



133 Molesworth Street
PO Box 5013
Wellington 6140
New Zealand
T+64 4 496 2000

09 December 2024

s 9(2)(a)

Ref: H2024054073

Tēnā koe s 9(2)(a)

Response to your request for official information

Thank you for your request under the Official Information Act 1982 (the Act) to the Ministry of Health – Manatū Hauora (the Ministry) on 18 October 2024 for your information request related to a research project you are undertaking as a new All-of-Government appointed provider of Cultural Competency services.

On 15 November 2024, the Ministry contacted you in accordance with section 18B to of the Act, as your request was for a large volume of information and may be refused under section 18(f) of the Act as it could not be made available without substantial collation or research. The Ministry suggested a refined timeframe of your request from the last 5-10 years to the last 2 years. On 18 November 2024 you accepted this refinement.

In the same letter the Ministry also extended the due date for your request under section 15A(1)(b) of the Act to allow for consultation.

By way of background, our Organisation and Development Team (OD Team) provides learning and development across the Ministry. Learning within Manatū Hauora is either commissioned for specific purposes (i.e – mandatory learning required under legislation) or developed in partnership with a subject matter expert or leaders. The OD team is currently in planning to redesign and define our learning approach.

Each part of your request is responded to below:

"I am writing to request information regarding the expenditure and outcomes related to Māori and Pacific cultural competency learning and developing across government departments and agencies, specifically:

1. Expenditure on Māori and Pacific Cultural Competency Learning and Development

The total amount of money spent on Māori and Pacific cultural competency training and development by Ministry of Health over the past 5 to 10 years. I would appreciate a breakdown of the costs where possible, including but not limited to programme costs, contracting of trainers or external facilitators, internal resource allocations, online workshops, digital apps, and administrative expenses related to these learning and development programmes.

We have provided a list of programmes/activities delivered under the umbrella of Māori and Pacific cultural competency learning and development and the associated costs of delivering those programmes for the last two years. Please see Document 1 in Appendix 1.

Manatū Hauora is committed to the continuing development and delivery of cultural competency programmes to all kaimahi/staff. The Ministry's Whāinga Amorangi strategy, which outlines cultural competencies, can be found publicly available here: www.health.govt.nz/about-us/our-role. The pou/pillar directly aligns with the Papa Pounamu cultural competency area and is seen as an integral hoa haere (partner) to this strategy, as both define and support the approach of cultural competence within Manatū Hauora. Papa Pounamu is part of the Public Service Commission's Diversity, Equity and Inclusion strategies delivered under the Public Service Act, and all public sector agencies are required to support these.

Pacific cultural competency is still in the very early stages of discussion and development. Manatū Hauora is committed to building the Pacific cultural competency for all kaimahi/staff and is actively working with the Pacific Health team to discuss how this work can be progressed.

2. Outcomes and KPIs

Details of how each department or agency has evaluated the effectiveness of these training programmes, specifically:

The Key Performance Indicators (KPIs) or metrics used to measure the outcomes of these training initiatives.

Any cost-benefit analysis conducted to assess the value of these expenditures and whether they met the intended objectives.

Documentation on any positive impacts, improvements, or challenges identified as a result of these training programmes.

Please refer to Document 1 for this question.

3. Assessment of Effectiveness

Any reports, summaries, or evaluations—whether qualitative or quantitative—that determine whether these cultural competency training programmes achieved the intended outcomes or objectives, including:

Any evidence of enhanced staff cultural competency or improved outcomes in service delivery as a result of these initiatives.

Internal or external audits, reviews, or assessments that have examined the cost-effectiveness of the programmes.

In 2022 and 2023, Manatū Hauora designed and delivered the Whāinga Amorangi survey to capture the effectiveness of our cultural competency training programmes (please see Document 2 – Whainga Amorangi survey results). Alongside this survey, evaluations were undertaken for our Te Reo and Tikanga programme (please see documents 3-6 – Te Reo me onā Tikanga course feedback).

In the most recent Whāinga Amorangi survey (Document 2), feedback showed that there has been a general increase in confidence and competence in cultural awareness and capability for our workforce.

Although there is room for improvement and the need for kaimahi/staff to balance work and personal commitments, kaimahi/staff have told us that with their Te Reo skills, understanding of Tikanga and application in their own mahi/work, this has allowed opportunities of growth and continued confidence and competence building, as individuals and within their own teams.

Manatū Hauora continues to work on the objectives outlined within the pou/pillar of “Te Aheinga ā-ahurea, cultural competence” focus area. This pou/pillar details the objectives/outcomes, short term actions, perception metrics and performance metrics that we as a Ministry continue to work towards achieving. This strategic document is also under review for the 2024/25 year as Public Service Commission | Te Kawa Mataaho continues to guide the Public Service on its Diversity, Equity and Inclusion strategies under the Public Service Act.

*4. Policy and Programme Adjustment Information
Information on any adjustments or changes to these training programmes over time,
based on observed or measured outcomes.”*

Manatū Hauora is committed to ensuring all learning, development, and training programmes where cultural competence is a key focus are fit for purpose and meet the needs and outcomes for all kaimahi/staff. We do not hold any specific policy about adjustments to our training programmes.

We are unable to provide an exhaustive list of programme adjustments as a result of observed or measured outcomes because this information is not held centrally.

However, at the end of our programmes we do ask participants to submit feedback forms and we review that feedback and adjust future programmes as appropriate. An example of this is the adjustments we have made to our Te Reo and Tikanga course as a result of feedback received (see Document 3 – Te Reo me ōna tikanga course midpoint check in). This feedback informed our decision to add an extra module on the ‘History of te reo Māori’ to help set the context for participants before they started to learn te reo Māori and the Tikanga that wraps around this.

You can find our Whiria te Tangata – Diversity, Equity and Inclusion Strategy and Action Plan here: www.health.govt.nz/about-us/careers/diversity-equity-inclusion-strategy-and-action-plan

I trust this information fulfils your request. If you wish to discuss any aspect of your request with us, including this decision, please feel free to contact the OIA Services Team on: oiagr@health.govt.nz.

Under section 28(3) of the Act, you have the right to ask the Ombudsman to review any decisions made under this request. The Ombudsman may be contacted by email at: info@ombudsman.parliament.nz or by calling 0800 802 602.

Please note that this response, with your personal details removed, may be published on the Manatū Hauora website at: www.health.govt.nz/about-ministry/information-releases/responses-official-information-act-requests.

Nāku noa, nā



Celia Wellington
Deputy Director-General
Corporate Services | Te Pou Tiaki

Appendix 1: List of documents for release

#	Date	Document details	Decision on release
1	18 October 2024	Costs associated with Cultural Competence training table	Released in full.
2	30 June 2023	Whāinga amorangi –Transforming leadership in the Public Service survey results (2023)	
3	20 March 2024	Te Reo me ōna Tikanga Level 1 - Midpoint check in	
4	7 June 2024	Te Reo me ōna Tikanga Level 1 – Midpoint check in	
5	20 November 2024	Te Reo me ōna Tikanga Level 1 – Midpoint check in	
6	May 2024	Te Reo me ōna Tikanga Level 2 – Midpoint check in	

Costs associated with Māori and Pacific Cultural Competency

Training Programme or Cultural Activities	Description of training programme or cultural activity	Cost	Outcomes and/or KPI's (Question 2)
Whāinga Amorangi Strategy	Action plan delivering on pae ora, healthy futures for Māori. Refer Appendix 1.	\$4,565 (1 July 22 – 30 June 24)	Annual survey – see appendix 3
Te Reo and Tikanga (L1 & L2)	Ministry led Te Reo and Tikanga programmes to increase kaimahi capability in Te Reo and Tikanga.	\$177,040 (1 July 22 – 30 June 24)	Te Reo Māori Survey – see appendix 3
Whaia App	Digital app designed to support kaimahi in Te ao Māori me ona tikanga.	\$53,500 (1 July 22 – 30 June 24)	KPI information not held or a requirement of the project..
Te Tupuranga	Reo Māori and tikanga programme for kaimahi māori	\$86,261 (1 July 22 – 30 June 2023)	KPI information not held.
TupuToa	Manatū Hauora internship programme with a focus on Māori and Pasifika.	\$15,000 (1 July 22 – 30 June 2023)	KPI Information not held.
Wall Walk	An Interactive half-day workshop open to Manatū Hauora kaimahi and is designed to raise our collective awareness of key events in history of New Zealand's bi-cultural relationships	\$18,417 (1 July 22 – 30 June 2024)	Information held by external agency.
Te Rito	Online course designed to help kaimahi deepen their understanding of Te Ao Māori, the Māori world. Kaimahi will investigate key aspects of our nations story and get a feeling for how those involved saw events at the time.	\$40,560 (1 July 22 – 30 June 2024)	Currently under review.
Māori Emerging Leaders – Te Ara ki Matangireia	Offered by Ara Kaiarahitanga – Leadership development centre, Te Ara ki Matangireia, is a transformative 10-month programme designed to empower Māori emerging leaders.	\$10,400 (2 Apr – Dec 2023)	Information held by Te Kawa Mataaho Public Service Commission.
Total Costs		\$405,743 (GST excl)	

(Please note: Dates provided are inclusive of all delivery dates of that specific programme)



Whāinga Amorangi - Transforming Leadership in the
Public Service 2023

Released under the Official Information Act 1982

Report Summary

Survey name: Whāinga Amorangi - Transforming Leadership in the Public Service 2023

Start date: 09:30am, 29 May 2023

End date: 17:00pm, 30 June 2023

Overall average: 73%**

Participation: 47%

Participants: 361 completed of 764 invited

Created by: Natalie Fitzgerald

Benchmark data from:

State Sector

***The overall average is calculated from all Agree-Disagree questions*

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Categories summary

Results of the survey are grouped by category to provide an overall summary.

	Av g	M Q to	M x Q to
Te reo Māori	82%	76%	86%
Racial Equity	79%	66%	96%
Te Tiriti	73%	61%	94%
Engagement with Māori	69%	58%	94%
Tikanga	69%	61%	82%
Te Ao Māori	67%	55%	85%

Released under the Official Information Act 1982

Questions summary

The question summary reports show the 10 highest and 10 lowest scores for the survey. The highest scores can identify areas to celebrate success. The lowest scores can identify areas to focus follow-up action plans.

 Top 10

#	Categories	Questions	Average
1	Racial Equity	It is important Manatū Hauora address inequity, racism and bias in our work across the health & disability system	96%
2	Engagement with Māori	It is important Manatū Hauora engage meaningfully with Māori to achieve equitable health outcomes for Māori and all other New Zealanders	94%
3	Te Tiriti	I believe it is important Manatū Hauora meets our responsibilities under Te Tiriti o Waitangi	94%
4	Te reo Māori	I believe Manatū Hauora should value and promote the use of te reo Māori	86%
5	Te Ao Māori	I believe a te ao Māori perspective is relevant to my work and the work of Manatū Hauora	85%
6	Te reo Māori	I think it is important to continually develop my capability in te reo Māori	85%
7	Tikanga	I believe tikanga and kawa should be practiced at Manatū Hauora	82%
8	Racial Equity	I understand the definitions of equity, racism and bias and their impact in the health & disability system	81%
9	Te reo Māori	Manatū Hauora value and promote the use of te reo Māori	76%
10	Racial Equity	I address inequity, racism and bias in my work	74%

 Bottom 10

#	Categories	Questions	Average
1	Te Ao Māori	Te ao Māori perspectives are understood across Manatū Hauora and inform our work	55%
2	Engagement with Māori	I engage meaningfully with Māori to get the right outcomes in our work	58%
3	Engagement with Māori	I know how to engage meaningfully with Māori as part of my role	59%
4	Te Tiriti	Manatū Hauora is meeting our responsibilities under Te Tiriti o Waitangi	61%
5	Tikanga	I understand tikanga and kawa as they relate to the Manatū Hauora	61%
6	Te Ao Māori	I apply a te ao Māori perspective to my work	62%
7	Te Ao Māori	I understand te ao Māori perspectives	64%
8	Tikanga	Manatū Hauora have defined tikanga and kawa which are welcomed and honoured throughout the organisation	65%
9	Te Tiriti	I apply te Manatū Hauora Tiriti o Waitangi framework to my work	66%
10	Racial Equity	Manatū Hauora is addressing inequity, racism and bias in our work across the health & disability system	66%

Categories	Questions	Average
Racial Equity	It is important Manatū Hauora address inequity, racism and bias in our work across the health & disability system	96%
Engagement with Māori	It is important Manatū Hauora engage meaningfully with Māori to achieve equitable health outcomes for Māori and all other New Zealanders	94%
Te Tiriti	I believe it is important Manatū Hauora meets our responsibilities under Te Tiriti o Waitangi	94%
Te reo Māori	I believe Manatū Hauora should value and promote the use of te reo Māori	86%
Te Ao Māori	I believe a te ao Māori perspective is relevant to my work and the work of Manatū Hauora	85%
Te reo Māori	I think it is important to continually develop my capability in te reo Māori	85%
Tikanga	I believe tikanga and kawa should be practiced at Manatū Hauora	82%
Racial Equity	I understand the definitions of equity, racism and bias and their impact in the health & disability system	81%
Te reo Māori	Manatū Hauora value and promote the use of te reo Māori	76%
Racial Equity	I address inequity, racism and bias in my work	74%
Te Tiriti	I understand the history of Te Tiriti o Waitangi and how it applies to my work	72%
Tikanga	I apply tikanga and kawa as appropriate at work	67%
Engagement with Māori	Manatū Hauora engages meaningfully with Māori, to improve Māori health outcomes	66%
Racial Equity	Manatū Hauora is addressing inequity, racism and bias in our work across the health & disability system	66%
Te Tiriti	I apply te Manatū Hauora Tiriti o Waitangi framework to my work	66%
Tikanga	Manatū Hauora have defined tikanga and kawa which are welcomed and honoured throughout the organisation	65%
Te Ao Māori	I understand te ao Māori perspectives	64%
Te Ao Māori	I apply a te ao Māori perspective to my work	62%
Tikanga	I understand tikanga and kawa as they relate to the Manatū Hauora	61%
Te Tiriti	Manatū Hauora is meeting our responsibilities under Te Tiriti o Waitangi	61%
Engagement with Māori	I know how to engage meaningfully with Māori as part of my role	59%
Engagement with Māori	I engage meaningfully with Māori to get the right outcomes in our work	58%
Te Ao Māori	Te ao Māori perspectives are understood across Manatū Hauora and inform our work	55%

An alignment report compares the results of two groups of people. This one lets you compare the responses of the groups you've been assigned to the rest of the organization.

#	Categories	Questions	Demographic group	Organisation	Difference
1	Racial Equity	It is important Manatū Hauora address inequity, racism and bias in our work across the health & disability system	96%	96%	0
2	Engagement with Māori	It is important Manatū Hauora engage meaningfully with Māori to achieve equitable health outcomes for Māori and all other New Zealanders	94%	94%	0
3	Te Tiriti	I believe it is important Manatū Hauora meets our responsibilities under Te Tiriti o Waitangi	94%	94%	0
4	Te reo Māori	I believe Manatū Hauora should value and promote the use of te reo Māori	86%	86%	0
5	Te Ao Māori	I believe a te ao Māori perspective is relevant to my work and the work of Manatū Hauora	85%	85%	0
6	Te reo Māori	I think it is important to continually develop my capability in te reo Māori	85%	85%	0
7	Tikanga	I believe tikanga and kawa should be practiced at Manatū Hauora	82%	82%	0
8	Racial Equity	I understand the definitions of equity, racism and bias and their impact in the health & disability system	81%	81%	0
9	Te reo Māori	Manatū Hauora value and promote the use of te reo Māori	76%	76%	0
10	Racial Equity	I address inequity, racism and bias in my work	74%	74%	0
11	Te Tiriti	I understand the history of Te Tiriti o Waitangi and how it applies to my work	72%	72%	0
12	Tikanga	I apply tikanga and kawa as appropriate at work	67%	67%	0
13	Engagement with Māori	Manatū Hauora engages meaningfully with Māori, to improve Māori health outcomes	66%	66%	0
14	Racial Equity	Manatū Hauora is addressing inequity, racism and bias in our work across the health & disability system	66%	66%	0
15	Te Tiriti	I apply te Manatū Hauora Tiriti o Waitangi framework to my work	66%	66%	0
16	Tikanga	Manatū Hauora have defined tikanga and kawa which are welcomed and honoured throughout the organisation	65%	65%	0
17	Te Ao Māori	I understand te ao Māori perspectives	64%	64%	0
18	Te Ao Māori	I apply a te ao Māori perspective to my work	62%	62%	0
19	Tikanga	I understand tikanga and kawa as they relate to the Manatū Hauora	61%	61%	0
20	Te Tiriti	Manatū Hauora is meeting our responsibilities under Te Tiriti o Waitangi	61%	61%	0
21	Engagement with Māori	I know how to engage meaningfully with Māori as part of my role	59%	59%	0
22	Engagement with Māori	I engage meaningfully with Māori to get the right outcomes in our work	58%	58%	0
23	Te Ao Māori	Te ao Māori perspectives are understood across Manatū Hauora and inform our work	55%	55%	0

Demographic summary

The Demographic summary shows the overall survey result for each demographic.

Demographic	Average Score
Age	
18 - 25	74%
26 - 35	74%
36 - 45	72%
46 - 55	73%
56 - 65	72%
66+	67%
(Blanks)	75%
Directorate	
Cancer Control Agency	76%
Corporate Services	72%
Evidence, Research & Innovation	69%
Government & Executive Services	73%
Maori Health	79%
Public Health Agency	75%
Regulatory Services	71%
Strategy, Policy & Legislation	73%
System Performance & Monitoring	72%
Ethnicity*	
Asian	71%
Australian	74%
British	68%
Chinese	75%
European	77%
Indian	70%
Irish	72%
Maori	80%
New Zealand European	73%
Not Stated	72%
Other European	70%
Pacific Peoples	78%
Gender	
Female	73%
Male	72%
Length of Service	
Less than a year	74%
1 - 2 years	74%

3 - 5 years	Document 2	72%
6 - 9 years		73%
10+ years		70%

**Participants could choose multiple options for this category*

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Below are the 10 highest and lowest scores for your organisation broken down by demographic. This allows you to compare and pinpoint areas of the organisation that are performing above or below the organisation average.

Highest Scores

#	Question Key
1	It is important Manatū Hauora address inequity, racism and bias in our work across the health & disability system
2	It is important Manatū Hauora engage meaningfully with Māori to achieve equitable health outcomes for Māori and all other New Zealanders
3	I believe it is important Manatū Hauora meets our responsibilities under Te Tiriti o Waitangi
4	I believe Manatū Hauora should value and promote the use of te reo Māori
5	I believe a te ao Māori perspective is relevant to my work and the work of Manatū Hauora
6	I think it is important to continually develop my capability in te reo Māori
7	I believe tikanga and kawa should be practiced at Manatū Hauora
8	I understand the definitions of equity, racism and bias and their impact in the health & disability system
9	Manatū Hauora value and promote the use of te reo Māori
10	I address inequity, racism and bias in my work

The numbers in the 'Assertion key' column heading match the 'Assertion key' list above.

Question Key	1	2	3	4	5	6	7	8	9	10
Organisation Score	96%	94%	94%	86%	85%	85%	82%	81%	76%	74%
Age										
18 - 25	97%	96%	94%	94%	89%	92%	87%	86%	77%	74%
26 - 35	98%	96%	96%	90%	88%	89%	86%	84%	78%	76%
36 - 45	96%	95%	94%	87%	86%	84%	80%	79%	76%	74%
46 - 55	97%	94%	93%	86%	86%	88%	83%	80%	74%	75%
56 - 65	93%	91%	91%	79%	81%	77%	80%	77%	75%	72%
66+	89%	89%	83%	66%	63%	63%	63%	83%	71%	77%
(Blanks)	90%	90%	93%	90%	73%	87%	77%	77%	90%	73%
Directorate										
Cancer Control Agency	96%	98%	96%	90%	89%	88%	92%	82%	82%	76%
Corporate Services	93%	91%	89%	80%	78%	81%	78%	78%	78%	73%
Evidence, Research & Innovation	98%	94%	94%	83%	83%	82%	80%	74%	75%	70%
Government & Executive Services	96%	96%	95%	90%	87%	89%	83%	82%	78%	73%
Maori Health	94%	96%	94%	94%	96%	94%	88%	88%	64%	82%
Public Health Agency	99%	95%	96%	94%	92%	93%	87%	83%	79%	79%
Regulatory Services	94%	91%	90%	77%	76%	78%	78%	77%	77%	72%
Strategy, Policy & Legislation	98%	98%	97%	93%	93%	87%	84%	83%	74%	76%
System Performance & Monitoring	98%	96%	96%	87%	90%	87%	83%	85%	72%	73%
Ethnicity*										
Asian	94%	89%	91%	80%	79%	81%	79%	81%	73%	77%
Australian	100%	100%	100%	100%	100%	96%	84%	96%	88%	88%

British	97%	97%	97%	89%	86%	94%	86%	54%	77%	63%
Chinese	100%	97%	93%	73%	83%	80%	77%	80%	77%	70%
European	96%	96%	96%	96%	95%	87%	85%	75%	80%	80%
Indian	83%	75%	83%	73%	70%	78%	68%	83%	80%	80%
Irish	98%	93%	93%	91%	89%	87%	89%	64%	67%	73%
Maori	98%	96%	95%	93%	94%	92%	85%	86%	76%	81%
New Zealand European	97%	95%	94%	87%	86%	86%	84%	81%	76%	73%
Not Stated	96%	94%	93%	85%	84%	84%	81%	80%	75%	74%
Other European	98%	96%	93%	85%	85%	81%	84%	73%	78%	71%
Pacific Peoples	94%	94%	94%	89%	91%	91%	89%	91%	77%	83%
Gender										
Female	97%	94%	94%	88%	86%	86%	83%	81%	77%	74%
Male	95%	93%	91%	82%	83%	82%	79%	79%	74%	75%
Length of Service										
10+ years	92%	89%	88%	76%	77%	75%	72%	77%	73%	72%
1 - 2 years	98%	96%	96%	90%	89%	90%	85%	83%	77%	76%
3 - 5 years	97%	94%	93%	82%	84%	82%	81%	78%	75%	74%
6 - 9 years	93%	91%	91%	81%	80%	81%	80%	81%	76%	78%
Less than a year	98%	96%	95%	92%	89%	90%	87%	81%	77%	73%

*Participants could choose multiple options for this category

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Lowest Scores

#	Question Key
1	Te ao Māori perspectives are understood across Manatū Hauora and inform our work
2	I engage meaningfully with Māori to get the right outcomes in our work
3	I know how to engage meaningfully with Māori as part of my role
4	Manatū Hauora is meeting our responsibilities under Te Tiriti o Waitangi
5	I understand tikanga and kawa as they relate to the Manatū Hauora
6	I apply a te ao Māori perspective to my work
7	I understand te ao Māori perspectives
8	Manatū Hauora have defined tikanga and kawa which are welcomed and honoured throughout the organisation
9	I apply te Manatū Hauora Tiriti o Waitangi framework to my work
10	Manatū Hauora is addressing inequity, racism and bias in our work across the health & disability system

The numbers in the 'Assertion key' column heading match the 'Assertion key' list above.

Question Key	1	2	3	4	5	6	7	8	9	10
Organisation Score	55%	58%	59%	61%	61%	62%	64%	65%	66%	66%
Age										
18 - 25	55%	57%	68%	57%	61%	60%	69%	66%	65%	64%
26 - 35	54%	60%	57%	58%	62%	62%	64%	65%	65%	64%
36 - 45	54%	57%	56%	60%	61%	61%	64%	65%	66%	67%
46 - 55	56%	57%	59%	62%	60%	62%	63%	63%	65%	67%
56 - 65	60%	59%	60%	65%	62%	64%	64%	66%	67%	66%
66+	52%	47%	63%	64%	57%	47%	70%	66%	54%	66%
(Blanks)	60%	63%	63%	73%	70%	68%	60%	73%	70%	67%
Directorate										
Cancer Control Agency	62%	56%	58%	64%	67%	62%	72%	76%	67%	73%
Corporate Services	59%	61%	61%	66%	64%	61%	63%	66%	63%	69%
Evidence, Research & Innovation	51%	44%	44%	55%	57%	54%	56%	62%	62%	61%
Government & Executive Services	58%	55%	53%	64%	54%	61%	64%	65%	61%	68%
Maori Health	40%	82%	88%	54%	78%	82%	84%	50%	88%	60%
Public Health Agency	55%	62%	61%	59%	63%	61%	61%	67%	66%	64%
Regulatory Services	55%	55%	63%	64%	61%	60%	67%	70%	64%	68%
Strategy, Policy & Legislation	54%	55%	59%	56%	59%	62%	63%	59%	71%	68%
System Performance & Monitoring	54%	56%	55%	58%	58%	63%	65%	61%	64%	62%
Ethnicity*										
Asian	56%	61%	57%	66%	57%	59%	61%	64%	60%	67%
Australian	40%	56%	60%	50%	56%	64%	68%	45%	72%	72%
British	43%	48%	43%	63%	49%	46%	49%	60%	63%	63%
Chinese	63%	63%	67%	72%	63%	64%	63%	70%	80%	77%
European	60%	58%	69%	66%	64%	68%	71%	60%	83%	66%
Indian	58%	66%	63%	65%	63%	65%	69%	71%	60%	58%
Irish	40%	69%	63%	70%	58%	65%	60%	60%	73%	58%
Maori	54%	74%	78%	60%	73%	78%	83%	63%	78%	68%
New Zealand European	56%	56%	57%	60%	61%	60%	63%	65%	64%	65%

Not Stated	Document 2										
	56%	59%	59%	61%	61%	61%	63%	63%	66%	66%	
Other European	46%	52%	55%	61%	57%	56%	55%	61%	60%	70%	
Pacific Peoples	60%	71%	80%	66%	70%	69%	74%	74%	74%	63%	
Gender											
Female	56%	57%	59%	60%	62%	61%	65%	66%	66%	66%	
Male	54%	60%	60%	64%	59%	62%	63%	61%	65%	67%	
Length of Service											
10+ years	55%	57%	61%	66%	59%	62%	63%	66%	65%	66%	
1 - 2 years	57%	59%	58%	59%	61%	62%	64%	64%	66%	67%	
3 - 5 years	51%	57%	55%	61%	63%	61%	61%	64%	64%	66%	
6 - 9 years	60%	56%	59%	61%	67%	57%	65%	69%	70%	67%	
Less than a year	56%	58%	61%	60%	59%	62%	67%	64%	64%	65%	

*Participants could choose multiple options for this category

Released under the Official Information Act 1982

Agree-Disagree

I believe it is important Manatū Hauora meets our responsibilities under Te Tiriti o Waitangi

Scale

It is foundational to achieving health equity	Strongly Agree
This is one of the most important goals for Manatu Hauora to work towards. It is integral to achieving equal health outcomes across all populations in New Zealand	Strongly Agree
It's essential.	Strongly Agree
Should tighten entry requirements for executive leadership positions by requiring their practical proficiency in understanding and speaking te reo without notes. Otherwise the invidious current lip service commitment from top levels down will likely continue.	Strongly Agree
This is vital because it ensures that Māori have the authority to their own data, the outcomes is fair and there's good partnership and communication with them.	Agree
Te Tiriti is Aotearoa's most important founding document stating the responsibilities the crown has for partnering with tangata whenua. Therefore, it is the responsibility of Manatū Hauora to actively uphold those binding responsibilities with the aim of improving the health and wellbeing of Māori and all New Zealanders.	Strongly Agree
This is quite a complex question and not really susceptible to a rating out of 6. The Ministry doesn't have its own Treaty obligations - we are part of the Crown, and the obligations flow from there. The big problem is that it isn't necessarily clear what we need to do. There's a lot of enthusiasm, but not much action. See vaccine decisions, bowel screening, etc. Would prefer to talk about specific things to do, and ways to think about approaching issues in order to be sure we are meeting our responsibilities. This is something where the leadership should not hesitate to be directive.	Strongly Agree
The need for equity and fulfilling our responsibilities under Te Tiriti are vital. This does not exclude the care given to the diverse range of people within Aotearoa.	Agree
Absolutely important - it is vital that we meet our responsibilities	Strongly Agree
I feel that if anyone answers anything other than 'strongly agree' to this, that would be quite problematic...	Strongly Agree
And moreover, it is our responsibility to give effect to Te Tiriti o Waitangi.	Strongly Agree
I agree with this statement, but believe that, in some areas, the responsibility has been stretched too far and against the current legislative requirements.	Agree
This is written in the Pae Ora Act 2022.	Strongly Agree
This is an imperative under our obligations as a Crown entity, it is vital just to be good people!	Strongly Agree
If we don't meet our obligations we are letting down the people we have been employed to serve	Strongly Agree
That goes for every Government Department in NZ. They all need to meet their responsibilities under Te Tiriti.	Strongly Agree
This should be key in any Ministry	Strongly Agree
Sad that this question is even deemed necessary	Strongly Agree
This should be our primary focus	Strongly Agree

We play an integral part in shaping Aotearoa New Zealand's health system. Understanding Te Tiriti underpins that

Strongly Agree

Agree-Disagree

I believe tikanga and kawa should be practiced at Manatū Hauora

Scale

Good for us to practice these - gives us confidence to apply these outside of work too

Agree

Need to do it in the proper way otherwise it is disrespectful

Somewhat Agree

Because we are tangata whenua and things like Tikanga and Kawa need to be adhered too by everyone. That will then give other's confidence to learn.

Strongly Agree

They should be practiced as long as it is not done as an act of tokenism. I believe we should do it if at the same time we reflect in its meaning and how it can be extrapolated and applied to our work and how to achieve our goals. Otherwise it looks like a symbolic gesture that diminishes its actual meaning.

Somewhat Agree

Not quite sure what this would imply in the context of my particular work.

Agree

I believe this is very necessary and do appreciate the practices but I also think we need to be cognoscente and considerate of the many diverse cultures we bring in and also adopt their practices when appropriate, particularly those with strong religious or cultural ties. That said, we need to maintain tikanga and kawa. A highly complicated situation amidst what we need to do for our Māori Whanau but also acknowledging the highly diverse and inclusive society New Zealand is.

Agree

Yes. I would also like further guidance around use of karakia to open and close meetings when one has many meetings every day - I think the karakia is a good way to set intentions but worry it might lose meaning if used too often?

Strongly Agree

As a pakeha I don't feel this is my call to make - if it's deemed important / appropriate then strongly agree

Don't Know

I don't think we have this right. I acknowledge that I'm not qualified in this area. But the general feeling I have is that repeating the same Karakia four times a day is becoming a bit tokenistic. I think we need parameters about how we should apply tikanga and kawa in a way that is meaningful and appropriate. It's feeling like we are striving for quantity over quality at the moment.

Somewhat Agree

Yes we absolutely should be

Strongly Agree

As per wider public service discussions, where the karakia has a religious reference, people of other religions also need to feel safe and respected.

Agree

What are they? Perhaps compulsory staff classes in te reo would help with this ability to practise (with an 's').

Don't Know

what is kawa?

Agree

When it's appropriate to do so

Somewhat Agree

I agree with this but I also feel we need to be careful on how this is done. As I would be disappointed if we got to a situation where staff in Manatū Hauora where going we have to do this because we where told we had to. Instead this should be about growing staff understanding of what tikanga and kawa is and why we practice it and the importance of the why behind it not just the we have to do it.

Somewhat Agree

Depending on context, however I believe the Māori culture is something we should all be proud of and ready and willing to adopt in business as usual.

Somewhat Agree

I have come from outside Manatū Hauora. This is an area that Manatū Hauora could improve on.

Strongly Agree

The Ministry is for ALL New Zealanders and should treat all New Zealanders equally. Requiring protocols and practices that are foreign to the vast majority of employees is favouring one culture over another. Some protocols and practices reflect common courtesy and that should always be applied and practised.

Disagree

Document 2

I believe it important for all staff to understand tikanga and to weave tikanga into our work, but to do so in a way that also respects the customary practices of other cultures and individual beliefs. For example, while respecting the practice of karakia, some people may not wish to participate due to their own personal customary practice or beliefs.	Somewhat Agree
Strongly agree that tikanga and kawa should be practiced at MoH, but there is a legitimate question about how much time and resources should be committed, both in time to develop staff and any limitations or constraints that this may placed on operations.	Strongly Agree
Yes, where appropriate.	Somewhat Agree
It depends on the situation and appropriateness, but mostly agree.	Somewhat Agree
We have a diverse range of people who work/live at Manatū Hauora, with many different backgrounds/cultures/beliefs. Practice of tikanga and should recognise and respect the diversity of Manatū Hauora staff. Certain aspects need to recognise mutual respect when it comes to beliefs. We have a number who work here who are Muslim, Christian, and atheist; mandating practice of karakia for instance could breach their human rights under the Bill of Rights Act, the Human Rights Act, and the International Declaration of Human Rights on freedom of belief/worship. So mutual respect and application of Te Tiriti o Waitangi would not breach those fundamental rights a public office is also bound to uphold and exemplify; while honouring tikanga Māori it does not subject staff to tikanga Māori, or Māori worship. Mutual respect and partnership edifies Māori and Tauīwi.	Somewhat Agree
Yep we should practice what we preach	Agree
I believe it already is, but I also believe that a person has a right to decide for themselves what they practice/follow/believe in	Agree
Iwi should guide what is appropriate. MoH have protocols and expected behaviours. I do not think these are tikanga and kawa	Somewhat Agree
Best to allow to happen organically and not forced. Also not tokenistic - eg, need to consider when it is appropriate to start with karakia rather than it being something done all the time but perhaps without meaning	Somewhat Agree
Depends in what context. It shouldn't be used at the expense of clear communication and better health care	Somewhat Agree
These practices help us to be more aware of the environment we live in and also provides good foundation for being appreciative of other cultures and groups as well.	Strongly Agree
There are other nationalities at Manatu Hauora - I'd like to see them treated with the same regard	Somewhat Agree
I think so - but it must be agnostic and nondenominational and not mention god.	Agree
The only reason I have said 'agree' rather than 'strongly agree' is that yes, I believe tikanga should be practiced at Manatū Hauora, but it also needs to be protected and respected. So I agree that tikanga and kawa should be practiced, but only if it is also protected and respected as well (and not over-burdening our kaimahi Māori).	Agree
Part of being bicultural is decentring Western workplace practices	Strongly Agree
As long as they aren't tokenistic. I would rather karakia are not said, than everyone droning out "whaia whaia whaia" because they feel like they have to. Its all well and good to embed these practises as long as they are also done with a cultural shift and change	Somewhat Agree
I am aware of several people at the Ministry of Health that do not (by choice) participate in performing the Ministry karakia (by choice) and the Māori tikanga/kawa does not align with their own beliefs. These people do not want to be pressured or forced into incorporate these things because it is seen as the more "acceptable thing to do". It may not be the case of everyone. None of the people that I have spoken to would feel comfortable raising these matters at the Ministry. New Zealand is a diverse country with a lot of different cultures, e.g., Samoans, Tongans, Chinese, Indians etc..... so how about allowing other cultures to do what aligns best with them?	Somewhat Disagree
Yes, it should be practiced	Strongly Agree

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Manat Hauora is trying to ensure equity of health outcomes to all New Zealanders. While tikanga and kawa should be practiced at Manatu Hauora, other cultures should also be included to represent the cultural diversity of New Zealand	Somewhat Agree
Agree - but this question is very broad and vague, it can be situation dependent	Agree

Agree-Disagree

It is important Manatū Hauora engage meaningfully with Māori to achieve equitable health outcomes for Māori and all other New Zealanders

	Scale
Very important. We lead the stats in bad health, men and women in Jail.	Strongly Agree
This is the most important thing. We cannot possibly achieve equity for Māori by imposing solutions on them. Change requires us to give up some power and let Māori make decisions.	Strongly Agree
The challenge is what is meant by meaningful engagement as Māori (like any other ethnic group) are not homogenous so the challenge is how do we represent the range of Māori views and perspectives.	Agree
Agree with this - but engagement is complex and a significant task. Not anyone can engage with Maori and there is also a risk over consultation/engagement fatigue with certain iwi, Maori service providers etc. Is there a way to coordinate engagement? or any specific Manatu Hauora guidance around engaging with Maori (noting we already have the Te Ara Whiti guidance but that isn't health specific)	Agree
I think for Māori approach works to any other ethnicities	Strongly Agree
but also not too much without the last changes already being implemented	Strongly Agree
Two adages: "By Māori for Māori" and "If it works for Māori it will work for everyone". Meaningful engagement needs the Ministry to ensure sufficient Māori leadership within its own ranks in addition to nurturing external engagement.	Strongly Agree
Need a category higher than 'Strongly agree' for this	Strongly Agree
I think a key challenge is knowing what extent is meaningful for the various types of work we do and mitigating this becoming transactional when things move at pace.	Strongly Agree
I agree with this statement and realise that for many years there have been inequitable health outcomes for both Maori and Pacifica people in NZ and something needs to be done to address this. I am not convinced that creating a separate legislative system for one group of people, or ignoring the law for some people is the way to achieve this.	Agree
I would say the word is stronger than 'engage'. Engage often is used to represent an approach with stakeholders and I think this misrepresents the tino rangatiratanga, partnership, co-design, etc. intended in Te Tiriti o Waitangi.	Strongly Agree
Difficulty is finding a representative of what is being idealised.	Somewhat Agree
Essential and vital	Strongly Agree
The focus on Māori appears to be the main focus. Other New Zealander/cultures are not as a high priority.	Agree
Engaging with Māori is vital for more equitable outcomes for Māori and others; but other people and cultures will also need engagement for their specific needs as well. (eg. Asian community and health needs)	Agree
I believe this is the main reason for the health reform. We have been getting it wrong and not listening for so many years. Now we have a chance at Manatū Hauora to engage with Māori, especially through Te aka Whai ora, in a way that reflects listening and doing.	Strongly Agree
I believe that improving outcomes for Māori will improve outcomes for everyone - it is not an 'us or them' situation.	Strongly Agree

Agree-Disagree

I believe Manatū Hauora should value and promote the use of te reo Māori

Scale

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Agree, but i think everyone's culture is important and all languages/culture should be valued and promoted.	Agree
We should have been learning it in our schools since te tiriti was signed. It is one of our three official languages, I believe we should all have a basic understanding of sign language as well.	Strongly Agree
Have more Te Reo courses	Agree
I see our role as stewards of the health system - not specifically to a language..... If this were the instance, we should also be promoting the use of sign language.	Somewhat Disagree
Yes but also support people to learn and create spaces where it's okay to explore te reo	Somewhat Agree
100 % - key part of language revitalisation and normalisation of Māori ways of thinking about things	Strongly Agree
Visibility and normalisation is key, when we hear people moaning about all these mari words are confusing, we need a consistent reply to shut those voices down.	Strongly Agree
We need to "be the change we want to see" but also our use of te reo should be meaningful.	Agree
I think the MOH do this well	Strongly Agree
I think it already does - but can always do more	Strongly Agree
I believe this is done really well in Manatū Hauora, I see it in emails and during meetings and celebrations. Keep up the great work	Agree
What about other cultures? It appears we talk about Māori the most. How do we address the fact that not everyone agrees with using more te reo Māori? Is this more of a "you must use more te reo Māori?"	Somewhat Disagree
Te Reo is a taonga. Current capacity for learning and use is limited, and different staff have different skills and areas of preference/expertise - that flexibility is important. I also value and am learning/try to practice NZSL. That is part of where I identify.	Agree
Too many repetitive questions. Are you skewing this to get the resulting response to confirm your focus; ie that the staff are racist, have inadequate insight of things 'Maori' and that they need 'education'? Can seem rather marxist-influenced in approach. Sorry but I have work to do.	Strongly Disagree
I agree that Manatū Hauora should value and promote the use of te reo Māori, which includes supporting staff to have the resources (including time/capacity to learn).	Strongly Agree
Yes, but not at the expense of clear communication with the sector and general public	Agree
I would personally prefer things like guides and other materials to be made available to learn in my own time. I had lessons at another Ministry it became too much to attend weekly classes and it was easy to fall behind if you had to skip lessons due to work	Agree
The Ministry has committed to plain language use. Including te reo words in a document only lead to confusion, particularly to the large number of New Zealanders who have different backgrounds and for whom English is not their first language. I am fairly well versed in Te Reo but a significant proportion of what I read from the Ministry or am sent by an employee of the Ministry I can't understand, and doesn't actually make sense when a te reo word is swapped for an English word. Te Reo is a very visual and descriptive language and use of a te reo word in an English sentence can change the meaning of what is written quite significantly.	Disagree
Should have some discretion eg translating a standard into te reo Māori might make it so that it has two meanings and have two different results which isn't good...	Strongly Agree
Again this is essential	Strongly Agree
Encouraging bilingualism would be excellent. That needs to be accompanied by easy access to te reo learning.	Strongly Agree

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I would like to suggest that when we use Te Reo terms that are not commonly used we provide the English translation, I think that will help people understand and use reo correctly and bring everyone along on the journey	Agree
There is a risk that this become tokenistic without dedicated resources. It should be understood that this entails acquisition of a second language, if done properly, and requires serious commitment. Ideally this would entail full fluency and literacy, which is some way off. By comparison the Canadian civil service in some cases requires French language proficiency. https://www.canada.ca/en/public-service-commission/jobs/services/gc-jobs/language-requirements-candidates.html	Strongly Agree
Absolutely!!!	Strongly Agree

Agree-Disagree

It is important Manatū Hauora address inequity, racism and bias in our work across the health & disability system

	Scale
Because they just should.	Strongly Agree
We can't improve out broken health inequities without addressing the underlying causes	Strongly Agree
Fundamental to achieving pae ora and if we aren't working towards pae ora then what is the point	Strongly Agree
By not doing so we will never see the end of health inequities.	Strongly Agree
There is a lot of work to do in this area.	Strongly Agree
Human beings are by nature nurtured to fear the unknown for survival, until growing up and experiencing diversity that gives understanding and confidence rather than insularity. Identity politics, while identifying instances of unfairness, also may create an 'us and them' mentality encouraging looking for reasoning for feelings of victimisation. Everyone could, if motivated, find historical instances of ancestral or familial grievance even if not from the main proportion in one's genetic makeup. Humans over time assimilate and evolve collectively. To assume that the recipients of a systematic service are (statistical) victims, assumes an understanding of power relationships without balancing possible cultural factors that may not necessarily show the 'poorest served' as being in any way contributing to their own individual hardship.	Somewhat Disagree
so important! we have to help fight against this	Strongly Agree
It is very important, but intentions are nothing if there is no action behind it	Strongly Agree
I frequently feel discouraged in my work when I see how slow we are at addressing inequity, racism and bias across the health and disability system.	Strongly Agree
These are vital to achieving Pae Ora for all	Strongly Agree
I think this requires directorate-specific analysis of how racism manifests within the work of each directorate. e.g., for any data and analytics work, there will need to be significant upskilling of capabilities for data practitioners to understand and be aware of racism in science, and how data practices need to change.	Strongly Agree
All areas of inequity, racism and bias should be addressed across the health system.	Agree
This is a requirement of the Pae Ora Act 2022	Strongly Agree
if we dont who else will?	Strongly Agree
As the steward of the health system, Manatū Hauora must address inequities, racism and bias, within the Ministry and wider health system	Strongly Agree
Somewhat of a leading question - of course it is important to address these things, the question is how to establish effective ways to address inequity, racism and bias.	Strongly Agree
Again vitally important - should be one the the highest priorities in the organization.	Strongly Agree
One of the most important issues we face as THE Ministry of Health (Manatū Hauora).	Strongly Agree

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It would be appreciated to address these topics because it can help with uncertainties and avoid potential harm to others.	Strongly Agree
However, it is sad to see that inequity, racism and bias is still a massive problem on the frontline	Strongly Agree
Yes yes yes, and we need to convince the unwilling of this too, or change our recruitment practices to keep the racists and ignorant out	Strongly Agree
Acknowledge and address	Strongly Agree
Surely yes, it is an important component of work - though for some job positions these issues are not central to the particular tasks involved in daily work.	Agree
Yes, otherwise why are we here?	Strongly Agree
Not just important, essential.	Strongly Agree
Agree with this, but not by providing priority to one racial group and culture.	Agree

Agree-Disagree

I believe a te ao Māori perspective is relevant to my work and the work of Manatū Hauora

Scale

No relevance, as a Maori perspective is not defined in organisational or scientific terms.	Strongly Disagree
Development of this will be critical to having successful outcomes, so it is relevant. That doesn't mean it is well integrated or that I understand enough to integrate it into my daily work.	Strongly Agree
Again - vital	Strongly Agree
Again, this is very important if we are to do the reform justice and improve inequities across the health system.	Strongly Agree
Two different questions and answers here: 1. relevant to my work - Somewhat agree 2. relevant to MOH - agree So I'll just go with somewhat	Somewhat Agree
Yes I believe a te ao Māori perspective should be the New Zea and perspective, I don't want it to be a separate little part of New Zealand/Aotearoa.	Strongly Agree
Sorry I do not know what te ao Maori means.	Somewhat Agree
It is not relevant specifically to my work, but I agree it is relevant to the work of Manatu Hauora	Somewhat Agree
I agree with this in principal, but the reality is that we actually live in a multicultural society with other cultures that the concept of biculturalism sometimes overlooks other perspectives	Somewhat Agree
It has to be to A) Address systematic issues faced by Māori, especially long-term health issues attributed to particularly troubling past realities for Māori in the health system. B) to meet Te Tiriti responsibilities.	Strongly Agree
I work for Te Aho o Te Kahu	Don't Know
It is both relevant and important; but with the diversity of both the public (the collective people of Aotearoa) and staff it is not the only perspective to consider.	Somewhat Agree
100 % - understanding different worldviews and considering them as equal (i.e. not privileging Western knowledge and just trying to market it to Māori) is fundamental	Strongly Agree
We're in Aotearoa New Zealand. It must be. They're the tangata whenua. If it weren't for their existence, we'd just be a second England (god forbid ;)). They make this place special and unique and a world leader. The integration of te ao Māori perspective into "the mainstream" is our. (Aotearoa NZs) biggest strength.	Strongly Agree
Āe, the workplace would be a better space if te ao Māori perspective was our default setting.	Strongly Agree
My work is based on current legislative requirements.	Strongly Disagree

Very much agree, but are sometimes unsure how to do this	Strongly Agree
im not sure i understand this question enough to answer it	Don't Know
WE cannot achieve better outcomes if we do not have a sense of te ao Māori.	Agree
I think this is helpful to understand how what Maori might need could be very different	Agree
Agree with this being relevant to the work of Manatu Hauora, but struggle to see how this can be applied in my particular area of work.	Somewhat Agree
Yes especially when it comes to Maori Consultation in regards to Ethics Research.	Strongly Agree

Agree-Disagree

Manatū Hauora is meeting our responsibilities under Te Tiriti o Waitangi

Scale

This is hard to do when there is limited resource dedicated to capability uplift in engaging with Māori	Disagree
There are pockets of good work but general meets barriers, such as lack of resource, that leads to the good going unimplemented	Somewhat Disagree
Moving in the right direction...	Somewhat Agree
The journey has started, but there's still a long way to go	Somewhat Disagree
I somewhat agree as opposed to completely agreeing because I am still relatively new to the Ministry, so I have yet to understand the full scale of our work in meeting the responsibilities. From what I've seen so far though, it looks as though we are meeting our responsibilities.	Somewhat Agree
I think we are working towards it	Somewhat Agree
The organisation is pro partnership and is moving towards meeting the responsibilities but is still in the transitional phase, constant work is needed to continue the good work that has already started	Somewhat Agree
We don't have the capability, training, processes or understanding to really do this.	Somewhat Disagree
We need to get better at weaving Te Tiriti throughout and enacting it in the paper not just mentioning it	Disagree
There is good work underway, BUT, more can be done to do what is right, not just what we have to.	Agree
As per my last comment, I consider the requirements have been exceeded, at the cost of legislative compliance, not always with the Ministry of Health, but definitely with the new Health New Zealand authority and the Maori Health Authority that seem to be operating in compliance with current perceived government requirements that current legislative requirements.	Somewhat Disagree
Providing options for kaimahi Māori in leadership development. Providing options for tangata whenua in their te reo journey not just the AEIOU crew. Creating a safe space for Māori in order to attract, retain and develop.	Disagree
Need to always look to do better tho	Agree
I bevel we are	Agree
I believe there's definitely been progress over the years, but there are still many areas that Māori are disproportionately represented in health statistics. I think we're getting closer to working in true partnership with Māori, but we are far from there yet.	Disagree
I think that, particularly being an election year, it is difficult for the Ministry to fully uphold government obligations under Te Tiriti, while also managing Ministerial and political pressures.	Somewhat Disagree
I have only just started at Manatū Hauora.	Don't Know
We're trying...	Somewhat Agree

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I've just returned to NZ after a decade loiving overseas, so my learning journey is near the start when it comes to this area. To me it appears that we say we are committed to delivering on the te tiriti principles, but I can't see what the next part looks like. How are we actually doing this. Are there examples that should be on the intranet to show me an example of how we are demonstrating and weaving the principles into our everyday work?	Somewhat Agree
the area I work in doesnt engage with Te Aka Whai Ora at the earliest moment - it still feels like do the work and then ask for opinion rather than genuinely working together from the start	Somewhat Disagree
My perspective is that we have made great progress over the past 10 years. But we are now at a point where there is a fundamental conflict between the partnership obligations we have under the Treaty and the timeframes that Ministers want to work. We are doing our best to meet our responsibilities but unless central government is willing to slow down, we may be limited by how much more we can achieve here.	Somewhat Agree
Working on it - big culture shift over last few years	Somewhat Agree
There is a long way to go. Steps are being taken but cannot yet say we are meeting our responsibilities, even somewhat. Greater prioritisation of the Hauora Māori teams (in the Ministry and the PHA) would help	Somewhat Disagree
I think there is still a lot of work to be done but I am encouraged by the projects and plans in place to make sure we get there	Somewhat Agree
Inequities are still persistent in the healthcare system	Somewhat Disagree
While I believe Manatū Hauora work very hard to meet Te Tiriti o Waitangi responsibilities and obligations, there is still space to improve. For me, Te Tiriti should be built into the foundations of our discussions and projects and should never be considered late into the process and while that isn't necessarily the norm, it does still happen.	Agree
We have the 'talk' right, but need to improve the 'walk'	Somewhat Agree
There seems to be a tokenistic/tick-box approach being taken by some teams within Manatū Hauora. I think more consistency and training would ensure all teams and kaimahi wthin Manatū Hauora are upholding the Te Tiriti obligations.	Disagree
There is a genuine (and unprecedented) effort being made across the Ministry to meet our Tiriti obligations. But there continues to be a lack of understanding of how to do this practically and what it means for our functions and responsibilities. We have not really tackled the implications or developed the tools, so much of the effort remains around principles and words rather than actions.	Somewhat Agree
I don't know to be honest.	Don't Know
Not sure if its Ministry wide?	Don't Know
yet to weave te Tiriti into all the work we do in sufficient depth to reflect obligations.	Somewhat Disagree
It is a work in progress with good measurables. Some teams simply do not have the time/resource to devote as much time to competencies that they would like to.	Somewhat Agree
Until ELT can assist in clarifying what the responsibilities are in practical terms that staff can understand to relate to work practicalities, our espoused principles are simply generalisations that nobody would disagree with. Does not necessarily mean anything will change no matter how much new Maori words are trendily substituted for English ones in management communications.	Don't Know
Lots of lip service, not much action.	Somewhat Disagree
We are trying. Some areas are better than others	Somewhat Agree
There's always room for improvement, whether that's to strengthen our services and design to make sure that it meets Māori needs.	Somewhat Agree
Until Māori life expectancy is the same as Pākehā I don't believe we can say those responsibilities are being fully met.	Somewhat Agree

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I believe that Manatū Hauora is actively educating its staff in respect of the Crown's obligations to Te Tiriti o Waitangi.	Somewhat Agree
Some parts of us try, fewer parts of us do, fewer still do it well, most of us definitely do not.	Somewhat Agree
I somewhat agree here i believe that we are always evolving and learning and there is always more we can do - for example the RS Te Tiriti Action Plan	Somewhat Agree
Unsure as I am rather new	Somewhat Agree
Te tangata whenua definitely experience systemic racism in all parts of the health system. Evidence of this is seen in health outcome statistics.	Disagree
I can see te reo Maori courses are offered online, as well as mihi whakatau to support new starters. not sure what else is planned, or underway	Somewhat Agree
It's hard to say with full confidence. Would be useful to hear more about how we're doing. I see a lot of discussion and good intention and plenty of learning resources, but don't feel that across actual progress against this aim.	Somewhat Agree
There are always going to be different views on this depending on interpretations of Te Tiriti. If we assume that meeting our obligations means ensuring that the level of health resource directed to Maori is sufficient to provide equitable health outcomes then no we aren't meeting our obligations. However, if we consider that meeting our obligations means recognising inequity and moving to address that then I would say we are moving toward meeting our obligations.	Somewhat Agree
We have started the process	Somewhat Agree
We have made some good progress in areas of responsibility eg History, Te Reo, Racism but not so much progress in other areas of our Whāinga Amorangi action plan.	Somewhat Agree
We are on our way and people have good intentions, but there is more we could do - so I haven't ticked 'agree' or 'strongly agree' just yet.	Somewhat Agree
Some work needs to be done across all levels on the capability and understanding of what Manatū Hauora responsibilities under Te Tiriti o Waitangi are and what it looks like to meet this responsibilities. It should not be treated as a tick box activity. I also feel there is a part missing with this questions as Te Tiriti o Waitangi needs to be done along side Equity. One can not be done without the other.	Somewhat Agree
Think more can and should be done in this space. We are doing ok, but room to grow.	Somewhat Agree
While most people working here have good intentions to do this, to actually meet our responsibilities requires a completely new way of working. We are not there yet.	Disagree

Agree-Disagree

Manatū Hauora engages meaningfully with Māori, to improve Māori health outcomes

	Scale
I work for Te Aho o Te Kahu	Don't Know
I'm not informed enough about all engagements across MOH to determine this	Don't Know
This is evident across Manatū Hauora	Agree
still not really working in a prtnership way. also its been very difficult to get any meaningful or sustained response from Te Aka Whai ora	Somewhat Disagree
Not sure how widely this applies, but it does not happen within our team	Somewhat Agree
I cannot comment on the rest of the Ministry but we have great people doing meaningful engagement with Māori	Somewhat Agree
Some areas do this much better than others, so it's not consistent across the organisation. Maori Health Directorate do an outstanding job in engagement with Māori and other directorates should adopt their approach	Somewhat Agree
Pae ora strategy engagement sessions looked fun!	Agree

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I think we do our best. But please see me earlier comment around balancing the tensions between meaningful partnership and Minister's timeframes.	Somewhat Agree
I can't answer this meaningfully.	Don't Know
The intent is there	Somewhat Agree
I don't fully understand how MoH is engaging with Māori	Somewhat Agree
I would suggest that feedback from key groups would not agree with this, and that should be where our understanding of if our engagement is meaningful or not comes from	Somewhat Disagree
There are good initiatives but also room for improvement	Agree
The Māori Health Directorate is nailing this - they are constantly out engaging, John has so much trust in the sector and then they spend the \$\$ to create papers on this engagement so the rest of the MOH can read it - not that we do. At the moment Te Aka Whai Ora relationship is still in development and MHD is leading out on this so that will settle and make more sense (I'm thinking same with IMPBs - and Iwi-Māori). We're not good at making sure we have meaningful representation/participation of Māori on our groups. Or engaging for different programmes of work. There is still some expectation that Māori do the Māori stuff - when really we should all *know* that it is all of our responsibility (and otherwise we're not doing our job properly).	Somewhat Agree
Sometimes we do (the Māori Health Directorate does some fantastic work with engagement), often we don't.	Somewhat Disagree
I think the MHD do a fantastic job with their engagements and I wish the rest of the Ministry would follow suit	Agree
My assumption is that we have people trying more but I'm unsure so can't answer this one	Don't Know
Definitely conscious of this	Agree
In general - engagement is a vague term. It's common for people to talk about 'co-design' and 'collaboration' but really it's just informing or consulting	Don't Know
Yes but I have also seen first hand the reverse racism on the frontline and how family and friends have been treated by Māori providers.	Agree
I'm not qualified to say as I have only been in the ministry for three weeks, but so far I have not seen any engagement.	Somewhat Disagree
I would like to think and hope so?	Don't Know
Much room to improve here	Somewhat Disagree
again, pockets of brilliance, but not on a whole.	Somewhat Disagree
From what I have seen so far, I think the Ministry does a fantastic job of engaging meaningfully with Māori.	Strongly Agree
Manatū Hauora attempts to engage meaningfully with Māori but is not always successful. Sometimes competing priorities lead to ineffective/surface level engagement with Māori which is not good enough to ensure improved outcomes for Māori.	Somewhat Agree
An example where we are trying different techniques but yet to see results is the opportunity to ensure greater Māori representation in clinical areas e.g. on technical ministerial committees.	Somewhat Agree
I am not aware, so don't know. But it could be happening in some areas where it might be relevant.	Don't Know
really meaningfully and well for some things...	Somewhat Agree
Depends on the piece of work/ topic.	Somewhat Agree
I don't think we allocate enough resources to consulting on and believing perspectives from the Māori who are giving/receiving healthcare ("grass-roots" perspectives).	Somewhat Disagree

I would absolutely hope so!	Agree
This question isn't really for me to answer.	Don't Know
see previous comments. I think there are pockets of people, or definite champions who do this, but it is not currently a systemic/organisational norm	Disagree
New worker	Don't Know
It varies depending on the project	Somewhat Agree
A bit hit and miss depending on what directorate you work in.	Somewhat Agree
Ngā Wānanga Pae Ora were a great example of this, but I note that was led out of the Māori Health Directorate hence what you would expect! I wouldn't necessarily say that other areas of the organisation know how to do this well.	Somewhat Agree
Getting to the bottom of issues with access to care, health literacy and distrust with the health system amongst disadvantaged groups still needs more work. It needs to be acknowledged that the determinants of health largely lie outside the health system and require a higher degree of engagement and coordination with other sectors, in particular education and social welfare. Education is critical, from the need for Māori in medical school through to improved quality of teaching and recognition of literacy and critical thinking skills as determinants of health. In keeping with Te Ao Māori, health needs to be conceptualised more broadly than absence of disease, and the way forward requires engagement with Māori community aspirations.	Somewhat Disagree
Im assuming so	Agree

Agree-Disagree

Manatū Hauora have defined tikanga and kawa which are welcomed and honoured throughout the organisation

	Scale
Not too sure on this one, can we adopt mana whenua tikanga and kawa	Don't Know
This is a developing space I think. I like the Mihi Whakatau for new starters and hope this continues	Somewhat Agree
Manatū Hauora, as all others can still improve but for me, having worked for multiple Ministries/Departments, are pretty up there.	Strongly Agree
Again - more work could be done in this space	Somewhat Agree
I'm a bit vague on what has or hasn't been done here...	Somewhat Agree
The definitions are excellent, but largely honoured through Māori staff within the organisation and some of it utilised i.e. Karakia is tokenistic meaning people use karakia at start of meeting than no closing karakia or don't understand the reason behind karakia. No effort put into correcting reo.	Somewhat Agree
kawa is what we do, tikanga is how we do it. It's being done in the Ministry, anecdotally I see it strongly undertaken by the younger workforce here. It's got to be good for all	Agree
It's great the Ministry has its own karakia and waiata	Somewhat Agree
Karakia	Somewhat Agree
Only when culturally appropriate. It makes a mockery when used out of context.	Disagree
Refer to my answer for Q5.	Somewhat Disagree
We could do better	Somewhat Agree
I have not be here long enough to be able to answer this.	Don't Know
Not much visibility or training of any tikanga or kawa initiatives within Manatū Hauora	Somewhat Disagree

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I couldn't say how the Ministry has defined tikanga and kawa unless it is wrapped into our values and behaviours?	Disagree
It should be clarified what is actual tikanga and what might be an organisation specific practice; for example it may not be required to say a karakia at the beginning and end of every meeting; I understand that some may hold that it is only required at the beginning and end of the day. Disagreement with organisational practice may well be misunderstood to be disrespectful, so it would be important to codify expectations. It should also be noted that karakia is a spiritual practice, influenced by Christianity, and as such, others may have their own preferred modes of religious expression, in particular those of the Abrahamic faiths besides Christianity (particularly Moslems or Jews), or from completely different cultural backgrounds. A guidebook may be useful, such as this one: https://www.ccdhb.org.nz/our-services/a-to-z-of-our-services/maori-health/43875-tikanga-maori-web.pdf Issues around the aptness of karakia in workplace settings, and the need to alter karakia to suit circumstances, are discussed here by Dr Karaitiana Taiuru: https://www.taiuru.maori.nz/karakia-or-cultural-appropriation/#What_is_Karakia The relationship between Tikanga, karakia and Christianity is also not straightforward: https://religiouseducation.co.nz/whats-the-problem-with-karakia/	Somewhat Agree
I expect there is a bit of variability across the agency, but I expect this will decline over time	Somewhat Agree
More so in our directorate than I think across other parts of the Ministry I think	Somewhat Agree
I believe we do	Agree
I think this is still a work in progress, however I see real effort being made to practice more consistently.	Somewhat Disagree
It is not for the Crown to define tikanga and kawa that is for our Māori partners to do	Strongly Disagree
I am not Māori so I feel unsure about the extent to which tikanga and kawa are honoured throughout the organisation. I regularly see tikanga and kawa being used around me.	Don't Know
The fact I cannot be sure says that we are not doing enough. It will be interesting to see how we respond when the Law Commission releases its paper on tikanga	Somewhat Disagree
Feels patchy. Often good, but not consistent even within our directorate, and not across the organisation.	Somewhat Agree
Our Karakia and Waiata are great. But I don't think we have nailed how and when these should be used at an organization wide level.	Somewhat Disagree
Definitely feels variable depending on different parts of the Ministry and who is there.	Somewhat Agree
should be more evident in the day to day	Somewhat Agree
Had to google 'kawa' to answer the previous question	Disagree
I can only think of doing the karakia	Somewhat Agree
Not sure all kaimahi are actually doing this. There are some who live and breathe this at Manatū Hauora which is great to see, then there are others who say we should be doing this but then don't put it into practice.	Somewhat Disagree
Also reflects last comment	Agree
I work for Te Aho o Te Kahu	Don't Know
I am not aware it has been defined.	Disagree
Honestly, not sure	Don't Know
We have our Karakia and new activities such as the building Mihi Whakatau, but more could be done around our practices for hui and other events.	Somewhat Agree
Application of tikanga and kawa varies a lot in different areas of Manatū Hauora	Somewhat Agree
Still a new worker. Have seen some elements of tikanga - like mihi whakatau and waiata, starting meeting with karakia.	Don't Know

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I can see this to an extent but I still think a disproportionate burden for promoting and practicing this is falling on kaimahi Māori - if this were true then we would see this more prevalently and particularly by non Māori kaimahi.	Somewhat Disagree
I think its welcome but not visible enough	Somewhat Agree
Where is the tikanga and Kawa defined please?	Somewhat Agree
No English translation?	Don't Know
Great in places, lacking in others.	Somewhat Agree
There has been a lot of improvement in this area but I don't yet see it consistently being used throughout	Somewhat Agree

Agree-Disagree

Manatū Hauora is addressing inequity, racism and bias in our work across the health & disability system

	Scale
We are building this into everything we do	Agree
Again at the beginning phase and there is a lot more work to be done in this space	Somewhat Agree
From what I have seen I believe so.	Agree
I think there is a genuine desire to address these issues. But unlike other problems that we are trying to solve, these are rarely measurable, which makes it difficult to quantify the size of the problem and if we are actually making progress over time (or if it is getting worse). So quite frequently it feels like we are talking in hypotheticals and high levels aspirations. There should be a strategy to make these issues more tangible and to make it measurable somehow.	Somewhat Agree
This is a journey and I think we've come a long way in the last 5 years however there is further work required for implementation. The work on Ao mai te ra is excellent (booklets, pod casts). We have played the 12 podcasts to the directorate in brown bag lunches	Somewhat Agree
Slowly	Somewhat Agree
I am not sure the people in this place or within roles truly understand or have ever even interacted or experienced this	Somewhat Disagree
Again, there are resources available at Manatū Hauora to support addressing the above, but it's left up to individuals to understand and apply these in their mahi which is a difficult task given the fast paced work environment. I think more workshops and training should be provided on how existing resources/framework, such as Ao Mai te Rā, can be impeded in our mahi	Somewhat Disagree
Agree because of Ao Mai Te Rā and the Māori Health Directorate. But not sure about MOH as a whole	Agree
Ao Mai Te Rā is a really strong foundation. We will need to build on this.	Agree
Ao Mai te Rā is a fantastic kaupapa, and is making great progress. There is always more to be done, and further to reach. I think there is still room to further explore and address unconscious bias.	Somewhat Agree
I have not seen this, but it doesn't mean it isn't happening elsewhere. In my area of work all people are treated equally.	Somewhat Agree
Is trying to - but still a long way to go to say we actually are addressing inequity, etc.	Somewhat Agree
It is working on it but outcomes, studies and feedback indicate this is WIP. Changing thinking and hearts is not a simple policy; and each clinician and doctor is an individual with their own values too.	Somewhat Agree
I think the ambition for this is high, though the action can be a bit lacking. It's one thing to say you want to address inequity, but another thing to move resources between different areas to actually do this.	Somewhat Agree

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I agree we are trying but we still support bland and weak approaches that poerpetuate the status quo. Need stronger leadership including from Ministers to really speak up about racism and not shy away from it	Somewhat Agree
As I stated earlier, the journey is just beginning	Somewhat Agree
it's doing a better job than some agencies	Agree
I don't have sight of many areas of work so cannot disagree completely. Much more could be done to ensure staff understand non-Western centred methods and approaches and treat them as being of value.	Somewhat Disagree
Working towards.....	Agree
we are on the journey. It's early days. We are can still be very blind to the water we swim in - including our own structures, laws, mores..	Agree
Working on it	Somewhat Agree
Working to	Agree
There are multiple briefings and papers that go to Minister without reference to these points.	Somewhat Disagree
This is a work in progress. The teams leading this work are doing the best they can and doing a good job but there is definitely more work to be done.	Somewhat Agree
My experience is that this is a real driver, however sometimes if we are working to tight time frames, I think the ability to address unconscious bias in a process can be impacted.	Agree
if we are then the results are very slow to arrive	Somewhat Disagree
Will be interesting to see how Ao mai te rā gets put into action - I'm very excited for Houhia	Agree
We're working on it! on the journey	Somewhat Agree
I think we have this as a strategic aim but the extent to which it plays out in practice is questionable.	Somewhat Agree
As always room to improve but I truly believe the team is dedicated to addressing these issues.	Strongly Agree
the will is there, the capability and know how is not.	Somewhat Agree
MoH is trying to but it takes time and it isn't always possible to change systems overnight.	Agree
No as much as could be done.	Somewhat Disagree
I work in data analytics and the data that is collected by different teams and presented is almost always underpowered for minority groups and for Māori. The acceptance of lower sample sizes and large error in reporting on health status for these groups as a norm fails to address inequity and racism. Manatū Hauora needs to address this shortcoming.	Somewhat Agree
This will take a long time as racism is on many levels	Disagree
I believe people who work here are trying	Somewhat Agree
my directorate needs a much stronger work programme that acknowledges racism in its practices, and offers training on approaches to analysis or the data life cycle, that counters racism. Much of the problem is that so many people simply aren't aware of the basics, to even be aware of what they are doing. It's the problem with privilege and invisibility...	Somewhat Agree
Loads of good intentions here and good work in this space, plenty more room for improvement too though	Agree
Having come from another Ministry one of the things that stuck out for me is how willing senior leaders are to take approaches to better achieve equity and the Crown's obligation under Te Tiriti.	Agree

I don't know how much is being addressed actively, more can be done from a non individualistic perspective	Somewhat Disagree
Most people I work with agree we need to be addressing inequity, racism and bias, but I don't see it being put into action on the front line when I reflect on the experiences of my friends and family.	Somewhat Disagree
I work for Te Aho o Te Kahu	Don't Know
Agree that resource-intensive attempts are being made. Key challenges include lack of clarity in terminology leading to confused actions eg conflating racial prejudice (i.e a learned and often unconscious way of thinking and acting) with racism (a conscious belief system) is very unhelpful and makes solutions difficult - meaningful change cannot be achieved by shaming people who are honestly trying to do their best. In addition, the MoH definition of equity is a positive step but it is ambiguous and unclear - ie the definition of "equity" contains the word "equitable". If we can't define something properly and clearly we cannot address it.	Somewhat Agree
The definitions are excellent, but I think it isn't applied across all of Manatū Hauora, it predominantly sits with Māori staff within the organisation with some early adopters that are non-Māori (small number)	Somewhat Agree
More can definitely be done on this.	Somewhat Agree
I think there is a desire to, but lack of capability ingrained as yet	Somewhat Disagree
Not sure how a bureaucracy can perceive itself as being successfully relevant in a ground-level interface.	Somewhat Disagree
I think that the organisation would do more if Ministers and timeframes allowed for more time...to practice it correctly you need to allow time to build relationships, knowledge and discussion...the modern workplace doesn't accommodate that easily. I feel this has been a major issue between Manatū Hauora and Te Aka Whai Ora	Somewhat Agree

Agree-Disagree

Manatū Hauora value and promote the use of te reo Māori

	Scale
I would like to believe and hope so, however, again more work can be done in this space	Somewhat Agree
I think there is an effort to do this - but needs more.	Somewhat Agree
Slowly there is a shift toward normalising te reo Māori.	Strongly Agree
I believe the use of te reo Māori at Manatū Hauora is being promoted and valued in general, however overworked/under resourced teams within the Ministry reduces individual's capacity to learn te reo Māori and use it in the workplace	Somewhat Agree
It would help if senior managers had better te reo pronunciation.	Somewhat Agree
We need to translate more things, and we need more in-house translators	Disagree
Two levels of Te Reo and Tikanga courses are offered at Manatū Hauora which is excellent. It would be great if a third level course could be offered as well.	Agree
Sorry but this question doesn't make grammatical sense so I'm not sure what you are asking .	Somewhat Disagree
I see use of it by our senior leaders and I'm impressed.	Strongly Agree
Some pockets are good but I have some concerns about particular individuals' competency in this space.	Somewhat Agree
The work Keita does in this space is valued through the voices I hear across the org.	Strongly Agree
I feel I am very lucky to be entitled to take any in-house classes	Strongly Agree
Manatū Hauora values and promotes the use of te reo Māori to a certain level, but not so much for higher level learning (ie, beyond basic greetings and sentence structures). It would be good for kaimahi Māori to be supported (such as through Te Tupuranga course that was run last year) to build skills in an authentically Māori space.	Somewhat Agree

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Full endorsement of Te Reo would involve funding for professional courses, perhaps even incentivisation. (Current study assistance policy only covers full university courses). MFAT I believe provides funding for staff to learn any second language.	Somewhat Agree
The PHA is making efforts with waiata and karakia practice. But there needs to be a plan to make it more than this.	Somewhat Agree
I think MoH have taken good measures to promote the use of te reo.	Somewhat Agree
There is no training or education support for te reo Māori. This is common in other Ministries and should be part of our offer to all staff - with time made available to encourage learning.	Strongly Disagree
But I don't agree this is a good or helpful thing. Promotion of assistance to help understand the language and culture for those interested I would wholeheartedly support. Mixing words from two different languages in a sentence I cannot support.	Agree
I think this probably depends on who is in the team. But I have dedicated study time to learn te reo Māori as part of my role here, so that's a good sign.	Somewhat Agree
It is defiantly improving, we have some good champions we just need to keep growing the champions.	Somewhat Agree
Similar to how there is 'Tip Tuesday' on Te Whare, could consider doing something similar to promote te reo - a weekly spotlight on different words (pronunciation and meaning, how to use in a sentence etc) as well as concepts etc. Could also be an opportunity to promote some of the te ao Maori resources on the Te Whare, which i only discovered while doing this survey!	Agree

Agree-Disagree

Te ao Māori perspectives are understood across Manatū Hauora and inform our work

Scale

Again certain directorates lead and do this very well, but others are lagging behind and need to be given a push to help do it more.	Somewhat Agree
I think there are pockets of people for whom this is true. But certainly not across the organisation. And I've often seen generic statements about our work being guided by Te Tiriti and mātauranga Māori, yet the evidence in action, or even intended actions, is severely lacking; to the extent that I wonder if the people who have used those statements even understand what they mean.	Disagree
Its getting better but I cant hand on heart fully agree as unsure what the rest of Manatū Hauora is like	Somewhat Agree
I work for Te Aho o Te Kahu	Don't Know
It's a fundamentally different way to view the world. And, unfortunately, humans have a tendency to view the foreign/other as inherently ignorant (read The Dawn of Everything: a New History of Humanity by David Graeber and David Wengrow). It's that curiosity we need to cultivate.	Disagree
In the beginning phase and more needs to be done in this space	Somewhat Agree
Many people aren't aware of how much they would be reliant on their friends, family and other social support networks if they were to suffer a series of bad coincidences. I think this understanding (ie, our innate inter-connectedness) is an example of a te ao Māori perspective that needs to be more widely understood and applied so that we don't expect people to push through misfortunes and barriers in the health system individually.	Somewhat Agree
Is karakia religious or anthropological?	Strongly Disagree
Have no idea. Not applicable to my area of work.	Somewhat Disagree
There is so much more to do here to really understand Māori perspectives and embed them (in a safe way that respects the mātauranga)	Disagree
Again I think people have good intentions but across the organisation we don't have a strong understanding of Te Ao Māori perspectives - more to learn here.	Somewhat Agree
We could do better	Somewhat Agree

Document 2

I think the default approach is that Hauora Māori kaimahi and directorate will provide Te ao Māori perspectives rather than all kamahi across Manatū Hauora building their own understanding and knowledge of Te ao Māori (i.e. Māori kaimahi are expected to be experts in Te ao Māori and responsible for weaving Te ao Māori perspectives into all pieces of work)	Somewhat Disagree
In pockets, i.e. where you have Maori staff.	Somewhat Agree
Understanding of Te Ao Māori perspectives varies a lot across teams and work programmes. Some staff are dismissive of a Te Ao Māori perspective and don't think it is relevant or able to be applied to some of our work.	Somewhat Disagree
WIP - some areas are further ahead and have more resource/competency to apply	Somewhat Agree
i dont think it is understood across MoH	Strongly Disagree
Majority of people here don't understand the audience/ consumers	Disagree
I believe that this is an ongoing learning journey, and it will take many years before I would agree to a statement like this.	Somewhat Disagree
I don't think so. We need more Pou Tikanga in each directorate for this to happen - something to think about in the upcoming change. More Ōkarito programmes - change up what we value in our recruitment process and attract the right people to challenge the status quo.	Disagree
Not sure how well understood this is broadly: in pockets, yes.	Somewhat Agree
I think this is still a work in progress and I observe significant variation in peoples' confidence	Somewhat Disagree
I think there's a lot of room to grow with how much understanding there is around te ao Māori perspectives, and when there is more understanding, they will inform our work even more. Very little mātauranga Māori is used to inform our work, and mātauranga is important for us to meet the needs and aspirations of iwi, hapū, whānau and hapori Māori.	Disagree
I cannot comment for the rest of the Ministry but in PHA we are making efforts to	Somewhat Agree
Kind of, but there is significant room for improvement. I would highly recommend that most staff should attend a session with Leonie Pihama and Linda Tuhiwai Smith on He Oranga Ngākau - that is highly relevant for our mahi.	Somewhat Agree
While all staff should have an understanding of te ao Māori, we need access to expertise within the organisation to help understand how te ao Māori applies to particular areas of work. We lost some expertise in the transition to the new system structure.	Somewhat Agree
Still some work to do.	Disagree
im not sure i understand this question enough to answer it	Don't Know
I think this varies, but is generally improving	Somewhat Agree
It depends on each which area of the Ministry but this could be furthered.	Somewhat Agree
I think lip service is paid but I do not think te ao Māori perspectives are well integrated. It seems to fall on the Hauora Māori teams to ensure they are given due importance rather than being pervasive	Somewhat Disagree
Some great work has been done over the last few years - we are on a journey still	Somewhat Agree
Sorry I do not know what te ao Maori means.	Somewhat Agree
I think it would be good to have further learning on this, personally. I only disagree because I do have a grasp of the larger scope yet which I think comes with time the more you work somewhere.	Somewhat Disagree
To a limited extent	Somewhat Agree
I cant answer generally	Don't Know

Document 2

Terms are often used interchangeably like te ao Maori, kaupapa Maori, Matauranga Maori etc would be good if we had a glossary or guide to help with key te reo Maori terms and understanding the difference	Agree
Again, two different questions: 1. understood - somewhat agree 2. informs our work - yes and strategy and policy levels, less so in the day-to-day	Somewhat Agree
disagree apart from some teams and the MHD	Somewhat Disagree
No, I believe some people do not understand the importance of having different cultural perspectives	Somewhat Disagree
Room to improve but introduction of teams and agencies such as Te Aka Whai Ora help immensely.	Agree
I don't think they are understood across the ministry but we are working towards this	Somewhat Agree
At times I think the responsibility and understanding is delegated to a few on behalf of the whole	Somewhat Agree
New worker - still trying to gauge this.	Don't Know

Agree-Disagree

I know how to engage meaningfully with Māori as part of my role

	Scale
But a bit out of practice	Agree
Not sure how it applies- but always open to learn and improve	Somewhat Agree
Respect, engagement and knowing the values and protocols	Agree
this is a hard question to answer correctly. I am aware of how to engage meaningfully with Maori, but it is not relevant to my role.	Somewhat Agree
Most people only know as much as is taught in the Te Arawhiti workshops and that really doesn't go far enough. The Ministry needs a dedicated team for external comms and engagements with Māori - I know the MHD has their Māori Crown Relations team but they aren't given enough support or funding to support the entire Ministry. Unfortunately comms does not have the capability or resources.	Somewhat Agree
I don't have any actual connection with Māori and feel I don't really engage with them. But I am sure I can feel that "I engage with them" without having actual connections. Just don't know how	Disagree
Would benefit from examples of where Māori feel they have been engaged with meaningfully to learn from	Somewhat Agree
We service the internal MOH as well as provide some residual support still for Te Whatu Ora and Te Aka Whai Ora; I strive to engage well and with Whakapono according to the work/situation as it applies	Somewhat Agree
Not entirely clear on this, particularly with how it relates to my work specifically. Potentially room to improve.	Agree
I have a general sense, and one of those is to work with our Māori co workers.	Somewhat Agree
My role does not usually call for me to engage directly with Maori.	Strongly Disagree
It can be difficult to know when and how to go about this in the context we are in - especially with the shared but different responsibilities of Te Aka Whai Ora and Te Whatu Ora.	Somewhat Disagree
I feel like I theoretically know how but again, it comes back to having supportive colleagues and leaders who can help enable this to happen.	Somewhat Agree
I have done the intro course with Te Arawhiti, but would like more space in day to day	Somewhat Agree
As I'm relatively new, I haven't needed to engage with Maori but I'm confident that colleagues around me and my people manager will be able to direct me	Somewhat Agree

Document 2

I can ask the "Māori team" what they think of my work, but don't have resources to ask, say 200, everyday Māori New Zealanders about their experiences relevant to what I do.	Somewhat Disagree
I would benefit from more access to learning on tikanga and kawa.	Disagree
NA	Don't Know
Have done some training but still unclear about how to engage with Māori without demanding too much of their time	Somewhat Agree
My role does not directly engage with Maori	Don't Know
I have learned a lot through my role about how to engage meaningfully with Māori but still only have limited knowledge of how to engage well.	Somewhat Disagree
There is not a lot of scope or work that leads me to deal with Māori as part of my day to day role but I am definitely open to making sure I do what I can.	Somewhat Agree
In theory I understand, but in practice I would need to draw on the expertise of appropriate people to help, assist and guide	Disagree
There's no one size fits all approach here, I think understanding this takes analysis and assessment for each respective task at hand taking into account the history of the work and what lies ahead.	Somewhat Agree
I'm learning and conscious of the need	Somewhat Agree
I know the progressional bodies - but engaging with Iwi-Māori is still a nebulous process - see comment to previous question	Somewhat Agree
Need to do more learning in this space.	Somewhat Disagree
It's tricky because every piece of work is different. We don't do a lot at the moment, though the introduction of Te Aka Whai Ora and IMPBs might make this a little easier.	Somewhat Agree
As I am quite junior and have not had much experience of engagement with Māori yet. After attending the Te Arawhiti workshop on I am equipped with some good tools to meaningfully engage with Māori, but I could still build my confidence in this.	Agree
learning how to...	Somewhat Agree
My work does not require this activity	Don't Know
Partnership is important to engage meaningfully with Māori and also to plan effectively.	Somewhat Agree
Ae kei te tika.	Strongly Agree
Not really relevant to my current role	Don't Know

Agree-Disagree

I understand te ao Māori perspectives

Scale

Would like to continue my learning	Somewhat Agree
im not sure i understand this question enough to answer it	Don't Know
More work to do	Somewhat Agree
Plenty of room for improvement, and it's a journey that never ends. But I am working on this and I'm confident in my current understanding.	Agree
Still lots to learn	Somewhat Disagree
I love learning about te ao Māori but still plenty of learning to do	Somewhat Agree
I understand them, again it is a work in progress to apply that understanding to my daily work	Strongly Agree
I think I have some base knowledge of this but need to deepen it	Somewhat Agree

Document 2

WIP - I was going to say Somewhat Agree but know I need to work on knowledge of (I've saved a number of links and resources for review for when I may have time to review)	Don't Know
would like more PD opportunities	Somewhat Agree
I do because I am Maori. Born and Raised.	Strongly Agree
As a Pākehā I acknowledge I cannot fully understand te ao Māori perspectives, however I can call out my own bias, be humble and open to continual learning.	Somewhat Agree
Some, but there's still a lot more to learn	Agree
I did not grow up in Te Ao Māori and am still early in my journey of understanding perspectives of Te Ao Māori	Disagree
Somewhat biased as am Māori	Strongly Agree
I am on a learning journey and think I always will be - there is always more to uncover and understand.	Somewhat Agree
I try - Work In Progress - but I don't like reading books on it. I find them relatively boring. But I love the Māori Health Directorate presentations on te ao Māori perspective (their kai and kōrero sessions, their Matariki talks) - they're so good, so engaging, love that they record them as well.	Somewhat Agree
My understanding is limited, and could definitely be improved	Somewhat Agree
I know I need to do more to understand this area and perspectives. Full of interest and eagerness but capacity is difficult	Somewhat Disagree
Who does, if it is not defined for employees?	Don't Know
Always more to learn!	Agree
I am still learning, having been affected by colonisation and the loss of culture; an experience in and of itself which is common across Māori and Pacific peoples.	Somewhat Agree
Sorry I do not know what te ao Maori means.	Somewhat Agree
I have some understanding of te ao Māori but have lot still to learn before I could be confident that I understand them.	Somewhat Disagree
I've made a start, but am aware that I will need to keep learning as a foreigner	Somewhat Agree
I am an immigrant to New Zealand so I would not say that I really understand te ao Māori perspectives	Strongly Disagree
This is a work in progress for me - I am learning more about te ao Māori every day and open to asking questions and being curious about what I don't know.	Somewhat Agree
I like the way this question is worded - te ao Māori perspectiveS - but in reality people only want the Māori perspective. There needs to be more work to educate and demonstrate on different Māori perspectives - Māori are not a monolith. You get a very certain type of Māori who is willing to work in govt - there is no way we can represent the diversity of thought and belief of all Māori	Somewhat Agree
The implication here is that I understand all te ao Māori perspectives. This is neither true nor realistic. What is true is that I am committed to understand te ao Māori perspectives as they relate to the issue(s) I am contending with. Also, important to note that whilst I may come to understand, I may also not necessarily agree with the perspective. The important element for success becomes how to reconcile those differences, which I am also committed to.	Somewhat Agree
Personally I am aware of these.	Agree
I understand them as far as you can being non-Māori	Agree
I do have some understanding but it is not comprehensive	Somewhat Agree

Document 2

I only know I know so little	Somewhat Disagree
I feel like I know it in a basic level, but I would want to enhance my understanding on perspectives.	Somewhat Agree
I try to - but not sure I have a strong understanding.	Somewhat Disagree
I would like to learn more	Somewhat Agree
As much as I can being Pakehā - but still need to ask and understand more.	Somewhat Agree

Agree-Disagree

I understand the definitions of equity, racism and bias and their impact in the health & disability system

Scale

See above comment on terminology - the MoH definition of equity isn't clear to begin with, ie it is a good problem statement or description, but it isn't a definition. Entering "somewhat disagree" to this question which is poorly structured with as you are asking if people understand "all three" where people might have a good understanding of eg bias (thanks to the excellent training on bias), but poor understanding of equity (given the poor definition).	Somewhat Disagree
Like many people who are non-disabled and who are not part of critical groups, my understanding is limited due to lack of lived experience. I think it's important to hear the voices on those people constantly.	Somewhat Agree
As per previous comments	Agree
The system is declared to be racist, which is lazy declamation, possibly seen by a few as a useful signal for career-advancement purposes. Generalist statements or sloganeering may sometimes prove to be shallow posturing, unfortunately going over the heads of many staff at all levels.	Don't Know
Where are these defined for Manatū Hauora? Not knowing what definitions are intended to be used how can I answer anything other than that I disagree?	Disagree
It would be useful to have clearer definitions of how to monitor and measure equity (and the equity gap)	Agree
I have read and seen some of this, and have seen some, but wider scope and impacts would require more time/study	Somewhat Agree
I don't understand the definitions of what's been mentioned above.	Strongly Disagree
I am on a learning journey here, too	Agree
But I've read a lot of the MHD's documents on anti-racism. At least I know where to go to get the proper definitions for our context	Agree
The official definition of equity is really awful	Somewhat Disagree
I think it would be good to have further learning on this, personally. I only disagree because I have not familiarized myself with the definitions.	Somewhat Disagree
Coming from a Sociology/Psychology background I was already well aware of these issues but for those that don't/didn't the modules on LearningSpace are excellent guides for this. The induction module through hoe kia rite is particularly good as an introduction.	Strongly Agree
There is good information on this available to Manatū Hauora staff	Agree
Completely!	Strongly Agree
Yes, I spent the last 5 years at university where this is very well covered.	Strongly Agree

Agree-Disagree

I think it is important to continually develop my capability in te reo Māori

Scale

Document 2

it would be great if more courses were available in te reo Maori- I have completed all of the courses available and would like to continue, but there are no courses at level 3-4 available through work.	Agree
I think that this is important, but not as important as applying Te Tiriti, and cultural competency.	Somewhat Agree
...capacity...	Agree
For the rest of my life....	Strongly Agree
That's just not how my brain works, I'd rather contribute in other ways, learning languages is hard for me and I find grammar boring. If I had more mental bandwidth maybe. But - one would have to commit to like doing reo for five years to become fluent and I just don't have the motivation for it. I do think proper pronounciation should be the bare minimum, however, as well as mihi/pepea and doing karakia.	Disagree
Sometimes in speeches when Te Reo is used, there isn't a lot of translation into English. I think a lot of Pākehā would put more effort in if they understood what they were saying (e.g., with Karakia). Would also be good to have Karakia for different uses - e.g. beginning and end of meeting have a different karakia	Strongly Agree
i do but not have everything rammed thrown at me if I cant speak it etc. I am also a New Zealand citizen and love the culture of Maori but I am not maori and feel that I am loosing myself over Maori.	Somewhat Agree
I find it difficult to learn new language - but always up to trying to learn	Strongly Agree
Defo	Strongly Agree
In principle I would love to. But in practice it's difficult to make time in a management role to do this and impossible to make time outside of work for it due to family commitments.	Somewhat Disagree
This is a work in progress for me, and language needs to be developed and used otherwise you go backwards.	Strongly Agree
I always try to push myself but definitely whakamā to practice my grammar and stuff - feels harder as I get older to retain things I have learnt in the past	Strongly Agree
Maori were the partners with the Europeans to the Treaty, and so an understanding of the background and culture of both parties of such a significant document in New Zealand's history is important for me as a New Zealander.	Agree
I have signed up for in-person classes to improve my reo	Strongly Agree
And I would do so if I had time	Agree
Current te reo Māori courses are done in work time - it would be more value to provide additional time to give staff time to learn/understand/pratice, etc.	Agree
For my job yes.	Somewhat Agree
I have found this hard to do in my role, creating time usually ends up me doing reo after hours and in weekends	Strongly Agree
The question is how. And it should not be to the detriment of people who are Māori having opportunity to develop their te reo Māori skills.	Strongly Agree
I don't think it is necessary for people to become fluent in te reo but it is important to have a basic grasp of the reo to understand the Maori worldview	Somewhat Agree
But this cannot be achieved at MoH.	Strongly Agree
I definitely agree. As above, overworked/under resourced teams within the Ministry reduces individual's capacity to learn te reo Māori and develop this capability.	Strongly Agree

Agree-Disagree

I understand tikanga and kawa as they relate to the Manatū Hauora

Scale

Document 2

I want to watch the recording of Eli talking about the whakapapa of karakia over and over again. Excellent.	Somewhat Agree
More work could be done here	Somewhat Agree
I wish I knew more. I realise now that I know very little about it.	Disagree
Not too sure of this question	Don't Know
I'd say I lack understanding because of my newness.	Don't Know
I have understanding of tikanga and kawa, but I am not an expert. I am eager to strengthen my understanding on this.	Agree
I know what we do - am not sure what the expectation is.	Somewhat Disagree
I work for Te Aho o Te Kahu	Don't Know
Kawa is what we do, Tikanga is how we do it.	Agree
Where do people find this information?	Somewhat Agree
Generally yes, though I probably don't know as much about the tikanga and kawa of the Iwi in this area as I should	Agree
I think we can have more conversations of what they mean in our work setting. There is greater awareness than there has been in the past.	Agree
Honestly, I'm not sure	Don't Know
This is still a learning journey for me, however the Te Reo and Tikanga courses have been incredible foundations for this.	Somewhat Agree
I'm still growing my understanding of it, I don't feel there are really clear guidelines around all of this.	Somewhat Agree
Still lots to learn	Somewhat Agree
I note there was no specific orientation around this which would help.	Somewhat Disagree
Again, I have not seen this in the three weeks I have been at Manatū Hauora.	Don't Know
I understand them but not particularly in relation to MOH	Somewhat Agree
New worker - no covered in the initial induction.	Don't Know
More time to be able to learn about these and how I can work with them is needed.	Somewhat Agree
Where is tikanga and kawa defined on the intranet please?	Somewhat Agree
No English translation?	Don't Know
I understand - however the practical application is a work in progress	Agree

Agree-Disagree

I understand the history of Te Tiriti o Waitangi and how it applies to my work

I understand the history of Te Tiriti o Waitangi and how it applies to my work		Scale
	Focusing on building my understanding of the history in more detail.	Agree
	My understanding of Te Tiriti could be better.	Somewhat Agree
	I do what I can but my work is inherently looking at people as individual units, rather than part of a whānau or iwi, so I feel that real meaningful change is beyond what I can achieve as an individual. I also see service delivery (and the policies behind it) as the most urgent area in health for applying Te Tiriti o Waitangi.	Somewhat Agree
	Some bits don't apply to my work but it pops up now an again.	Somewhat Agree

Always room for more learning.	Agree
I understand the general principles, however I think that consideration of how Te Tiriti applies to respective tasks that we undertake is actually a case by case thing - there is no one size fits all approach here. Therefore, I understand for my current work context, yes, however this will always be a moving answer as it requires constant assessment.	Somewhat Agree
This question has two parts - of what I know of the history of te tiriti I know how it applies to my work. But I know I don't know the complete history.	Agree
I understand the basics but I think my understanding could be more comprehensive	Somewhat Agree
I've put a lot of effort into learning and researching and I'm only scratching the surface - I doubt everyone is well informed	Agree
Manatū Hauora should make it clear how Te Tiriti o Waitangi applies to the work of each team.	Disagree
I did a course that was very useful to understand Te Tiriti	Agree
Have done the Wall Walk which helps with understanding the history	Agree
I understand the history of Te Tiriti, the process of how Te Tiriti was put together and then not followed. How this applies to my work is a bit harder to understand. Sometimes we can't right the wrongs, we can only redirect the path it leads to.	Somewhat Agree
The organisation has developed my understanding of Te Tiriti and keeps offering opportunities to learn and develop these skills	Strongly Agree
My team and myself have participated in Wall Walk & Te Tiriti workshops to deepen our knowledge of the history of Te Tiriti o Waitangi. By doing those, I believe we were able to know what kind of things we need to apply to our work.	Somewhat Agree
Again, because of my newness, I'd say I have yet to gain a complete understanding.	Somewhat Agree
Am still learning more in this space	Somewhat Agree
The system needs to be set up to allow the application of this understanding.	Somewhat Agree
I understand the history of Te Tiriti (somewhat, though there is always more to learn) but how that applies to my work remains unclear	Somewhat Agree
In general yes, but I still think there's work to be done to translate principles into tangible actions	Agree
There is still room for me to improve, fortunately we have plentiful resources to improve our knowledge which I plan to attend like the upcoming 'Wall-walk' session. It would be good if the opportunities in collaboration with other agencies or DPMC/Parliament were more aggressively advertised internally. Along with that I would like to see more opportunities to meet with other agencies to discuss how Te Tiriti effects their work.	Agree
Still learning and have more to learn	Somewhat Agree
The treaty was signed in 1840 by the UK Crown and disparate Maori tribes (conflicting, insecure and wary of technological changes) who were not a conscious single entity. The country then did not have a singular collective name. The principles were 'interpreted' in the 1980s from three 1840 provisions. What will be the understanding of the treaty in 30 years' time, who will determine then what is a Maori, and also what would a future republic constitution need to specify regarding anything about Treaty aspects? Unfortunately the current adopted academic understanding 'pussyfoots' around any practical notion of pro-Maori discrimination in favour of less-threatening spiritual terminology to convey a broad understanding of victimisation.	Don't Know
I have actively sought out information to help understand the history, however, this can always be expanded and applied in different contexts	Somewhat Agree
I agree - however again there is always more to learn	Agree
I understand the history but do not think my work is applying it fully	Somewhat Agree

Document 2

I would like to learn more but we've been in the middle of changes for some years, and this year is no exception. I will try but we also have to keep the lights on.	Somewhat Agree
However, I think that there could be a lot more work and understanding centered around grounding this understanding and history both in the larger sense and in the individual sense. I would say from having conversations a lot of people do not understand how it directly fits with their work.	Somewhat Agree
Always more to learn though	Agree
Yes, I need to include a te tiriti lens on all decisions I make.	Agree
Always feel I can learn more - never feel like I know enough.	Agree

Yes-No

I can introduce myself in te reo Māori

	Response
I would love there to be more opportunities for learning Te Reo at work. There is such strong demand with polytech and other courses, and for the courses within the Ministry, that it has been very challenging to improve my Te Reo.	Yes
But in a limited way - definitely want to improve on where I'm at!	Yes
I am going on a Te Reo course when one is available	No
Kia ora koutou. Ko xxx toku ingoa No mihi, yet	Yes
I haven't memorized my pepeha/mihi but I have been practicing it	No
So what?	No
Ka pai - thank you for letting me be part of this survey - if there is anything further i can do to support this work - then i will commit to this.	Yes
In a basic manner	Yes
But have had less opportunity this year	Yes
Hesitantly	Yes
I can do this but not always sure when it is appropriate to do so	Yes
This was a skill that I brought to Manatu Hauora, but have limited opportunities to develop - more support needed for kaimahi to continue their journey	Yes
Just hello and my name is.	Yes
Brief introduction only	Yes
Only very basically. I have a short pepeha but it needs development and work.	Yes
I can introduce myself but would like to have certainty around my mihi	Yes
But only the basics and with reference to notes	Yes
My pepeha.	Yes
although my pronunciation needs working on	Yes
Just my name and my job title. Since I am a migrant, I don't really know how to apply pepeha (I don't have mountain/river which I belong to)	No
in a very basic way. still working on my full pepeha	Yes
Ko Emma Carson toku ingoa	Yes
Developed and learnt my Pepeha in a previous organisation	Yes

Document 2

Yes, but I'm not confident in saying much more than "kia ora koutou, my name is ____". Also, knowing when to say which version of an introduction. It's not always appropriate to launch into a full pepeha.	Yes
But it could be better, as an imigrant to New Zealand my vowel pronunciation hampers my ability in this area. I really appreciate the work the ministry is doing to improve this.	Yes
I don't feel comfortable giving a pepeha as i'm from the UK	Yes
I would need to refer to written pepeha.	Yes
Yes, but I don't really feel comfortable doing a pepeha as it doesn't feel authentic	Yes
I do need to think for a minute though	Yes
I'm still learning to memorize the order of the mihi	Yes
Briefly	Yes
Can us the basic to induction my name and place of origin. Still working on my mihi and need notes if doing this.	Yes

Agree-Disagree

I engage meaningfully with Māori to get the right outcomes in our work

Scale

Interesting that this question is phrased as the 'right outcomes' - are there right outcomes and wrong outcomes? Are we concerned about the process, or the outcome, or both? Noting that the outcome can be out of our control (ie, subject to decisions from Ministers and Cabinet)	Somewhat Agree
Have not yet had the need to engage with community, but have with Te Aka Whai Ora. Our intention is for it to be meaningfully.	Somewhat Agree
Hard in the space I manage to do so	Somewhat Disagree
There isn't an opportunity for me to do this	Don't Know
So far in my particular work i have not had any engagement with Maori to date - i am hoping this will change in my particular role.	Somewhat Agree
Not applicable	Don't Know
I just got here	Don't Know
NA	Don't Know
could do better	Somewhat Disagree
I relate to people of all races	Don't Know
I think this is so important, it's difficult to do in practice given our work is internal and Māori staff are underrepresented within the Ministry	Somewhat Agree
I don't have the time, resources, relationships or approval to work directly with Māori	Strongly Disagree
WIP - we're still so reactive to incidental work that much strategic/holistic work is outside our current capacity. So I do with what I'm able to work on.	Don't Know
My role does not directly engage with Maori	Don't Know
Just to note again that I'm rather new so a bit uncertain!	Somewhat Disagree
This can depend on a number of factors, for example Ministerial expectations to deliver a product in a certain time frame (therapeutics, assisted dying). We can partner for outcomes at the start, however the ability to engage with communities can be sub optimal at times.	Somewhat Disagree
As previously explained, this is not relevant to my role. Though in areas of legislative non-compliance any cultural issues are recognised and considered.	Disagree

Document 2

still could be better - if i had the right connections, I also worry about relying on the "usual suspects" for advice	Somewhat Agree
The opportunity has not really presented itself in the time I have been in the Ministry	Somewhat Disagree
If need be.	Strongly Agree
We have engaged with Māori subject matter experts on the development of and throughout projects and have also consulted with Māori stakeholder groups. The feedback from engagement has, I believe, meaningfully changed our mahi.	Agree
I do my best but we do so much so fast that we OFTEN neglect or unable to gain broader feedback from community	Somewhat Agree
Corporate Services role so hard to know what this would look like.	Don't Know
As per the above question I have not had enough experience of engagement with Māori yet, however I intend to do this in any new projects (and know that it is important to engage at the beginning - when meaningful input can be provided).	Don't Know
we've got contractors doing this work for us	Somewhat Agree
Not applicable	Don't Know
Much of my work is internally facing (ie intra-directorate)	Disagree
not a common part of my job	Don't Know
I would if it applied to my job.	Agree
I disagree only because I have yet to understand what meaningful engagement with Māori looks like in connection to my work.	Somewhat Disagree
I try, however there are some challenges to work through here - 1) fast paced work impacts this, especially where relationships are new, and 2) the relationship with Te Aka Whai Ora is not very constructive, and I don't think the system is clear on how their role really works yet.	Somewhat Agree
Need to do better here	Somewhat Disagree
I try - and am enabled mostly - but am limited by funding (as usually requires specialist contract experience), time (cadence of Te Apārangi hui), and availability of Māori health directorate staff.	Somewhat Agree
Less direct contact/engagement with Māori in my analytical role.	Somewhat Agree
This hasn't really come up in my work.	Don't Know
I do it to get the right outcomes for Māori	Somewhat Disagree
It can be difficult at times as the Māori persons/team we want to engage with are very busy and resources are scarce.	Agree
I do what I can to get the right outcomes. Engaging with Maori is not usually part of that	Disagree
Again, I don't have the opportunity to engage with Māori.	Disagree
As above	Somewhat Agree
i have not needed to engage with Maori in my line of work	Don't Know
I do what I can with the resources available.	Somewhat Disagree
I think our relationships with Tangata Whaikaha Maori could be improved and build on	Somewhat Disagree
My ability to do so is sometimes dependent on the decision making of people who sit above me in reporting lines.	Somewhat Agree
I try to but may not always know what I don't know around this	Somewhat Agree

Project structures and timelines sometimes make this difficult	Somewhat Agree
I try but sometimes this is not possible or difficult	Don't Know
My work does not require this activity	Strongly Disagree
Within the limits of my position	Somewhat Agree

Agree-Disagree

I apply a te ao Māori perspective to my work

Scale

again, limited by my own knowledge. But I also create opportunities for Māori to lead in this regard.	Somewhat Agree
I am not sure if I can apply a te ao Māori perspective to my mahi as I am not Māori. My understanding is that this perspective is best represented by Māori, for Māori to ensure this perspective does not end up mis-represented. However, I consider there will be a te ao Māori perspective to all of my work and try to approach my work knowing there will be other ways of viewing the work, approaches, etc.	Somewhat Disagree
WIP - would have said Somewhat Agree (and in recognition of my own Tikanga/belief)	Don't Know
Try to.	Agree
as appropriate as a lot of my work is at a systems wide level	Agree
Always have.	Strongly Agree
I try, but it is a bit of a mental gymnastics for me because I didn't grow up that way. I grew up very individualistic belief system. I feel the exercise of endeavoring to apply te ao Māori perspectives to my work is making me a better person, and live a more intentioned life. So that in addition to knowing I am doing my part to "get out of the way of tangata whenua so they can be their best selves" is a great motivation, and it's improving my own life and my own relationships - so that's a bonus, and the sense that I am doing the right thing is also very Knight-y (in referring to Julian Le Grand's - Motivation, Agency, and Public Policy: Of Knights & Knaves, Pawns & Queens).	Somewhat Agree
As per previous comments. In my role I treat all people equally, using the legislation as the basis of my decisions. This is not open to bias to any one group of people's needs or perspectives, though they can be acknowledged.	Somewhat Disagree
I can't say I make a specific effort - but I like to think I regards all races equally	Don't Know
I could do better here	Somewhat Disagree
I try with my limited knowledge	Somewhat Disagree
I don't know if I am applying a Te Ao Māori perspective, but even if so, I don't know when and how I am applying it. I haven't had any moments that I feel I am applying Te Ao Māori to my work	Disagree
To the extent possible as a pākeha leader.	Somewhat Agree
Try to as much as I know.	Somewhat Agree
I would like to but am sometimes unsure how to do this. We are also lacking in Maori staff in our directorate. Change can be hard and we are still partly stuck in our old ways of working	Somewhat Disagree
I don't feel I know enough to say I do this well. Plenty of opportunities to upskill but my capacity is a problem. I'm wary of not causing myself too much stress but over committing, but then unfortunately work to upskill this area drops off. I need a requirement or deadline to push it to the top of the pile.	Disagree
I sometimes seek guidance of those with a better understanding of Te Ao Māori to inform my work.	Disagree
Not sure that, as pakeha, I can apply a te ao Maori perspective.	Don't Know

im not sure i understand this question enough to answer it	Don't Know
Where i can i will apply this - again a work in progress	Agree
My work is scientific evaluations of medicines - a te ao Māori perspective is not applied to this type of work.	Disagree
I do try to incorporate Te Ao Māori perspectives into my thinking and discussion about health issues (eg. Te Whare Tapa Whā, Te Tiriti, Te Pae Mahutonga), but given that I do not have a comprehensive understanding of broader Te Ao Māori perspectives I may be limited in doing to.	Somewhat Agree
I struggle with the balance of me applying te ao Māori perspectives and deferring to those with greater expertise. It would be great to become more confident in this aspect of improving health outcomes.	Disagree
Sorry I do not know what te ao Maori means.	Somewhat Agree
my work doesn't involve this	Somewhat Disagree
I am not Māori and so I feel like I can't really apply that perspective, I need to consult	Somewhat Disagree
Learning this	Somewhat Agree
Easier to do with longer term pieces of work. Proved to be much more difficult when timeframes are compressed	Somewhat Agree
I try to...	Somewhat Disagree
As above.	Somewhat Agree
would like the opportunity to do more	Agree
I seek help on this	Somewhat Agree
Not relevant, although listening to Hinemoa can be too relaxing.	Somewhat Disagree
I hope so.	Agree

Agree-Disagree

I address inequity, racism and bias in my work

Scale

Again, i my role it is sometimes difficult to see how to demonstrate this beyond some basics. There may be more we could do?	Agree
As I can, where I can, according to my current level of understanding	Agree
Difficult as Pakehā - as we don't experience racism as Māori do. Māori lived experience of racism in everyday life and in health services provides a much clear idea on this. There is lots of hidden privilege as part of being Pakehā that you don't see or notice at times.	Somewhat Agree
We can measure it, but what steps we are actually taking, beyond upskilling our people, isn't so obvious	Somewhat Agree
Maybe, im not sure?	Don't Know
I have not encountered it in my current job	Disagree
Difficult question to answer as so open ended. Again it depends on your role. Do I think about this if I writing briefings etc or do I call people on this behavior if I see it. Can't answer it as don't know what angle you are coming from.	Don't Know
Again, I think my work doesn't revolve around inequity or racism. However, I make sure the datasets I produced have been QA'd and that suppression is used appropriately.	Somewhat Disagree
Indirectly, yes	Somewhat Agree
I try to do this, but know there is definitely more I could do or at least try to understand.	Somewhat Agree

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Don't know if the hierarchical system we work in allows for this to genuinely happen. The power imbalance makes it hard to call out at times for the majority. I like to think I call it out but it is not always listened to.	Don't Know
Always more to do	Somewhat Agree
I try to.	Somewhat Agree
I may speak up when I see instances of inequity, racism and bias but not necessarily in a position to do anything further about it.	Agree
To the best of my (and my teams) ability. We get our work checked by others.	Agree
To the best of my ability	Somewhat Agree
My role doesn't reach that far, but we've tried to incorporate this lens more recently.	Somewhat Disagree
Try to. But it's also quite subjective I've noticed	Agree
Within the constraints of the Ministry.	Somewhat Agree
Actively provide opportunities for staff to participate. We have undertaken a directorate baseline survey with a good participation rate. We have developed an action plan with staff which we are working through. There is more to be done.	Agree
By treating ALL people equally as individuals, with their own unique needs and wants.	Agree
Try to, but always room for improvement!	Agree
I feel like it isn't safe to have honest critical discussions	Disagree
I don't feel that I really see these issues in the work I do.	Don't Know
I try to but as an individual you actually need the support of colleagues and leaders (and a Minister) who provide the authorising environment for this to happen. Individuals can't do it alone!	Agree
I try my best to but I have constraints around what I can do	Somewhat Agree
Again, do my best but always room to learn more	Agree
I try. I doubt I always succeed.	Somewhat Agree
I am definitely trying to	Somewhat Agree
I think we do a "stereotype" inequity analysis. But I am not sure if we are actively reviewing our methodology and taking actions	Somewhat Agree
As mentioned earlier, I believe that my role is limited in how much we can address inequity, racism and bias because my role is more outcomes-monitoring, rather than making decisions about service delivery and policy. For the most part, we do what we can in our area.	Somewhat Agree
After having worked closely with a contracted Māori specialist advisor, having the backing of my manager and her manager to actually do it properly - it is tiring, though, to constantly be waving the flag (I'm pakeha) that it needs to be done. It's annoying how our systems and process are not set up for it so that doing the right thing (addressing these things) is the easy thing to do. It's still feels like an add on that if I'm tired or whatever, it gets dropped. And it shouldn't be that way - it doesn't have to be that way, but we need to change our systems and processes. Our directorate is doing a good job trying to do that - but I'd like to see corporate services doing their part, particularly with the HR templates, hiring practices, the procurement templates - prioritizing and scoring and acknowledging and compensating appropriately for Māori specialist expertise - and Te Tiriti expertise/application (why is this question not standardly scored across the Ministry and required to be asked? An easy win). This could be expanded for small business, woman-owned, migrant owned, rainbow owned. Etc/	Agree
Absolutely - i believe it is important to lead from the front and address any inequity, racism and bias head on	Strongly Agree

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Though whether it's a strong consideration depends on the type of work/ topic I'm working on	Somewhat Agree
I note so far that there have been no demographic questions. I imagine answers to this question will vary depending on ethnicity, for example, or identifying with a marginalised group. It would have been good to understand employee responses in relation to some of these demographics and associated experiences.	Strongly Agree
Irrelevant question when applied to anything with a scientific focus.	Don't Know
I am an upstander, my role does not provide many opportunities to address systemic issues.	Somewhat Agree
I try my best to do so!	Somewhat Agree
Sometimes, it depends on the work	Somewhat Agree
I do my best, and I am willing to call out racism if I were to see it occurring.	Strongly Agree

Agree-Disagree

I apply tikanga and kawa as appropriate at work

Scale

I would like to have more knowledge to be able to do this more.	Somewhat Agree
I remain courteous and polite and treat people as equals regardless of ethnicity or cultural background.	Somewhat Disagree
I do not know how to apply them appropriately.	Disagree
I would like to be able to do this, but don't believe that consistent practices have been agreed and supported across the Ministry.	Don't Know
No English translation?	Don't Know
I use karakia at work and understand the role of kai to lift tapu and show manaakitanga. However there might be more I should be doing - not sure.	Somewhat Agree
I'm still learning.	Somewhat Disagree
I don't know exactly what they are so cannot confidently say I apply them	Don't Know
I believe my behaviour is suitable and cognisant of Maori but I don't believe I have anything explicit to compare it with to know whether it is meeting the 'tikanga' and 'kawa' references.	Somewhat Agree
As much as can be applied	Agree
Yes for myself, but I know other people only do because they feel pressured to do so at work. Or some people choose not to participate as it does not align with who they are as a person.	Agree
its not something I go out of my way to do.	Don't Know
Where I can and to the limit of my knowledge	Agree
would like to do more	Somewhat Agree
I try my best	Somewhat Agree
Where is tikanga and kawa defined on the intranet please?	Somewhat Agree
Always a work in progress for me. Better confidence in te reo would help.	Somewhat Agree
At a very basic level yes, but there are particular tikanga that can only be undertaken by people with a certain mana - i'm unclear what we're meant to do in those situations	Somewhat Agree
I do as best I can	Agree
NA	Don't Know

Document 2

I do my best as tangata Tiriti but it is a learning journey and I am always seeking to learn and improve	Agree
My work very rarely calls for the application of tikanga and kawa.	Somewhat Agree
Would more so if I knew what these were for Manatū Hauora	Somewhat Agree
I still feel hesitant to interrupt someone more senior to suggest we begin meetings with Karakia if they have missed it.	Somewhat Agree
Always.	Strongly Agree
I try to, but would be interesting to know what tikanga and kawa are at Manatū Hauora.	Somewhat Disagree
I think my understanding is not strong enough to truly say I reflect this	Somewhat Disagree
I didn't rate this as strongly agree just because I don't see myself as an authority of knowing when tikanga and kawa are appropriate.	Agree
I'm trying! :) - and as it is appropriate to the people I am interacting with, who may have their own diversity.(eg. greeting my Samoan colleague with Talofa rather than necessarily Kia ora)	Somewhat Agree
With my limited knowledge	Somewhat Agree
Not sure people can make a judgement about that themselves.	Don't Know
I think I do the basics, but there's probably more nuance that can be added. It's one thing to know and recite the same karakia at the start of each meeting. It's another to understand when and where different karakia might be appropriate.	Agree
I am still learning tikanga and kawa, and strive to apply what I do know, while acknowledging that I am still learning, and may miss things at times.	Somewhat Agree
Still room for improvement but generally yes	Agree
When it's appropriate to do so	Somewhat Agree
but it's a learning journey - I understand and apply a bit more month on month at present, and I see the same in many people around me	Agree
Am sure there is a lot more we should be aware of and doing.	Somewhat Agree

Agree-Disagree

I apply te Manatū Hauora Tiriti o Waitangi framework to my work

Scale

I use this framework in conjunction with other tools (eg SP&L's question framework, the DPMC guidelines, the Te Arawhiti guideline etc). Its not very useful on its own and without discussion and input from others	Agree
I am not sure what the framework is.	Disagree
We have excellent guiding tools to support this.	Agree
Does not really apply to my work.	Agree
As much as I can within my position. More fulsome application needs to come from the top.	Agree
How can I do this? my experience of working with Te Aka Whai Ora so far has been that they are concerned that we don't have the skills to apply Te Tiriti principles, but yet they also are not constructive. They haven't been able to provide input into how we can do this together. I thought we were supposed to be working together here, not to be shamed for not knowing how to make that next step from supporting to putting into action these principles. I have workshops booked for how to engage with Māori and a pronunciation workshop, but my journey will take time. How can I be assisted to truly fulfil this obligation?	Somewhat Disagree
I find it difficult in my role to see how the framework fits beyond some basics	Somewhat Agree

Document 2

Only somewhat agree - i feel in my team we are at the beginning stage of apply the framework and it will be an ongoing process	Somewhat Agree
I am not in a position of a lot of influence, but I keep consistent in my language that establishing the relationship is key and early engagement	Somewhat Agree
Currently I have not had any work that is developing policy, rather I have been reflecting on work and seeing if the framework was applied	Somewhat Agree
not sure what this is, perhaps I have seen it but haven't known it's a MOH framework	Don't Know
I try to apply Te Tiriti framework to my work but am not always sure how.	Somewhat Agree
As part of a new team - need to ensure Tiriti o Waitangi is embedded in the work we do	Agree
Work for Te Aho o Te Kahu	Don't Know
I always try to imagine the impact and perception of my work from many different perspectives, and adjust accordingly. Our workforce is mostly NZ European, able-bodied and people whose families valued and encouraged tertiary education, so I think we are somewhat limited in our ability to imagine how our work affects every New Zealander.	Agree
I don't work as much with Māori data, but if I had the chance to, then of course applying Te Tiriti o Waitangi framework is important.	Somewhat Disagree
probably could do better!	Somewhat Agree
My work is primarily scientific evaluation of medicines - the Tiriti o Waitangi framework is not applied to scientific evaluation of medicines.	Don't Know
See above	Agree
Not familiar with how to do this sorry	Somewhat Disagree
I need a better understanding to do this in a more effective way	Somewhat Disagree
I work for Te Aho o Te Kahu so whilst I apply a Te Tiriti O Waitangi framework to my work, I am unsure how this compares to the Ministry's	Agree
I don't understand how the framework affects my day to day work.	Don't Know
I'm three weeks into the job, so I am not sure what te Manatū Hauora Tiriti o Waitangi framework is.	Don't Know
Not the framework per se, but the principles behind it.	Somewhat Agree
I try to when I can	Agree
I try to do this to the best of my current capacity while in recognition of my own spirituality outside of Te Ao Māori (ie. with Whakapono and mutual respect)	Somewhat Agree
I did not know there is a Manatū Hauora Tiriti o Waitangi framework	Disagree
How do we give Māori a voice in our system - how do we apply tino rangatiratanga at the moment for our mahi whānau - kaimahi Māori?	Somewhat Agree
I say somewhat agree, because I am relatively new to the organisation and am still familiarising myself with the organisation's frameworks. I am, however, used to applying Te Tiriti-based analysis and frameworks to my work.	Somewhat Agree
I do not know this framework well enough to be confident that I apply it.	Somewhat Disagree
This is a red herring question. My work requires compliance with the current NZ law. I apply the Treaty concepts to my work with people.	Disagree
Trying hard. I am applying tools (where available) to my work. We are progressing a directorate plan and currently running workshops	Somewhat Agree

Document 2

This is an interesting question - Manatū Hauora has its own understanding of how Te Tiriti applies in the health system which is excellent and really useful, but I think (as a person who has come from applying Te Tiriti in other social agencies) that it's important to have an understanding of Te Tiriti that spans beyond health, as much of our work relates to the social determinants and outcomes space / is cross-government. So perhaps this question should be more about applying Te Tiriti more generally, rather than the Manatū Hauora framework specifically?	Agree
I only just started last week and didn't know MH had a Te Tiriti framework.	Don't Know
Woven through our plans, used as a guide to sense-check against, we develop measures incorporating this	Agree
One of the main issues I face (and probably many others face it too) is that knowing the history of Te Tiriti and its nuances is still not enough to understand how we can apply it to our work and find solutions to improve the life of Māori and the wider population. All of our systems are pakeha built, and frequently incompatible to the issues are the core of Te Tiriti.	Somewhat Disagree
it would be helpful to have more applied resources - checklists or prompts	Somewhat Agree
We have great Māori co-workers who help us with this. Still working out if we apply the framework or we defer to our Hauora Māori colleagues	Somewhat Agree
This is a difficult question to answer as it depends on what type of role you do and understanding where your role fits into this framework. If you ask a policy person this question I would expect them to be about to explain how the framework is incorporated into the advice they provide and they could answer this question easily. However I feel if you ask a team administrator / EA or people in more operational roles that are typical done in the back office I don't know if they could answer this question. I feel some more work is required in building the understanding of the framework and how the roles peoples do actually apply to the framework.	Don't Know
Where i can, its difficult because we don't necessarily have the expertise to do so and I worry about wearing out the experts we do call on.	Somewhat Agree
Not as consistently as I should.	Somewhat Agree
Yes, however at times I'm not able to do as much as I want to	Somewhat Agree
I try! But it requires big thinking and time to consider how to apply it. The principles are high level - partnership - sure "partner with Māori" but who? How? When? and who is actually holding me accountable? What does "equity" look like in my team/directorate/group? Who defines that? Same with Active protection, Tino Rangatiratanga etc.	Somewhat Agree
Little relevance to a bureaucratic 'head office' that deals in policy generalisations, statistics and management terminology.	Somewhat Disagree

Yes-No

I can do core work tasks in te reo Māori e.g. developing and writing a policy

Response

I use basic te reo in my writing, but am not able to write a full document	Yes
Not yet	No
'developing and writing a policy'? doesn't really make sense to me	No
That would be far beyond my meagre knowledge	No
N/A	No
I cannot understand the new Maori - I was taught old Maori from Ngati Porou.	No
I am a beginner in my Te Reo journey	No
I am concerned with this question and how it will be interpreted - i.e some job descriptions require this, others don't. The ability to develop and write a policy in te reo is a hugely resource intensive exercise, and it would need to be demonstrated why the denominator for this question is "all respondents"	No

not applicable in the role I am in	No
Not fully in te reo - but use te reo widely in my work	Yes
My role doesn't involve policy	No
I am reclaiming my reo. It will be some time before I'm proficient enough to do core work tasks in te reo Māori. It's a good aim though.	No
I could not complete an entire project without using any English - especially not any international reporting.	No
This is something I would need help to be able to achieve, but definitely open to it.	No
I wish!	No
This is not my role or relevant to my role.	No
i would like to grow by knowledge of this	No
Would love to do this in a way that didn't feel appropriative, tokenistic	No

Yes-No

I can have a casual conversation in te reo Māori

Response

I can have a very basic conversation but get lost easily.	No
very brief	No
I am learning Te Reo in the next few months	No
I can ask and answer basic questions though	No
I would like to though and plan to develop in this area	No
I can ask basic questions and reply in one or two words but would not be able to hold a full conversation in te reo. This would be a goal I would like to work towards.	No
if the other person is as casual as I am then we're all good :D	Yes
Not yet.	No
basic	Yes
I know certain words and their meanings but m not fluent in reo	No
I have answered no as my conversational ability would go as far as "Kia ora, kei te pēhea koe?" "Kei te pai au". I do know quite a few words in Māori, but couldn't string them into a full sentence in a conversation.	No
Can converse at a very basic level. However, could not have a full conversation	Yes
I can understand more than I can speak. My conversation is better than a year ago.	No
Limited, but getting more confident	Yes
to an extent	Yes
I can use some te reo but am not fluent	No
i wish	No
This would be great place to start improving my language knowledge	No
Some basic questions and answers, but not yet a conversation.	No
I am not fluent but understand a whole lot and can manage a few sentences etc.	Yes

Document 2

I can say very basic sentences in te reo Māori (mostly with my pēpi) but should be able to do a lot more based on all the te reo Māori classes I've taken. I don't prioritise practising and pushing myself enough	No
I can understand some basic conversations, but am not always able to respond appropriately	Yes

Yes-No

I can use te reo Māori in written communication

Response

only a little	Yes
only to start and end i.e. Morena or Kia Ora, nga mihi	No
Very basic level.	Yes
Beginner level	Yes
Only certain words though.	Yes
Some key words, concepts and phrases, but not the full communication in te reo.	No
Not every well but can do the basics.	Yes
Limited to hello and goodbye	No
This question is slightly fuzzy for me - I can't undertake written communication entirely in te reo as opposed to the usage of some te reo eg. greetings	No
A few basic words	Yes
only basic words	No
Basic phrases only	Yes
I can use some te reo Māori words, but not write a whole document in this language. I wish there was an option of somewhat here.	Yes
very limited to key words only	No
Not beyond a few common words. Certainly not in sentences.	No
I do but not a lot	Yes
A bit, but not fluently	No
Can use individual words but always struggle with grammar and tenses.	No
I would say my te reo Māori is still in the beginner level. I can write greetings in te reo and can pick up words, but not very proficient.	No
only some words	Yes
The basics only	Yes
Limited use of te reo Māori in written communication (eg greetings and common words but not full sentences).	No
I can to an extent. Usually just common phrases.	No
If we are talking about general greetings and sign off. But not full sentences.	Yes
i only know how to greet in te reo Maori	No
Greetings, pepeha only.	No
Not in a meaningful way - I can write very basic things	No
Beyond some very basics (eg, greetings, closings)	No

I use words, greetings, sign offs but not write a fully formed communication exclusively in Te Reo Māori	No
Again only certain phrases etc	Yes
I can add in te reo words and phrases into my emails and writing but would not be able to write a whole email in te reo.	Yes
Only some very words, like Kia ora and Nga mihi etc.	Yes
just some kupu	Yes
Only key words and greetings	Yes
some basics, but am learning, and trying to incorporate more reo in my everyday communications	Yes
Very basic phrases.	Yes
I can understand words, but couldn't read te reo fluently	No
To a very basic level only.	Yes
Limited	No
Greetings... yes	No
Only very basic phrases	Yes
Mostly using Māori words in English sentences	Yes
Just a few words here and there.	Yes
Only basic things	Yes
unsure to what extent this statement is implying.	Yes
Who can write in Maori: 5% NZ population?	No
basic communication	Yes
I can use kupu but not full sentences.	No
Only basic - eg a straightforward email.	No
Somewhat!	Yes
Only is greetings/signing off emails. Very, very limited.	Yes
Not extensively	No
Somewhat, mainly just in letters	Yes
Only the basics I have learnt from the Te Reo and Tikanga level 1 course and what I have learned from my journey with incorporating Te Reo	Yes
Occasional words and phrases only	No
Again, while I do know quite a few words in te reo Māori I could not write a full letter/email in te reo Māori so I have answered no to this question.	No
Minimal - greetings only.	Yes
Greetings only	No
Only in greetings and sign offs. Maybe a few other words.	Yes
A small amount only.	Yes

Document 2

I can use a little bit of te reo as appropriate. I might be able to write a simple email, such as inviting someone to a meeting, but nothing more complicated than that.	Yes
Not as full sentences but I do in buzz words, i.e., mahi, moto etc	No
I can use Māori kupu and phrases in written communication - but only within a substantively English medium.	Yes
Yes, but would not be confident about writing an entire letter/email	Yes
Just the commonly used words	No
Somewhat	Yes
Greetings, commonly known words etc, but not full sentences	Yes
Very limited	Yes
Only certain words used commonly across Manatū Hauora	Yes
basic	Yes
somewhat but very basic words	No
I often try to incorporate words and phrases where I can	Yes
Some words and phrases	Yes
just like my casual conversation, still learning	Yes
only a very little!	Yes
Kupu rather than sentences	Yes
But only to a minimal degree - I couldn't write an email in te reo.	Yes
Yes, basic te reo	Yes
Basics only	Yes
limited e.g greeting and ending emails	Yes
Very elementary, but I am improving	Yes
In greetings via email	No
Minimal...	Yes
Only common phrases and words	Yes

Yes-No

I can pronounce te reo Māori words correctly	Response
Or at least I try really hard to :)	Yes
I think so?	Yes
again working on it at te reo	No
I am not sure	No
Somewhat - still a work in progress	No
Mostly but not 100%	Yes
I can but that does not mean I always do. Lack of regularity if use makes maintaining this hard.	Yes
Requires more practice	No

Somewhat.	Yes
I can make a good effort towards good pronunciation - however, as an adult learner of Māori there are still some sounds that are difficult to make.	Yes
I can pronounce some words, not all words.	Yes
Ae.	Yes
I am trying hard, but have difficulty in learning new languages	No
Our group took part in an excellent workshop on this	Yes
Most of the time but am still practising	Yes
generally	Yes
Can Maori pronounce English correctly: ie 'tiriti'?	No
The pronunciations of vowels etc are quite similar to my first language and I find it easy to read and pronounce even if I don't quite understand the meaning/heard the pronunciation before.	Yes
I try my best, but I am sure I am not perfect in many areas. This questions needs more options.	Yes
I understand basics and improving.	No
Some, and I do try but I need to do more learning in this area	Yes
I hope/think i can , yes	Yes
Not like a fluent speaker but as a learner yes.	Yes
some but not all, when educated in the school system many years ago (many) place names were pronounced differently, I have to think twice when speaking e.g. Taupo	Yes
I use the dictionary to hear the phonetic pronunciation	Yes
with practice my pronunciation is improving	No
mostly, but could do with more training	Yes
My pronunciation is definitely on the improve. When I am unsure, I will ask for the correct pronunciation then repeat it back to practice	Yes
But I am working on it!	No
I try... my R's need work	No
limited vocabulary in te reo Māori. Need to learn how to formulate sentences. Attending pronunciation workshop. Have lots to learn. I try to pronounce correctly but am not sure how far on the gradient I am	Yes
Usually	Yes
Only limited capability, at this stage. Looking forward to Level -3 course being offered to all.	Yes
Sometimes but not always	No
i like to think so but not sure i am the right person to judge! Always working to improve	Yes
Ones that I have learnt and practiced. If its a new word then most likely not unless I hear someone else pronounce it first.	Yes
Only for the words I'm comfortable with.	Yes
Not confident in all	Yes
Mostly I think I can, but still a work in progress!	Yes

Although this can be improved. We are introducing pronunciation learning in our team meetings.	Yes
I practise pronunciation by repeating words that I hear spoken correctly under my breath	Yes
mostly	Yes
Mostly OK with pronunciation - but will no doubt get some wrong.	Yes
all words??	No
A te reo māori speaker said 'good'	Yes
only some	Yes
I have trouble pronouncing Māori words	No
I can pronounce the words I am familiar with.	No
Yes - ish. Always need to keep practising.	Yes
Some I can, others I struggle with	No
Am getting there	Yes
some words yes some words not as well	No
Some; not all?.	Yes
Selected greetings, yes.	Yes
Where I can't, I ask to ensure I can.	Yes
not all words. only some that i am familiar with	No
I try to	Yes
80% of the time, however I do often need to learn pronunciation of new words	Yes
I have taken workshops and modules to ensure I can pronounce te reo words correctly.	Yes
Selected no as I'm unsure - have never received feedback on my pronunciation	No
I can for some, but not all.	No
I do my best (and am open to correction)	Yes

Yes-No

I can sing two waiata from memory

Response

I have grown up with signing waiata as was born in Waitara.	Yes
I can remember the words, but carrying a tune is a different matter. I won't be doing any solos.	Yes
I can't sing two Hymns or incantations from Bragi, the Norse god of music in my ancestry from memory either.	No
What has this got to do with work? I know some nursery rhymes.	No
Because of my involvement in kapa haka at primary school!	Yes
I am an imigrant to NZ and have not learned this through the school system like my children	No
Noone not even my cat should hear me singing!!	No
Purea Nei and E Te Ariki	Yes
Just!	Yes

Taku Waka e and Tūtira mai ngā iwi	Yes
I know the words but can't actually sing anything!	Yes
I can with the written words. Again I'm concerned with the leading nature of this question.	No
I am extremely uncomfortable singing in any language, but I know half a dozen waiata I could sing along to in a group from memory.	Yes
I need to hear the beat or first lyric though	Yes
Ko te Reo, Te Aroha	Yes
Not anymore. A yes if I hear someone start it off and it clicks in my memory bank.	No
only one	No
More than 2	Yes
This is something even from primary school I could do, but like the fact we have Ministry ones to tap into and use as repetition is key with this.	Yes
feel more comfortable having the written text	No
I think I could!	Yes

Yes-No

I can lead the Manatū Hauora karakia and karakia for kai

Response

Yes for the manatū hauora karakia but not the karakia for kai	No
1 of 2	Yes
This is a confidence issue - I've always struggled with language pronunciation	No
I still need the words for Karakia for Kai, sadly..	Yes
reading it yes, not from memory	Yes
Only the Manatu Hauora one.	No
Only the karakia, not the karakia for kai	No
I can lead the Manatū Hauora karakia but not karakia kai	No
With the words in front of me	Yes
I can lead the Manatū Hauora karakia, but I'm still learning the karakia for kai	No
haven't had to as yet	No
Karakia yes karakia no	Yes
not for kai - would like one that is not religious	Yes
I can lead the Manatū Hauora karakia but haven't memorised the karakia for kai.	Yes
Karakia for a hui by heart - not yet karakia kai (but I have it on the back of my work phone)	Yes
I can lead other karakia but I haven't learned the MH karakia yet	No
Just started at MoH so yet to learn but will do so!	No
Have forgotten my karakia kai off by heart but can do the MH one	No
Still learning then. I have slight dyslexia when mean I have difficulty learning new languages.	No

Document 2

With the text in front of me - however also in my native language I would require text and couldn't recite by heart	Yes
Virtue-signalling elitist question. Perhaps the name 'Ministry of Health' should be removed completely from our signage, then we can all be enlightened?	No
Te Aho o Te Kahu one	Yes
Have since I started at the Ministry 12 years ago	Yes
Not from heart, but by reading the written version outloud.	Yes
I know the Manatū Hauora karakia, but not the kai karakia	Yes
And do this when I can	Yes
karakia yes but not karakia kai	Yes
Manatū Hauora karakia but not karakia for kai - haven't had an opportunity	Yes
yes and No. Can do the Manatū Hauora Karakia. I need the words in front of me Can't do the kai.	No
With a little time to practice beforehand if it's from memory.	Yes
And in this case, have my own beliefs; I will opt out of these activities in recognition of my own diversity and spirituality.	No
But just haven't learnt them yet - need to make the effort.	No
Only just!	Yes
if these two were asked separately I would say yes to Manatū Hauora karakia, no to karakia for kai	No
I can't do karakia for kai from memory, but can lead it with the little card.	Yes
karakia yes karakia for kai not yet	No
need the kupu for kaikarakia	Yes
Need to memorise the karakia kai!	No
I work for Te Aho o Te Kahu so am not overly familiar with Manatū Hauora's karakia, nor their karakia kai. I can do this for Te Aho o Te Kahu's karakia and karakia for kai though.	No
I would love to learn this tho	No
I would be too shy.	No
but I can karakia, just not the Manatū Hauora ones	No
Still learning these as I am relatively new to Manatū Hauora (started 2 weeks ago)	No
I typically use a more personal Karakia than the Manatū Hauora karakia, but I can lead it yes.	Yes
From a list Karakia for meetings OK, not off the cuff or for kai.	No
Just the Manatū Hauora karakia.	No
I can do our karakia with my eyes shut but I've been told previously that karakia for kai isn't necessarily tikanga	No
I can lead the Manatū Hauora karakia, but not the karakia for kai. I just don't get the opportunity to practice the latter very often. Maybe we need more catered events! ;)	No



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Te Reo me ōna Tikanga Level 1 - Midpoint check-in

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Report Summary

Survey name: Te Reo me ōna Tikanga Level 1 - Midpoint check-in

Start date: 09:00am, 8 March 2024

End date: 17:00pm, 20 March 2024

Overall average: 81%**

Participation: 68%

Participants: 23 completed of 34 invited

Created by: Natalie Fitzgerald

Benchmark data from:

State Sector

***The overall average is calculated from all Agree-Disagree questions*

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Categories summary

Results of the survey are grouped by category to provide an overall summary.

	Av g	M Q to	M xQ to
Organisational learning	81%	81%	81%

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A AskYourTeam Questions summary

Categories	Questions	Average
Organisational learning	Overall, this course is providing an effective learning experience	81%

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Agree-Disagree

Overall, this course is providing an effective learning experience

Scale

Sessions can be a little difficult to follow at times, but overall very good learning opportunity!

Agree

Free-text

What has been the most useful in terms of learning in this class so far?

Ari is explaining the meaning of words and providing helpful context. The classes don't feel like you are just learning new words but Te Ao Māori. Ari also has great energy and enthusiasm.

Learning sentence structure and vocab

Including the basics such as pronunciation but also learning how to use te reo Maori in sentences.

Having the course booklet and the extra learning material to support.

The sessions on pronunciation

Everything. It has been good for general learning and understandings.

The classes have been very good and the teacher is engaging and supportive. I did find the additional Whanau session very useful as it really focused on pronunciation and solidified the learning from the main sessions. Additional sessions like this would be great.

Understanding the prefixes and sentence structures. It's really helpful.

The slow pace that Ariana takes. Learning a new language is really difficult if you don't have a good ear and don't speak a second language. I really appreciate the pace she works at and the level of explanation she provides.

Understanding the parts of language and intent behind the parts. Really helps to understand the language better and could apply to other words/sentences not learned.

Having a solid 70 80 mins class is just long enough for some decent exposure without feeling overwhelmed with what I'm learning. I also really appreciate the historical aspect of these classes. This has provided context and perspective that I wouldn't otherwise have had about the culture and the language. We are also lucky enough to have a wonderful teacher who is enthusiastic and super smart.

Both the readings provided and the on-line sessions. An enjoyable and valuable course thanks you.

It is providing the foundational information like sentence structure, and the format with lectures, homework and group work all reinforce this well.

The classe/the fact we don't cover too much and go back over concepts from previous lesson(s)

Good pace - clear layout. Good to have set homework and meeting times outside of class

The pronunciation practices and having the sessions recorded so I can watch them (have had constant clashes so far)

Learning the content and then being able to practice it in our whanau rūpū

The use of an exercise book to follow along with the teacher and having it has a reference book. Also having to answer questions about the meaning of sentences/paragraphs

Having handy tips on how to remember things. I have also really enjoyed learning the basics of word composition.

The pace at which the lessons are delivered and having the workbook to refer too

Ari has been a great tutor, which has helped my learning. The purple booklet with phrases has also been very helpful.

The number of examples we go through for sentence structure, vocab etc

Maori language is worth learning.

Free-text

What has been the most challenging in terms of learning in this class so far?

I didn't know about the group learning sessions and haven't been able to make any of those due to my schedule. If I had known from the start I would have blocked out that time.

I am remote, and there s no one for me to practise with in person where I live

Nothing jumps out as being overly challenging- our kaiako is doing a great job of making things feel accessible.

Getting time to study and refresh in between classes

Probably the structure of sentences as well as the different meanings for similar/same words etc

Remembering word associations

Attending and finding time for mahi kāinga with so many competing priorities and work on.

I feel like there was a steep increase in difficulty from weeks 1 and 2 to week 3 onwards in the amount of content gone through

I think sometimes the teacher gets a little off track when describing concepts and can make it a little difficult to follow and grasp the key point.

Just retaining the information, which is hard to do if not using it every day.

Understanding the differences in dialect.

This sounds a bit trivial but the learning material booklet that we work from has felt a bit all over the show for me. I'm not sure if it's the way we are using it or if it's the layout out of the book. Probably a bit old school but it would help my learning if we were moving through it in a more methodical way. The other thing that has been challenging is the lack of break out time during the class to practice what we're learning. I feel like our poor teacher has to talk at us all the time and then we're not getting the opportunity to practice what we're learning in real time.

Ability to commit consistent time on the same day for the whole course can be really challenging.

I have found it difficult to remember to pronounce the soft 't's

Sometimes moving a bit slowly.

Online forum. For me personally and my learning style I prefer having everyone in the room, which makes it more interactive and has more opportunity to practice. The online environment necessitates more of a listen and learn approach.

Creating some time for homework But that my issues not the courses! Occasionally being able to make the time for the sessions due to some competing workloads (I have made all sessions to date)

Busy time at work. But thoroughly enjoy the lessons and it's nice to focus on something else.

Remembering!

Committing to the time! With such a busy work day I often struggle to prepare myself and get back to the home work and revisit the learnings

The volume of the lesson contents is high and the time to intake, digest and practically use them is short.

Just wrapping my head around it can be sometimes challenging but a good challenge!

Free-text

What suggestions(s) can you make that would enhance your learning experience in this class?

Some in person sessions could be helpful.

Making sure that Managers know how much time is expected, including mahi kāinga, and that they don't place meetings over top of class time.

Nothing I can think of at this time

Possibly sticking closer to homework expectations/reviews would ensure we stay on task with homework expectations.....

Having 2 teaching sessions a week (e.g. a shorted, but complusory, revsision session)

Nothing so far, it has been great :)

More activities/ examples to work through for homework than listening to podcasts. I think this would reinforce more of what is learnt in the session.

I have no suggestions at this point (p.s. this question has a typo in 'suggestions(s)')

Some face to face sessions to get feedback on pronunciation. Clearer instructions re: homework sessions and what we should cover

See comments on previous page. Would also love to have seen the Whanau ropu time front footed at the outset, with clear expectations around the importance of putting the time aside to participate as a group and what we should/could be looking to achieve. The concept was delivered to us a few weeks into the program and for some members of our group it has been difficult to make the extra time to meet together and I think for others seen as something that they didn't sign up for. I think the concept is a great idea but better achieved if we are all ready to go in our groups and with an agreed time to meet when we start the program of learning.

So far, I don't have any suggestions.

More group quizzes or kahoots!

Homework ropu are really useful

Maybe more practice speaking.

Advise the participants early about the group learning sessions.

Having a tutor occasionally attend our small groups to motivate us and keep us on task. I have spoken to quite a few people across the wider group and everyone seems to be the same in that not a lot of extra work is being done outside the time we spend with Ariana.

As noted, additional whanau sessions and face to face opportunities.

Removing the restrictions as mentioned above.

Nothing comes to mind- it all feels very structured and considered- it's great!

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Te Reo me ōna Tikanga Level 1 - Midpoint check-in

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Report Summary

Survey name: Te Reo me ōna Tikanga Level 1 - Midpoint check-in
Start date: 12:00pm, 29 May 2024
End date: 17:00pm, 7 June 2024
Overall average: 80%**
Participation: 58%
Participants: 11 completed of 19 invited
Created by: Natalie Fitzgerald

Benchmark data from:

State

Sector

***The overall average is calculated from all Agree-Disagree questions*

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Categories summary

Results of the survey are grouped by category to provide an overall summary.

	Av g	M Q to	M x Q to
Organisational learning	80%	80%	80%

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Categories	Questions	Average
Organisational learning	Overall, this course is providing an effective learning experience	80%

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Agree-Disagree

Overall, this course is providing an effective learning experience

Scale

Being online does make it a challenge with different styles of learning and different levels of participation from learners. The whānau rōpū groups not working well.	Somewhat Agree
While I really like the convenience of online classes, I wonder about the missed shared experience of an in-person class.	Somewhat Agree

Free-text

What has been the most useful in terms of learning in this class so far?

Talking through the homework.
The resources and materials are really useful and when the teacher breaks down the meaning of every word in the book, adding more words and context and history etc.
Going back to recorded lessons at my own time.
working through the book together
Flexibility to learn/conduct activities in own time
Work books and material very helpful.
breakout rooms to work on the tasks each session and whānau rōpū sessions
Facilitator is very engaging and knowledgeable on subject matter
Safe space to learn Good pace Good to have a balance of learning te reo Māori and tikanga Good amount of homework
It's very difficult to keep up, the tutor will often jump from thing to thing, and not really offer a chance to work together.
Work on pronunciation; focus on getting the basics right.

Free-text

What has been the most challenging in terms of learning in this class so far?

It's very difficult to keep up, the tutor will often jump from thing to thing, and not really offer a chance to work together.
Sometimes I am unclear as to what material I should be accessing before/after each session
Making sure I commit enough time outside of lessons to keep the learning going
Learning sentence structures, but the slow pace, repetition, and homework has really helped
Online classes have made it difficult to focus at times recommend reconsidering hosting these classes in person
Pronunciation
understanding Maori vs English sentence structure changes (we have only just been introduced to this however so I am hoping I get clarity further down the line)
Memorising new words. Hard without using the words regularly :(
inconsistent flow of classes
Sometimes the ask and format isn't too clear, particularly when it come to the set homework.
Knowing what homework to do and using whānau rōpū

Free-text**What suggestions(s) can you make that would enhance your learning experience in this class?**

more interaction online, clearer guidance on what we need to do each week, what homework we do, how to progress. Check in by the tutor into the whānau rōpū.

Greater clarity on what the homework is and practical ways to support our learning.

having time to go over stuff, allow more questions and answers

Provide printable q cards with word lists. also, book recommendations for the origins of the words for easier understanding

Curricular materials more integrated with workbook

I'd like to learn even more about tikanga but acknowledge that might come later in the course as well.

more consistency. eg. follow up from set homework or follow up on previous classes

In-person classes

Having a pre booked room for people in the wellington office to come to if they would like to be in the same room as others would be great.

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Te Reo me ōna Tikanga Level 1 - Midpoint check-in

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Report Summary

Survey name: Te Reo me ōna Tikanga Level 1 - Midpoint check-in
Start date: 12:00pm, 6 November 2024
End date: 05:00am, 20 November 2024
Overall average: 92%**
Participation: 31%
Participants: 5 completed of 16 invited
Created by: Natalie Fitzgerald

Benchmark data from:

State

Sector

***The overall average is calculated from all Agree-Disagree questions*

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Categories summary

Results of the survey are grouped by category to provide an overall summary.

	Av g	M Q to	M x Q to
Organisational learning	92%	92%	92%

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A AskYourTeam Questions summary

Categories	Questions	Average
Organisational learning	Overall, this course is providing an effective learning experience	92%

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Agree-Disagree

Overall, this course is providing an effective learning experience

Scale

It's very slow moving. I feel we could cover more, or at least reduce session times to one hour, which would make it an easier juggle

Somewhat Agree

Free-text

What has been the most useful in terms of learning in this class so far?

Good teaching, helpful course book, engaged participants.

The mix of content, vocab., pronunciation and history is great - as is Ari's patience.

The structure for Ko and Nō sentences.

Understanding some of the dialectal differences in pronunciation and spelling

Working between tutor work and break out rooms. The slow but quick pace and good examples used to make concepts simple. Also like the groups outside of class - this motivates people to learn.

Free-text

What has been the most challenging in terms of learning in this class so far?

I have always found double vowel pronunciation challenging

The slow pace. I really struggle not to feel frustrated

Finding time for the 'homework' and keeping up with the details such as tenei, tena, tera

Nothing, I am really loving the class and look forward to it every week.

Having 1 hr to spare every wednesday.

Free-text

What suggestions(s) can you make that would enhance your learning experience in this class?

None

Reduce lesson times to one hour

More interaction in small groups with the instructor

I should make more time for the homework

More talking practice for confidence.



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Te Reo me ōna Tikanga Level 2 - Midpoint check-in

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Report Summary

Survey name: Te Reo me ōna Tikanga Level 2 - Midpoint check-in
Start date: 09:00am, 29 May 2024
End date: 17:00pm, 7 June 2024
Overall average: 71%**
Participation: 1%
Participants: 7 completed of 900 expected
Created by: Natalie Fitzgerald

Benchmark data from:

State

Sector

**The overall average is calculated from all Agree-Disagree questions

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Categories summary

Results of the survey are grouped by category to provide an overall summary.

	Av g	M Q to	M xQ to
Organisational learning	71%	71%	71%

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Categories	Questions	Average
Organisational learning	Overall, this course is providing an effective learning experience	71%

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Agree-Disagree

Overall, this course is providing an effective learning experience

Scale

The teacher and content is great. Personally I struggle to digest the material in an online forum.

Somewhat Agree

Free-text

What has been the most useful in terms of learning in this class so far?

The workbook, suggested reading and podcasts, I like the variety of ways to learn and sources to look at which encourage self directed learning.

The written exercise and listening exercises.

The teacher has provided excellent course materials and great explanations in the classes.

Opportunities to practice our learning by speaking to each other

Break out rooms

The great tutor, her sense of humour and wonderful examples. Love the pronoun cards too

Breakout sessions going through examples

Free-text

What has been the most challenging in terms of learning in this class so far?

Speaking practice

Finding the time in my work week (and that of my colleagues) to get together for our practice sessions.

The grammar

Quite didactic so teacher does most of talking.

Having time to practice and get it to really sink it

For me it is carving out the time to attend classes as I often have competing work priorities. The benefit of online classes is I can catch up later.

A lot of listening - not much back and forth so hard to get the concepts fully.

Free-text

What suggestion(s) can you make that would enhance your learning experience in this class?

More interaction breakup the long sessions of listening with more exercises and group work.

Tricky as we are quite whakama about speaking Te Reo but I think more time doing this would be helpful.

I'd be keen for more listening exercise/homework. I found it useful to listen to and replay a recorded te reo conversation and answer the attached questions

I personally prefer in person te reo classes rather than online.

I need to prioritise more time to practice with my whānau group.

More break out rooms and the opportunity to touch on the previous weeks learnings



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