Reo use in human resource processes and systems

4. Application

This policy applies to:

- i. all permanent employees
- ii. fixed term employees

Casual and temporary employees and those on short term contracts under 6 months are exempt from the training requirements of this policy but must be familiar and work within the policy expectations that impacts on their area of work.

5. Responsibilities

The respective roles and responsibilities for this policy include:

- i. SLT provides the authority for the policy and they and Managers will demonstrate leadership and role modelling in implementing the policy;

- ii. Employees will be aware of and implement the policy by making the policy and implementation plan available through the intranet and induction and training processes;
- iii. Te Hono will provide advice and support on any issues associated with the policy;
- iv. FNDCs trainer in te Reo and tikanga will provide clarification during te Reo and training sessions and on a case by case as negotiated and agreed outside of training session times.

6. Relevant Legislation, Policies and Procedures

Legislation	Te Ture Mō te Reo Māori 2016 Māori Language Act 2016 Local Government Act 2002
Council Policies and Procedures	FNDC Tangihanga policy and Koha policy
Other	Te Puni Kōkiri Maihi Māori and Maihi Karauna Te Puni Kōkiri Māori English Bilingual Signage: A guide for best practice
Guiding documents	He Whakaputanga o Niu Tireni 1835, Te Tiriti o Waitangi 1840,

7. Support

This policy is to be read in conjunction with the Te Reo and Tikanga Policy Guidelines.

For more information on Councils' 'Te Reo Māori and Tikanga Policy', please contact Te Hono team support at <mailto:tehonosupport@fndc.govt.nz>

8. Definitions

Term	Definition
Tikanga reo rua	Bilingual
Mauri	Life essence



www.fndc.govt.nz
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 Private Bag 752, Kaikohe 0440
 askus@fndc.govt.nz
 Phone 0800 920 029

Te Reo and Tikanga Policy – Guidelines

Adopted: (Date)

Next review by Date: 31 December 2026

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These guidelines operate on the basis of ‘owning it’ in that everyone has a role to play in implementing this policy in order for FNDC to achieve its vision.

FNDC have operated numerous Te Reo and Tikanga opportunities over the years. These courses have usually been funded by the individual departments. This policy looks to align the commitment that each department provide to increasing staff capability in this area.

FNDC have also operated a successful and supportive Waiata Group set up to support Council at Council events with Cultural support including Kaikorero, Kaiwaiata and Kaikaranga. This policy further supports the enhancement of this roopu and increases the knowledge around the legislative requirements for cultural support within council.

4. Goals and objectives

To achieve our vision and promote the use of Te Reo in our workplaces and the public spaces we manage, FNDC will:

- A) Demonstrate leadership in increasing the use of Te Reo
- B) Achieve Te Reo and Tikanga staff development outcomes
- C) Implement effective Te Reo communication systems and processes
- D) Increase Te Reo use in human resource processes and systems

A) Demonstrate leadership in increasing the use of Te Reo

All People Leaders will demonstrate leadership and support in implementing this policy.

FNDC will work effectively with other councils regionally and nationally to share approaches and best practice models for growing Te Reo in local government.

B) Achieve Te Reo and Tikanga staff development outcomes

Recognise prior learning

- FNDC recognises employees' prior learning and expertise in Te Reo and Tikanga achieved through academic and whānau, hapū and iwi processes and systems.

FNDC encourage those staff to also complete the FNDC offered Te Reo training.

Complete Te Reo and Tikanga training

FNDC provide Te Reo training as a suite of in-house short courses and processes which includes the Basic Level 1 Te Reo and Tikanga and encourages all employees to be actively involved in navigating and planning their own staff development strategies through:

- i. our basic in-house training opportunities. Refer to TK3 for information on the other training available and the processes required to register and;
- ii. intermediate and advanced courses through external providers (e.g., University, Wānanga) as negotiated and agreed with Managers.

- iii. open staff meetings with mihimihi, karakia or whakatauki/proverbs if they have the competence and wish to do so. Examples are available on the FNDC app;
- iv. support pōwhiri to welcome councillors and new employees and open new office spaces as negotiated and agreed with People Leaders;
- v. work with our mana whenua partners in leading Tikanga events;
- vi. support practice sessions to help councillors and other participants prepare for their specific roles in Tikanga events. Refer to the FNDC Tikanga Māori guidelines for further information.

Benefits for our People Leaders and staff in completing this programme will be seen in the delivery, consistency and execution of Te Reo and Tikanga across all council work programmes. Externally, our partners will recognise a significant shift in levels of engagement and quality engagement.

Staff can complete the basic Level 1 Te Reo and Tikanga learning outcomes which includes compulsory classroom learning outcomes and a half day marae-based programme. FNDC encourages employees to attend the optional overnight marae experience.

Our training target is that “by 30 June 2025”:

- i. 60 percent of People Leaders and;
- ii. 60 percent of staff must have achieved at least the Basic Level 1 learning outcomes.

FNDC is committed to:

- i. delivering our obligations as a good employer of Māori under the Local Government Act 2002;¹
- ii. supporting staff development for all employees given the Governments’ Maihi Karauna strategys’ signal that Te Reo revitalisation must be broadly inclusive and engage a broad range of non-Māori New Zealanders.²

FNDC will explore and implement innovative electronic tools to help employees consolidate their learning outcomes and demonstrate their capability in their workplaces and in the field.

Strategic Leadership Team (SLT) will be advised of all achievements against the Te Reo training target on an annual basis.

At annual performance evaluation time, People Leaders will consider the added value that Te Reo leaders have contributed to the work programme in the previous year.

¹ Schedule 7, clause 36 (2)(d)(1-111)

² Maihi Karauna The Crown’s Strategy for Māori Language Revitalisation 2018-2023 Consultation August – September 2018 page 9

FNDC will also offer training to Councillors on a range of Te Reo and other relevant topics. This training will be run as part of the Councillors Induction programme into Council.

C) Implement effective Te Reo communication systems and processes

FNDC supports the Ministry of Māori Development, Te Puni Kokiri's (TPK) view there is no policy requirement that all information and publicly available material should be produced Tikanga reo rua bilingually.³

Increase our use of Te Reo

FNDC encourages employees to use Te Reo greetings for our mana whenua partners, customers and clients:

- i. at their first point of contact with our services (e.g., Contact Centre, Reception);
- ii. through their everyday phone calls and email communications.

Ensure quality Te Reo translations

FNDCs overall translation approach is flexible and uses a mix of conceptual [eg Kaiarahi Kaupapa Maori] and literal [eg, Pouhautu] translated text as deemed appropriate to the circumstance.

FNDC will maintain quality standards in translating Te Reo by ensuring that:

- a) for significant translations of documents, employees must:
 - i. contract a translator licensed for written Māori translations who is listed on the Te Taura Whiri Māori Language Commission (Te Taura Whiri) register. Such translators will have an added advantage if they whakapapa to one of our mana whenua partners;
 - ii. ensure translated documents are peer reviewed by a second translator licensed for written Māori translations listed on the Te Taura Whiri register before publication or distribution (as per their own internal processes or noted in an invoice)
- b) for simple translations, employees will use common terms developed by Te Taura Whiri and other councils to enable consistency of approach and reduce costs. Te Hono will support with basic translations less than 10 words.
- c) For onsite, verbal translations at Council level and in providing cultural support to People Leaders, FNDC will resource the use of external registered interpreters licensed for verbal Māori translations who is listed on the Te Taura Whiri Māori Language Commission (Te Taura Whiri) register.

Business groups are responsible for budgeting for and resourcing their own translations from within their existing baselines.

³ Māori-English Bilingual Signage: A guide for best practice page 5

Support quality Te Reo writing

To enable quality standards in our written and published documents in Te Reo FNDC will:

- i. ensure employees writing in Te Reo observe the orthographic conventions developed by Te Taura Whiri which include rules on spelling and the use of macrons;⁴
- ii. use macrons not double vowels or umlauts in our written communication and signage except when the correct spelling of the word has double vowels (e.g., whakaaro thought).

Accommodate mana whenua Te Reo differences

FNDC acknowledges that using generic Te Reo terms for regional project purposes is problematic. For example, the term “whaitua” means “catchment” to some, but not all, of our mana whenua partners.

FNDC will engage with mana whenua partners in providing Te Reo names for key projects they are actively involved in.

FNDC will use glossaries to ensure clarity of specific Te Reo meanings.

Implement effective Tikanga reo rua bilingual signage

FNDC supports TPK’s view that we decide how and when we use Tikanga reo rua bilingual signage.

FNDC supports the use of Te Reo in our internal and external signage and dual names for our workspaces and public places we manage and will:

- i. either use Tikanga reo rua bilingual;
- ii. or dual names which is a combination of Te Reo traditional and contemporary English names;
- iii. clearly communicate the meaning of the Te Reo names whatever the preferred approach.

FNDC will use Tikanga reo rua bilingual signage, dual names and Māori designs and artwork:

- i. where our mana whenua partners, our customers and clients have most contact with our organisation (e.g., Reception)
- ii. in our external public spaces (e.g., local park names, reserves and play grounds)
- iii. in our branding electronically (e.g., website), in our written publications (e.g., Long Term Plan, Annual Plan, Annual Report) and resources (e.g., pamphlets)

⁴ <http://www.tetaurawhiri.govt.nz/our-work/Māori-orthographic-conventions/>

- iv. as key aspects of publications including Foreword messages from the Mayor, CEO, Iwi Chairs in the Long-Term Plan, Annual Plan and Annual Report

FNDC supports TPK's guidelines in developing Tikanga reo rua bilingual signage and will:

- i. use equal font sizes and type face and the same font style, colour and position for the Māori and English texts even if one text runs longer;
- ii. place Māori text first irrespective of whether the text is stacked or side by side;
- iii. consider when a pictogram or Māori design might reduce the text requirement.

FNDC will translate publications and resources Tikanga reo rua bilingually where Māori are the primary audience and for all other publications will use at least bilingual Level one headings for key documents (e.g., Annual Plan and Annual Report).

Promote Language Line interpreters' phone services

FNDC will provide support to our mana whenua partners, our customers and clients who wish to communicate only in Te Reo in accessing our services by:

- i. advising them of the Language Line Te Reo interpreters' phone service option;
- ii. contacting the service through a FNDC phone number by calling 0900 333 25 as calls are charged at \$3.07 per minute (inclusive GST), with the relevant costs being charged back to the telephone number from where the call is made.⁵

D) Increase Te Reo use in human resource processes and systems

Use position description titles in Te Reo

FNDC will:

- i. translate into Te Reo the position description titles of staff, Managers and Team leaders fully and literally
- ii. translate into Te Reo the business group information fully and conceptually
- iii. translate into Te Reo the Chief Executive, Strategic Leadership Team members, Managers and Team leaders fully and literally;
- iv. consistently apply this approach as new titles are developed and as position descriptions change over time.

FNDC will develop translations for all employees' position description titles as common generic terms (e.g., Senior Advisor, Kaitohutohu Matua)

FNDC will place Tikanga reo rua bilingual position description titles on TK3 retrospectively for existing position descriptions and for new appointees as employees start.

⁵ http://ethniccommunities.govt.nz/story/how-language-line-works?gclid=EAIaIQobChMl_KS4IDg3wIVig0qCh30RQzREAAAYASAAEgLLXPD_BwE

FNDC encourages existing employees to add new Tikanga reo rua bilingual titles to their electronic signatures and print new Tikanga reo rua bilingual position description titled identification cards as old stock requires replacing.

Maintain effective Te Reo advertising and interview processes

FNDC will advertise:

- i. all new position description titles in Te Reo with flexibility in English and Te Reo formatting;
- ii. Tikanga reo rua bilingual position descriptions that either require advanced Te Reo competency or have a significant mana whenua contact requirement.

FNDC will consider the added value of interviewee dual cultural competence in making final recruitment decisions.

FNDC encourages employees to seek advice and support from Te Hono if they wish to include a mihimihi in any interview panel processes.

5. Application

This policy applies to:

- i. all permanent employees
- ii. fixed term employees

Casual and temporary employees and those on short term contracts under 6 months are exempt from the training requirements of this policy but must be familiar and work within the policy expectations that impacts on their area of work.

6. Responsibilities

The respective roles and responsibilities for this policy include:

- i. SLT provides the authority for the policy and they and Managers will demonstrate leadership and role modelling in implementing the policy;
- ii. Employees will be aware of and implement the policy by making the policy and implementation plan available through the intranet and induction and training processes;
- iii. Te Hono will provide advice and support on any issues associated with the policy;
- iv. FNDCs trainer in te Reo and tikanga will provide clarification during te Reo and training sessions and on a case by case as negotiated and agreed outside of training session times.

7. Relevant Legislation, Policies and Procedures

Legislation	Te Ture Mō te Reo Māori 2016 Māori Language Act 2016 Local Government Act 2002
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Council Policies and Procedures	FNDC Tangihanga policy and Koha policy Diversity Policy [???
Other	Te Puni Kōkiri Maihi Māori and Maihi Karauna Te Puni Kōkiri Māori English Bilingual Signage: A guide for best practice
Guiding documents	He Whakaputanga o Niu Tirenī 1835, Te Tiriti o Waitangi,

8. Support

Websites and agencies with, or links to, useful resources include:

Te Puni Kōkiri

<https://www.tpk.govt.nz/>

The Māori Language Commission/Te Taura Whiri i te Reo Māori

<http://www.tetaurawhiri.govt.nz/>

9. Definitions

Term	Definition
Tikanga reo rua	Bilingual
Mauri	Life essence

10. Further Information

For more information on Councils' 'Te Reo Māori and Tikanga Policy', please contact Te Hono team support at <mailto:tehonosupport@fndc.govt.nz>

5.2 TE PAE O UTA - TE AO MĀORI FRAMEWORK

File Number: A4341076

Author: Llani Harding, Pouhoutu Te Hono - Manager - Te Hono

Authoriser: Jacine Warmington, Group Manager - Strategic Relationships

TAKE PŪRONGO / PURPOSE OF THE REPORT

To seek approval from Te Kuaka of Te Pae o Uta – Te Ao Māori Framework for Council

WHAKARĀPOPOTO MATUA / EXECUTIVE SUMMARY

This report will outline the process in which FNDC staff have taken to develop the framework, next steps and a process for implementation.

TŪTOHUNGA / RECOMMENDATION

That Te Kuaka – Te Ao Māori Committee recommend that Council approve the Te Pae o Uta – Te Ao Māori Framework.

1) TĀHUHU KŌRERO / BACKGROUND

Te Pae o Uta – Te Ao Māori Framework development has been led by Te Hono and designed with staff from across the organisation.

FNDC does not currently have a Te Ao Māori Framework and as a result, can point to examples of fragmentation in applying Te Ao Māori thinking to FNDC work. There is no one place that staff can look to help guide them on their obligations to Te Ao Māori.

Te Pae o Uta is supported by the Te Reo and Tikanga Policy, Tikanga Guidelines, Korero Mai app 2.0, other tools and resources developed internally for staff use. Te Reo courses for staff and providing opportunities for them to be immersed in Te Ao Māori through the delivery of workshops alongside expert Te Ao Māori practitioners are other methods of support.

Te Pae o Uta aims to increase the capability of all staff to respond to the needs of Māori, to apply critical Te Ao Māori thinking in producing work for the communities of Te Tai Tokerau to work alongside them to enhance the voice of Māori within our work. When done well, this will help FNDC achieve its obligations as effective Treaty Partners in delivering outcomes for Māori.

2) MATAPAKI ME NGĀ KŌWHIRINGA / DISCUSSION AND OPTION

This paper seeks support from Te Kuaka in approving the framework as a strategic document for council.

For Te Pae o Uta to be effective, across council implementation is required, therefore we are asking that Council approve the framework alongside the Long-Term Plan and in preparation for the 1 July 2024 implementation date. This will allow staff time to understand, digest and take further training (where needed) to understand the concepts and objectives of Te Pae o Uta.

We expect as of 1 July 2024 all Council work programmes to have considered and implemented the principles and objectives of Te Pae o Uta when developing their annual work programmes and before adopting the Annual Plan 2024/Long Term Plan 2024-2031.

We are seeking support from Te Kuaka to approve this framework as a strategic document alongside the Long-Term Plan, FN2100, the Infrastructure Strategy and the Financial Strategy for FNDC.

TAKE TŪTOHUNGA / REASON FOR THE RECOMMENDATION

To enable Council to align its services in a way that is reflective of Te Ao Māori thinking and focus

3) PĀNGA PŪTEA ME NGĀ WĀHANGA TAHUA / FINANCIAL IMPLICATIONS AND BUDGETARY PROVISION

There are no budgetary implications for council instead a reassessment of ongoing engagement costs with hapū and iwi on projects, support for staff to attend Te Reo classes during work hours and time spent developing a Te Ao Māori way of thinking will need to be considered when developing the Annual Plan and Annual performance appraisal processes.

ĀPITIHINGA / ATTACHMENTS

1. **20230713_Te Pae o Uta - Te Ao Māori Framework - A4363195**  

Hōtaka Take Ōkawa / Compliance Schedule:

Full consideration has been given to the provisions of the Local Government Act 2002 S77 in relation to decision making, in particular:

1. A Local authority must, in the course of the decision-making process,
 - a) Seek to identify all reasonably practicable options for the achievement of the objective of a decision; and
 - b) Assess the options in terms of their advantages and disadvantages; and
 - c) If any of the options identified under paragraph (a) involves a significant decision in relation to land or a body of water, take into account the relationship of Māori and their culture and traditions with their ancestral land, water sites, waahi tapu, valued flora and fauna and other taonga.
2. This section is subject to Section 79 - Compliance with procedures in relation to decisions.

He Take Ōkawa / Compliance Requirement	Aromatawai Kaimahi / Staff Assessment
State the level of significance (high or low) of the issue or proposal as determined by the Council's Significance and Engagement Policy	This report is of high significance to council as it will contribute to the strategic direction of council.
State the relevant Council policies (external or internal), legislation, and/or community outcomes (as stated in the LTP) that relate to this decision.	This framework will contribute to the outcomes of the: <ul style="list-style-type: none"> • Long Term Plan • Infrastructure Strategy • Financial Strategy • FN2100
State whether this issue or proposal has a District wide relevance and, if not, the ways in which the appropriate Community Board's views have been sought.	This framework will contribute to the outcomes achieved within the community. The outcomes of this framework have a district wide impact as the work that will be delivered to the community will be lead in part by this framework.
State the possible implications for Māori and how Māori have been provided with an opportunity to contribute to decision making if this decision is significant and relates to land and/or any body of water. State the possible implications and how this report aligns with Te Tiriti o Waitangi / The Treaty of Waitangi.	This framework will help lift the capability of all staff thus giving Māori staff at FNDC greater support in delivering outcomes for Māori. We have not engaged externally with hapu and iwi on this framework. We have engaged entirely internally with staff through a working group to help deliver this framework. We now seek Te Kuaka feedback and guidance on whether this framework achieves the aspirations of our Te Kuaka partners.
Identify persons likely to be affected by or have an interest in the matter, and how you have given consideration to their views or preferences (for example – youth, the aged and those with disabilities).	All internal staff at FNDC will be affected by this framework. Through the Senior Leadership Team, we have sourced feedback and guidance on the framework.

<p>State the financial implications and where budgetary provisions have been made to support this decision.</p>	<p>The framework implementation has no budgetary implications however each goal may/will have work programmes attached to it that will require staff to manage annual budgets accordingly for Example, staff development in Te Reo.</p>
<p>Chief Financial Officer review.</p>	<p>This report has not been reviewed by the Chief Financial Officer</p>

Te Pae o Uta – Te Ao Māori Framework – FNDC (DRAFT)

Date: July 2023

Foreword

The name “**Te Pae o Uta**”¹ derives from a karakia used by Nukutawhiti, the grandson of Kupe upon his arrival into Hokianga on the waka Ngātokimatawhaorua and refers to the “**sight of land**” upon entering the Hokianga Harbour which gave Nukutawhiti and all aboard Ngātokimatawhaorua a sense of having arrived safely to their destination having navigated the turbulent waters of Te Moana-nui-ā-Kiwa and many trials and tribulations from Hawaiki to Aotearoa.

This incantation sought guidance and safe passage from the spiritual powers to help Nukutawhiti navigate the powerful elements of the Hokianga Harbour known as Te Taitama Tāne, a metaphoric reference to the dangerous and unpredictable waters of the West Coast of Northland.

Purpose

“**Te Pae o Uta**” is a Te Ao Māori framework for Far North District Council staff that seeks to guide and improve the Far North District Councils’ responsiveness and inclusiveness of Te Ao Māori across the organisation. This framework will be for all Far North District Council staff to own and implement by being provided tools

Te Karakia o Nukutawhiti

E kau ki te tai e, e kau ki te tai e
E kau rā, e Tāne wāhia atu rā
Wāhia atu rā te ngaru hukahuka o Marerei-ao
Pikitia atu te aurere kura o Taotao-rangi e
Pikitia atu te aurere kura o Taotao-rangi e
Tapatapa ruru ana
Tapatapa ruru ana te kakau o te hoe
E auheke ana e tara tutu ana te huka o Tangaroa
I te puhi whatukura I te puhi mārei kura o taku waka e
Ka titiro iho au ki **Te Pae o Uta** ki te pae o waho
Piki tū rangi ana te kakau o te hoe
Kumea te uru o taku waka ki runga ki te kiri waiwai o Papa-tū-ā-nuku e
E takotō mai nei
Ki runga ki te uru tapu nui o Tāne e tū mai nei
Whatiwhati rua ana te hoe o Pou-poto
Tau ake ki te hoe nā Kura he ariki whatu manawa
Tō manawa e Kura ki taku manawa
Ka irihia ki Wai-o-nuku
Ka irihia, ki Wai-o-rangi
Ka whiti au ki te whei ao ki te ao mārama
Tupu kerekere tupu wanawana e

¹ Named by Mori Rapana Kaiārahi Kaupapa Māori in 2022. – Te Hono

Ka hara mai te toki, haumi e hui e taiki e!

Introduction

Vision: He Whenua Rangatira – A district of sustainable prosperity and wellbeing²

Mission: He Ara Tāmata – Creating Great Places Supporting our People³

Values⁴:

- Manawatōpū: Unity of purpose and working together
- Kaitiakitanga: Environmental stewardship and sustainability
- Mana tangata: Respect and fairness
- Te Tiriti o Waitangi: Partnership
- Tū tangata: Strong cultural identities
- Whanaungatanga: family, community, connecting and sharing



Key relationships

Far North District Council's vision and mission illustrates the connection between people and place. This is especially so for tangata whenua who have a long and rich association with the Far North. Council recognises this long settlement and therefore the special position of tāngata whenua within this District and the significant and long-term role Māori have to play in Council's decision making.

Key relationships:

- Mana whenua partners
- Hapū working groups
- Iwi entities
- Whānau groups
- Te Kahu o Taonui
- ILGACE
- Te Oneroa ā Tohe Beach Board
- Te Kuaka

Overall principles when viewing these whaingā (goals) is:

- Recognise He Whakaputanga o te Rangatiratanga o Nu Tireni (Declaration of Independence) and Te Tiriti o Waitangi (Treaty of Waitangi) as the founding covenants of Te Taitokerau and Aotearoa respectively
- Acknowledge the importance of relationships both tangible and intangible e.g., ngā atua, whenua, mauri o te wai, taiao (oranga taiao, oranga tangata)
- Focus on the pursuit of excellence in the Te Ao Māori space
- Valuing Te Ao Māori requires staff to understand key Māori concepts and practices

² Vision noted from the Long Term Plan 2021-2031
³ Mission noted from the Long Term Plan 2021-2031
⁴ Values noted from the Long Term Plan 2021-2031

- Acknowledge kōrero tuku iho at FNDC by recognising iwi and hapū kōrero.

Ngā Whaingā

Whaingā (Goal) 1 - Increased Participation In council structures and decision-making processes

Focus	<p>Relationships – strengthening relationships with mātauranga and Te Ao Māori</p> <p>Participation – enabling Māori participation in council decision-making processes</p> <p>Decision making – shared decision-making opportunities alongside Māori on matters of interest to them</p>
Outcome for Whaingā 1	<ul style="list-style-type: none"> • Prosperous Māori communities as evidenced by strong partnership arrangements – Māori communities are strong, resilient and realising opportunities. • Advance mana whenua rangatiratanga in leadership and decision-making and provide for customary rights
Implementation	<ul style="list-style-type: none"> • FNDC staff are equipped to provide Te Ao Māori Governance direction and advice to better inform our Elected members • FNDC are committed to developing robust systems that enable Māori participation in council decision-making • FNDC are committed to developing systems to engage with hapū at hapū level <ul style="list-style-type: none"> ○ Formalising the implementation of Iwi Hapū Environmental Management Plans ○ Develop a hapū engagement framework ○ Review FNDC Significant and Engagement Policy to include hapū engagement and resourcing

Whaingā (Goal) 2 – Create enablers across staff to respond more effectively to Māori

Focus	<p>People – building organisational capability, capacity, and cultural competency</p> <p>Policy – effective consideration and understanding of Māori needs and issues in policy thinking and development</p> <p>Process – improvement of processes and systems to maintain and enhance capability to give effect to roles in relation to Māori and to promote a responsive culture and working environment.</p>
Outcome for Whaingā 2	<p>Tangata whenua report that FNDC have the capability, capacity, confidence and are partnering and engaging successfully with Māori. Applying this lens can provide for more robust, diverse, and long-term solutions and outcomes for Māori.</p>
Implementation	<ul style="list-style-type: none"> • FNDC leaders are capable of making informed decisions based on Te Pae o Uta goals, principles and values • In-house training is developed and available so staff can develop the confidence and basic capability to identify and apply a Te Ao Māori lens across internal workstreams. <i>See capability map for more examples</i> • People, policies and strategies are reflective of Te Pae o Uta goals, principles, and values • Value and recognise staff cultural competency • Review training competency measures • Increased use of te reo across our services.

Whaingā (Goal) 3 - Kōkiri Tahī – Empowered communities, working collaboratively⁵.

Focus	<p>Engagement – effective communication and engagement with Māori</p> <p>Wellbeing – council’s role in contributing to Māori wellbeing</p> <p>Capacity – building Māori capability and capacity</p>
Outcomes for Whaingā 3	<ul style="list-style-type: none"> • Meet the needs and support the aspirations of tamariki and their whānau • Invest in marae to be self-sustaining and prosperous • Strengthen rangatahi participation in leadership, education and employment outcomes • Grow Māori intergenerational wealth • Celebrate Māori culture and support te reo Māori to flourish
Implementation	<p>FNDC will work in the following areas to achieve the outcomes noted above:</p> <ul style="list-style-type: none"> • Papakāinga and Māori housing • Whānau and tamariki wellbeing • Marae development • Te reo Māori • Māori identity and culture • Māori business, tourism and employment • Realising rangatahi potential • Kaitiakitanga/te taiao

Glossary:

Term	Definition
Karakia	Incantation
Waka	Canoe
Hawaiki	Māori homeland

⁵ Referenced from 2021-2031 LTP – Our expectations

6 TE WĀHANGA TŪMATAITI / PUBLIC EXCLUDED

RESOLUTION TO EXCLUDE THE PUBLIC

RECOMMENDATION

That the public be excluded from the following parts of the proceedings of this meeting.

The general subject matter of each matter to be considered while the public is excluded, the reason for passing this resolution in relation to each matter, and the specific grounds under section 48 of the Local Government Official Information and Meetings Act 1987 for the passing of this resolution are as follows:

General subject of each matter to be considered	Reason for passing this resolution in relation to each matter	Ground(s) under section 48 for the passing of this resolution
<p>6.1 - Confirmation of Previous Minutes</p>	<p>s7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons</p> <p>s7(2)(h) - the withholding of the information is necessary to enable Council to carry out, without prejudice or disadvantage, commercial activities</p>	<p>s48(1)(a)(i) - the public conduct of the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding would exist under section 6 or section 7</p>

7 KARAKIA WHAKAMUTUNGA / CLOSING PRAYER

8 TE KAPINGA HUI / MEETING CLOSE