

TE TAURA WHIRI
I TE REO MĀORI

MĀORI LANGUAGE COMMISSION



Report on the
implementation of
the Maihi Karauna
2021/22

Maihi Karauna Annual Report



Te Kāwanatanga
o Aotearoa
New Zealand Government

Prepared by R&K Consultants Limited



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Maihi Karauna Annual Report

Report on the implementation
of the Maihi Karauna 2021/22



Kia Mauriora te Reo Māori

Kia rere,
kia tika,
kia Māori

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Kupu whakataki

Tēnā tātou katoa.

A number of positives are identified in this report:

1. All departments have official te reo Māori names
2. Increased visibility of te reo Māori in offices, and
3. An agency developing micro language plans for their teams (rather than one language plan for their whole agency) to achieve more targeted results.

However, a number of challenges have also emerged including:

1. Some agencies are still in the process of revising their language plans for implementation in 2022/23
2. There is inconsistent monitoring of language planning implementation meaning central agencies are unable to report on performance targets for the financial year
3. Not all agencies provided us with reports on their te reo activities for the year
4. The reports provided show the volume of activity is similar to last year.

In the wake of the findings of the public service census, Te Taunaki, The General Social Survey 2021 and Te Taura Whiri i te Reo's own polling, we know that between 75% – 84% of New Zealanders value te reo Māori and that 75% of public servants reported that they value their knowledge of te reo Māori and wish to grow it.

This indicates the most positive attitude from New Zealanders towards our indigenous language ever in post colonial Aotearoa. It also provides an opportunity for te reo to grow exponentially in wider New Zealand and more importantly for the purposes of this report, in the public service.

The ongoing strong demand for te reo Māori proficiency in the public and private sectors highlights the lack of available te reo Māori proficient language staff. While its impact is clearly identified in this report, it demands from all of us in the public service the courage to find simple, innovative but effective solutions – particularly given the three data sets mentioned previously.

I strongly urge the central agencies and wider public service to give te reo Māori the focus and resource required to meet the challenges outlined in this report. I also urge you to be courageous – to “up your game” – doing the minimum or meeting the previous year's output is not enough. The public service needs to show year-on-year te reo growth that goes beyond box-ticking to meet the challenges ahead of us.

As always, Te Taura Whiri i te Reo Māori is here to provide support and guidance to you all. Our approach is founded on manaakitanga – hospitality and kindness and our door is always open.

Kia tau ngā manaakitanga ki a koutou katoa. Kia kaha te reo Māori.

Ngahiwi Apanui
Chief Executive





01

Introduction



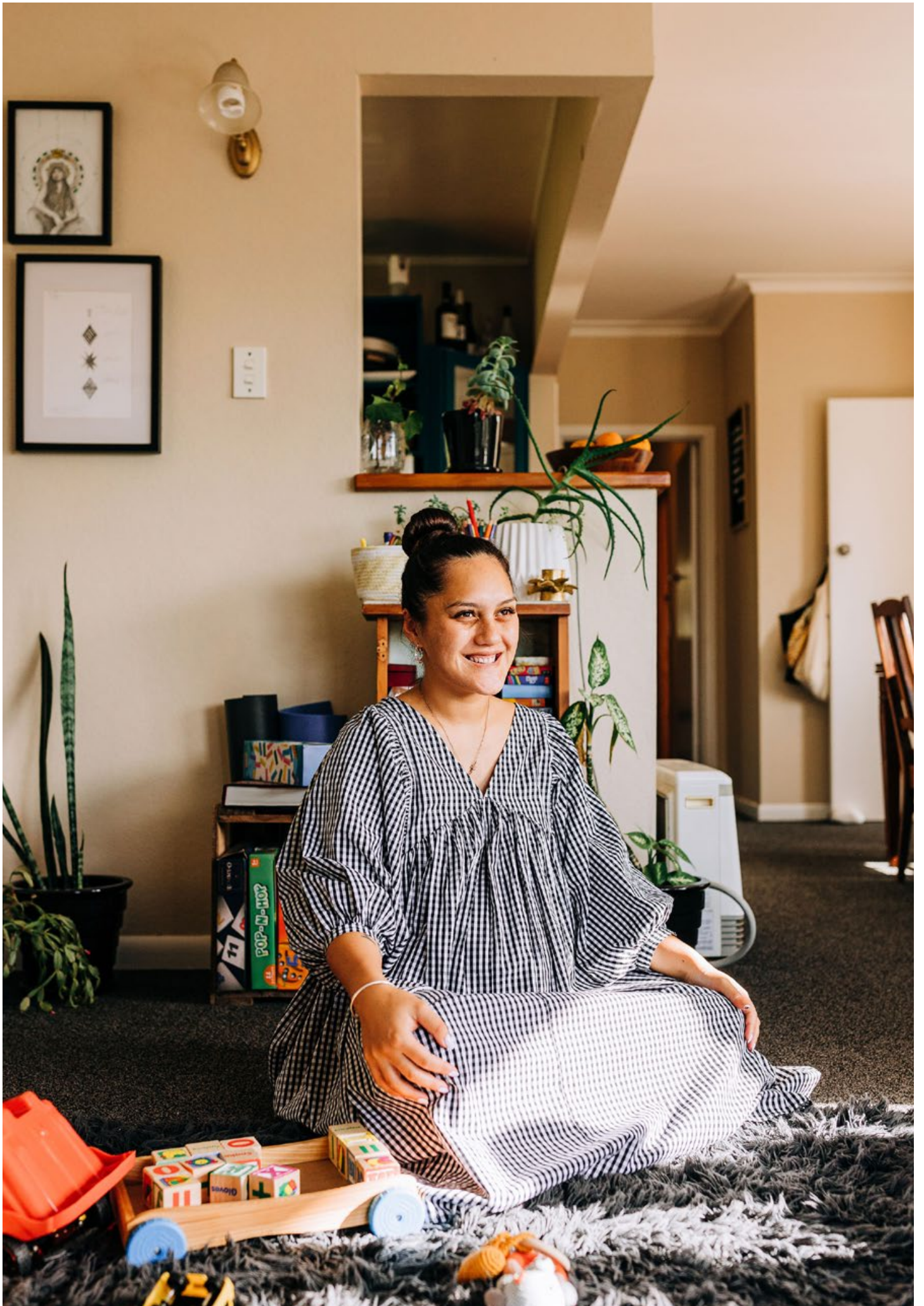


This Annual Report focuses on the implementation of the Maihi Karauna strategy, the Crown's Māori language revitalisation strategy, for the 2021/22 year.

It sets out how public service departments, departmental agencies, and relevant entities (referred to as agencies) have contributed to the Maihi Karauna, and reports on:

- a) the outputs agencies are delivering under the Maihi Karauna
- b) the costs invested by agencies to deliver the Maihi Karauna.

Two concurrent formative evaluations looking at progress towards the implementation of the Maihi Karauna strategy and Te Whare o Te Reo Mauriora were completed in this same period. Together with this report, the evaluation findings provide insights into how the Maihi Karauna and Te Whare o Te Reo Mauriora have been implemented.





02

Background

► Te Ture mō Te Reo Māori 2016

Te Ture mō Te Reo Māori 2016 created a partnership for the revitalisation of te reo Māori between the Crown and iwi and Māori¹. In this Act, the Crown expresses its commitment to work in partnership with iwi and Māori to actively continue to protect and promote te reo Māori for future generations.

The legislation acknowledges that iwi and Māori are the kaitiaki of te reo Māori, while recognising that the Crown is able to advance the revitalisation of te reo Māori by promoting strategic objectives in wider Aotearoa society. Both parties are therefore required to work in active partnership to promote the knowledge and use of te reo Māori². The partnership is expressed through the metaphor of Te Whare o Te Reo Mauriora. The two sides of the partnership are represented by the maihi (bargeboards) on each side of the whare. The kōruru, or carved figure at the apex of the house, is the shared vision, *kia mauriora te reo Māori*.

Figure 1: Te Whare o te Reo Mauriora



1. Cabinet Paper, December 2018, "Final Maihi Karauna Strategy and Implementation Approach".
2. Maihi Karauna: The Crown's Strategy for Māori Language Revitalisation, 2019–2023.

The partnership is governed by Te Rūnanga Reo, a partnership group between Ministers and board members of Te Mātāwai³. Te Ture mō Te Reo Māori 2016 established Te Mātāwai to represent iwi, hapū, whānau, Māori and communities in this relationship, on one side of the whare. The other side of the whare represents the Crown⁴. At an operational level, Te Papa Kōrero, the chief executive forum, provides leadership and coordination for the implementation of the Maihi Karauna and Maihi Māori.

The legislation requires that the Minister for Māori Development issues, on behalf of the Crown, a Maihi Karauna strategy that sets out:

- › the Government's objectives and policies, and related matters, relevant to the revitalisation of te reo Māori
- › the Government's long-term strategic direction, and the current and medium-term priorities, to support that revitalisation.⁵

▶ Maihi Karauna Strategy 2019–2023 – an overview

Cabinet approved the Maihi Karauna strategy in December 2018. The Maihi Karauna is intended to create the societal conditions for te reo Māori to thrive, and to ensure that government systems support that. *Kia māhorahora te reo* is the Crown's **vision** for te reo Māori which expresses government's role to ensure that New Zealanders value, learn and use te reo Māori. When this vision is achieved, we expect that te reo Māori will be a normal part of daily life for wider Aotearoa society and that te reo Māori will be used by everyone, every day, every way and everywhere.

As part of this vision there are three **outcomes**. This is what is expected within a generation, as a result of language revitalisation efforts:

1. Aotearoatanga (nationhood)
2. Mātauranga (knowledge and skills)
3. Hononga (engagement).

The Maihi Karauna vision has three **audacious goals** intended to unite the effort of different agencies over a long term:

- › *Aotearoatanga*: By 2040, 85 per cent of New Zealanders (or more) will value te reo Māori as a key part of national identity.
- › *Mātauranga*: By 2040, 1,000,000 New Zealanders (or more) will have the ability and confidence to talk about at least basic things in te reo Māori.
- › *Hononga*: By 2040, 150,000 Māori aged 15 and over will use te reo Māori at least as much as English.

The Crown is able to draw on resources and influence to create progress towards the outcomes and audacious goals. The theory of change **approach** taken through the Maihi Karauna strategy has three key elements:

- › *Whakanui* – create the conditions for te reo Māori to be valued by Aotearoa whānui as a central part of national identity.
- › *Whakaako* – create the conditions for te reo Māori to be learned by Aotearoa whānui.
- › *Whakaatu* – create the conditions for te reo Māori to be seen, read, heard and spoken by Aotearoa whānui.

3. Cabinet Paper, December 2018, "Final Maihi Karauna Strategy and Implementation Approach".

4. Ibid.

5. Te Ture mō Te Reo Māori 2016, s 10(1).

Priority groups for the Maihi Karauna were selected:

- › *Tamariki and rangatahi* (young people) are a priority group because they are the leaders of tomorrow, and the value they place on te reo Māori and their knowledge and skills will be important factors in revitalising te reo Māori.
- › *Tāngata matatau ki te reo* (proficient speakers) are a priority group because a critical mass of proficient speakers is required for te reo Māori to be viable as a living language.
- › *Rāngai tūmatanui* (public servants) are a priority group because New Zealanders (including Māori) interact with government organisations and entities every day. These interactions include the delivery of government services, and occur face to face across the country, as well as over the phone and online.

Priority groups have informed the **current and medium-term priorities** of the Maihi Karauna. These priorities represent where the Crown intends to focus its attention and resources over the period of the Maihi Karauna. Agencies of Te Papa Kōrero have been selected to convene or co-convene these priorities. Convening refers to the agency or agencies responsible for facilitating coordinated actions within their sector⁶. Table 1 sets out the priorities and the agencies who are convening or co-convening these.

Table 1: Priorities of the Maihi Karauna

Priority	Term	Convening Agency/Agencies
More New Zealanders valuing te reo me ngā tikanga Māori as part of our national identity	Current	Manatū Taonga – Ministry for Culture and Heritage
More value gained from te reo me ngā tikanga Māori for economic and social development	Current	Te Puni Kōkiri
More young people excited about te reo Māori	Current	Te Puni Kōkiri / Te Māngai Pāho
More children and young people learning te reo Māori	Current	Te Tāhuhu o te Mātauranga – Ministry of Education
More people progressing beyond basic knowledge of te reo Māori	Current	Te Tāhuhu o te Mātauranga – Ministry of Education / Te Puni Kōkiri
More use of te reo Māori in the home, on the marae, and in communities	Current	Te Puni Kōkiri
Te reo Māori resources held by the Crown made more readily available	Current	Te Tari Taiwhenua – Department of Internal Affairs
More accessible public services in te reo Māori	Current	Te Kawa Mataaho – Public Service Commission / Te Taura Whiri i te Reo Māori
More people highly proficient in te reo Māori	Medium	Te Tāhuhu o te Mātauranga – Ministry of Education
More people engaging with quality broadcast and online content in te reo Māori	Medium	Te Māngai Pāho
More towns and cities embracing bilingualism	Medium	Te Tari Taiwhenua – Department of Internal Affairs

6. Maihi Karauna: The Crown's Strategy for Māori Language Revitalisation, 2019-2023.



▶ **Public service enablers**

The public service has an important role in supporting the Crown in its relationships with Māori under Te Tiriti o Waitangi. The Public Service Act 2020 recognises that public service leaders are responsible for developing and maintaining the capability of the public service to engage with Māori and to understand Māori perspectives. The public service has a duty to support and advise the Crown on meeting its Treaty obligations, which include active protection of te reo Māori as a taonga. As part of this, Te Kawa Mataaho (Public Service Commission) has a responsibility to ensure the public service is meeting these commitments, including to increase the capability (i.e., strengthening and valuing te reo Māori).

Whāinga Amorangi, the Māori Crown Relations Capability Framework,⁷ is a key enabler for te reo Māori revitalisation within the public service. Driven by provisions of the Public Service Act 2020, the framework requires agencies to identify individual capability components. The framework contains six individual competency areas for public servants, one of which is te reo Māori. Departments and departmental agencies were required to provide a Whāinga Amorangi plan by August 2021.

7. [Maori-Crown-Relations-Capability-Framework-Individual-Capability-Component.pdf \(tearawhiti.govt.nz\)](#)





03

Maihi Karauna

Maihi Karauna
Implementation Plan
2021/22

Currently, Te Taura Whiri i te Reo Māori prepares the Maihi Karauna Implementation Plan on behalf of the convening agencies of Te Papa Kōrero.

Table 2 sets out the chief executives of agencies who are presently members of Te Papa Kōrero. Over time, as the Maihi Karauna becomes more embedded, it is expected that the number of agencies will continue to grow.

Table 2: Convening Agencies of Te Papa Kōrero

Departments	Departmental Agencies	Crown Entities	Statutory Entities
Te Tari Taiwhenua – Department of Internal Affairs	Te Arawhiti	Te Taura Whiri i te Reo Māori	Whakaata Māori Te Mātāwai
Manatū Taonga – Ministry for Culture and Heritage		Te Māngai Pāho	
Te Tāhuhu o te Mātauranga – Ministry of Education			
Te Kawa Mataaho – Public Service Commission			
Tatauranga Aotearoa – Stats NZ			
Te Puni Kōkiri			

The Maihi Karauna Implementation Plan sets out the key activities, target groups, timeframes and measures those agencies will undertake within the defined time period of the plan.

Consecutive annual plans allow the Crown to take a staged approach to implementation, progressively moving over the lifetime of the five-year strategy, from 2019 to 2023. The 2021/22 plan details Te Papa Kōrero agencies' contributions to the Maihi Karauna⁸.

8. Te Papa Kōrero approved the Maihi Karauna Implementation Plan to be used for 2021/22 to be exactly the same as the Maihi Karauna Implementation Plan for 2020/21 – this was due to ongoing COVID-19 interruptions and the impact on agencies' workloads.





04

Information

How did we gather
information for this
Annual Report?

Quantitative and qualitative information contributed to the development of this Annual Report:

a) Desktop review of key documentation (language plans and accountability documents):

Cabinet required that by 30 June 2021 all public service departments and departmental agencies were to have developed a Māori language plan and were to reflect these in their accountability documents.⁹ As of 30 June 2022, there were 34 departments and departmental agencies as some were newly established¹⁰ or formed part of another agency¹¹. Based on this, 31 had registered their language plans with Te Taura Whiri i te Reo Māori as at 30 June 2022.¹²

Documentation of Whakaata Māori, Te Māngai Pāho and Te Taura Whiri i te Reo Māori were also reviewed given their role on Te Papa Kōrero.

b) Reporting on the Maihi Karauna Implementation Plan through Te Tokomatua:¹³ During the 2021/22 year, Te Taura Whiri i te Reo Māori disseminated a reporting template to Te Papa Kōrero agencies to collect reporting information against the activities and qualitative and quantitative measures set out in the Maihi Karauna Implementation Plan. The success of this approach was subject to the availability of the reporting information from each of the agencies being received in 2021/22 so that this Annual Report could be prepared. Following COVID interruptions in August 2021, agencies stopped reporting on their performance against the Maihi Karauna Implementation Plan. Information on performance has been picked up through the minutes of Te Papa Kōrero and Te Tokomatua meetings over the 2021/22 year.

c) Survey¹⁴ of agencies to identify Maihi Karauna activities and other reo revitalisation activities: These surveys were completed between August and October 2022. Table 3 provides an overview of the agencies that:

- › were invited to participate in the survey
- › responded to the survey.

Of the 37 agencies invited to participate in the Maihi Karauna survey, 31 completed surveys (84 per cent response rate). Compared to 2020/21, the response rate dropped by 10 per cent.¹⁵ For the 2020/21 year, motivation to provide a survey response could have been driven by the Cabinet requirement for departments and departmental agencies to provide Māori language plans to Taura Whiri i te Reo Māori by 30 June 2021.

9. [MCR-18-MIN-0012 refers].

10. Te Tari Mātāwaka – Ministry for Ethnic Communities newly established on 1 July 2021.

11. Te Rākau Whakamarumarū – National Emergency Management Agency (NEMA) operates within Te Tari o te Pirimāia me te Komiti Matua – the Department of the Prime Minister and Cabinet; Te Pā Whakamarumarū – the New Zealand Security Intelligence Service and Te Tira Tiaki – the Government Communications Security Bureau – collectively the New Zealand Intelligence Community.

12. Te Tari Hara Tāware – Serious Fraud Office, Te Tari Mātāwaka – Ministry for Ethnic Communities and Te Papa Atawhai – Ministry of Conservation are yet to register their language plans with Te Taura Whiri i te Reo Māori as at 30 June 2022.

13. Te Tokomatua is the group of senior leads from each Te Papa Kōrero agency.

14. Refer to Appendix 2 for a copy of survey questions.

15. Only two agencies did not provide a survey response last year compared to six this year. Last year Te Māngai Pāho were interviewed in place of providing a survey response.

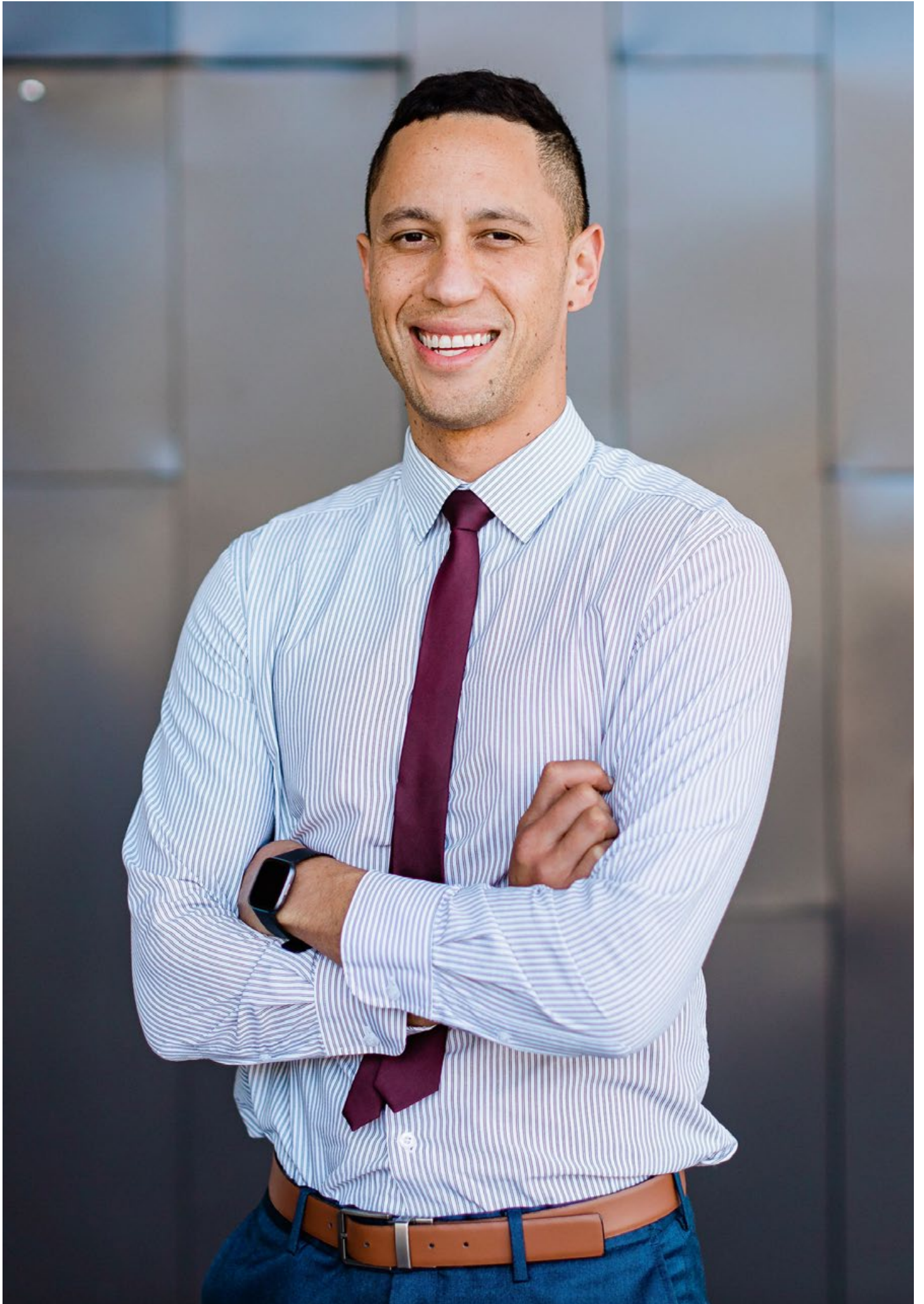
Table 3: Participation of Agencies in Survey

▲ Invited to participate in survey	▲ Responded to survey
▲ Hīkina Whakatutuki – Ministry of Business, Innovation and Employment	▲ Te Tāhū o te Ture – Ministry of Justice
▲▲ Te Papa Atawhai – Department of Conservation	▲▲ Toitū Te Whenua – Land Information NZ
▲▲ Ara Poutama Aotearoa – Department of Corrections	▲ Te Pā Whakamarumarū – NZ Security Intelligence Service
▲▲ Te Tari Ture o te Karauna – Crown Law Office	▲ Oranga Tamariki
▲▲ Manatū Taonga – Ministry for Culture and Heritage	▲ Te Manatū mō Ngā Iwi o te Moana-nui-ā-Kiwa – Ministry for the Pacific Peoples
▲▲ Te Mana Ārai o Aotearoa – NZ Customs Service	▲▲ Manatū Ahu Matua – Ministry for Primary Industries
▲▲ Manatū Kaupapa Waonga – Ministry of Defence	▲▲ Te Kawa Mataaho – Public Service Commission
▲▲ Te Tari o te Pirimia me te Komiti Matua – DPMC including Te Rākau Whakamarumarū (NEMA)	▲▲ Te Tari Hara Tāware – Serious Fraud Office
▲▲ Te Tāhuhu o te Mātauranga – Ministry of Education	▲▲ Te Manatū Whakahiato Ora – Ministry of Social Development
▲▲ Te Tari Arotake Mātauranga – Education Review Office	▲▲ Toi Hau Tāngata – Social Wellbeing Agency
▲▲ Manatū Mō Te Taiao – Ministry for the Environment	▲▲ Tatauranga Aotearoa – Stats NZ
▲▲ Te Tari Mātāwaka – Ministry for Ethnic Communities	▲▲ Te Aho o Te Kahu – Cancer Control Agency
▲▲ Manatū Aorere – Ministry of Foreign Affairs and Trade	▲▲ Te Arawhiti
▲▲ Manatū Hauora – Ministry of Health	▲ Te Māngai Pāho
▲▲ Te Tūāpapa Kura Kāinga – Ministry of Housing and Urban Development	▲▲ Te Puni Kōkiri
▲▲ Te Tari Taake – Inland Revenue Department	▲▲ Te Taura Whiri i te Reo Māori
▲▲ Te Tari Taiwhenua – Department of Internal Affairs	▲▲ Te Manatū Waka – Ministry of Transport
	▲▲ Te Tai Ōhanga – The Treasury
	▲▲ Whakaata Māori
	▲▲ Manatū Wāhine – Ministry for Women

Limitations

The information provided by agencies may not capture the full breadth of activities and initiatives that they are implementing, and therefore activities may be understated in some cases, or not included.

None of the information supplied in the surveys has been audited or checked to verify its existence, quality, quantity or delivery. Information presented in this report relies on what was provided by agencies' survey information as set out above.





05

Presentation

How is this report
presented?

The *Monitoring and Evaluation Framework for the Maihi Karauna*¹⁶ outlines the specific focus areas for the monitoring of the strategy through an annual report. These focus areas include agency activities and outputs or outcomes through measures and indicators.

The 2021/22 Maihi Karauna Implementation Plan reframed the definition of outputs and costs to provide agencies with a better understanding of how to respond to the two areas of interest.

a) Outputs are defined as ‘how are responsible agencies contributing to the Maihi Karauna’¹⁷ where agencies are more likely to identify a range of activities (internal- and external-facing) rather than specific outputs they delivered. While there are identified qualitative and quantitative measures¹⁸ contained in the implementation plan, agencies did not consistently report on these for the 2021/22 year. Agencies’ contributions are assessed by looking at:

- › progress towards achieving the current priorities of the Maihi Karauna, including the targeting of priority groups
- › progress on the approach and whether conditions are being created for te reo Māori to be valued, learnt, seen, read, heard and spoken
- › agencies’ Maihi Karauna activities.

Refer to section 7 of this report

b) Cost was determined by asking agencies to provide information on the cost (budget and actual) of implementing Maihi Karauna activities, including language plans and any work associated with Te Papa Kōrero. Cost includes specific resources such as funding, materials and FTE positions.

Refer to section 9 of this report

16. Te Puni Kōkiri and Te Taura Whiri i te Reo Māori, *A Monitoring and Evaluation framework for the Maihi Karauna, 2018–2023* (February 2019)

17. Maihi Karauna Implementation Plan 2021/22.

18. Note that most agencies’ activities do not yet have measures. In this case, agencies were still invited to qualitatively report on their 2021/22 activities.





06

Highlights

Maihi Karauna highlights
2021/22

31

31 agencies have their **language plan** registered with Te Taura Whiri i te Reo Māori



More agencies (compared to last year) assigned **dedicated FTE positions** to assist the implementation of their Māori language plan activities



There has been an increase of agencies developing **tailored Māori language apps** to support staff learning and use

31

31 agencies completed a survey on their 2021/22 contributions to Maihi Karauna



More agencies are **normalising the use of te reo Māori** (compared to last year) in the office including waiata, karakia and bi-lingual signage

93

93 people sat Te Toi Reo Māori to become licensed translators and /or interpreters (41 per cent increase from 2020/21)



Public Service Act 2020 and **Whāinga Amorangi** continue to drive change to encourage revitalisation

\$100,000

10 agencies invested over \$100,000 on reo Māori revitalisation within the workplace (there were six in 2020/21)

Maihi Karauna 2021/22 highlights



Just about every agency celebrated Te Wiki o te Reo Māori



A few agencies **completed reo Māori surveys** to identify reo Māori needs of staff

155

155 people sat the **Level Finder Examination** to test their reo Māori proficiency (14 per cent increase from 2020/21)

31

31 agencies provide some form of reo acquisition provision for staff, although provision is not offered to ALL staff



A few agencies have **te reo Māori requirements within staff performance plans**



A few agencies **monitored their Māori language plan measures** for the 2021/22 year



Karakia is close to being normalised in most agencies



A small number of agencies **have te reo Māori training for ALL staff**



Ongoing high demand for reo Māori acquisition and kaiako across the public service



07

Contributions

How are agencies
contributing to the
Maihi Karauna?

► Implementing the Maihi Karauna

There are two ways in which the agencies implemented the Maihi Karauna over the 2021/22 year:

1. Through agency individual Māori language plans.
2. Collective efforts through Te Papa Kōrero.

Māori language plans

No additional Māori language plans were registered by agencies over the 2021/22 year. Te Tari Mātāwaka – Ministry for Ethnic Communities was established on 1 July 2021, and will provide a language plan by the end of the 2022/23 year. Te Tari Hara Tāware – Serious Fraud Office will provide a language plan by the end of quarter two 2022/23, while Te Papa Atawhai – Department of Conservation will register their language plan by 30 June 2023.

Over the year, a small number of agencies have reviewed their language plans to ensure it remains fit for purpose. Some have changed approaches in some objectives (e.g. delivery of classes) caused by the COVID-19 disruptions and extended sicknesses of staff. Many have used their language plans as the basis for Whāinga Amorangi plans enabling agencies to extend staff development in te reo Māori to cover tikanga, Tiriti o Waitangi and other cultural training.

While not required to register their language plans, Whakaata Māori and Te Taura Whiri i te Reo Māori have developed language plans for their organisations. Whakaata Māori took a step further and supported their staff to develop individual language plans to improve their learning and regular use in the workplace and home.

Te Taura Whiri i te Reo Māori co-ordinated **language planning workshops** for many agencies to support the refinement of existing language plans, and to help with the implementation of agencies' language plans.

Some agencies chose to undertake a **baseline survey** of their staff to understand their needs:

Staff were invited to participate in the Whāinga Amorangi – Transforming Leadership in the Public Service Survey. The purpose of this survey was to understand the current capability and attitudes of our people (permanent and fixed-term) in relation to the six Whāinga Amorangi competencies.

Overall, respondents strongly agreed with the importance of the six competencies and think [the Ministry] has room for improvement. The results of the survey were shared with the executive leadership team ... The feedback provided a good baseline for the Ministry to measure progress and a follow up survey will be completed in early 2023.

As with last year, the majority of the plans are based on the Maihi Karauna, with their reo Māori revitalisation activities linked directly to the Maihi Karauna priorities and outcomes. Some agencies¹⁹ have identified annual measures within their language plans to **monitor and report** on their performance against the achievement of their short term goals over this financial year.

Goal to increase staff confidence in ability to pronounce te reo Māori words correctly. Over the period 2021/2022 [the agency] improved to 57%, an improvement from 45.9% in 2020.

AGENCY

In August 2021, departments and departmental agencies were required to provide **Whāinga Amorangi plans** setting out how they would build te reo Māori capability of their organisations. Some agencies referred to these plans in their surveys, noting that their original Māori language plans have been either incorporated, or sit alongside the Whāinga Amorangi plans. The Whāinga Amorangi plans have accelerated agencies' efforts to progress the implementation of the Maihi Karauna.

Te Papa Kōrero

Te Papa Kōrero created collective opportunities to progress the implementation of the Maihi Karauna through:

1. The provision of te reo Māori acquisition programme and kura reo pilots tailored to the public service (administered and managed by Te Taura Whiri i te Reo Māori)
2. Translation of public service position titles (administered and managed by Te Taura Whiri i te Reo Māori and Te Kawa Mataaho – the Public Service Commission)
3. Building a te reo Māori workforce (administered and managed by Te Taura Whiri i te Reo Māori²⁰)
4. Review of Te Ture mō Te Reo Māori 2016 (managed by Te Puni Kōkiri)
5. Shared data plan (managed by Te Puni Kōkiri and Te Rangakura o Te Whare o Te Reo Mauriora²¹)

The public service te reo Māori pilot programme enables agencies to sponsor staff to attend *Kura Reo* (for more proficient speakers) and/or weekly classes for intermediate and beginner learners. This programme sought to support the public service priority group and work towards the Maihi Karauna current priority of 'more accessible public services in te reo Māori'. Projects 2. and 3. in the list above are also focused on Maihi Karauna current priorities, and are also focused on the public service target group.

19. Ara Poutama Aotearoa – Department of Corrections, Te Tari Taiwhenua – Department of Internal Affairs, Te Tūāpapa Kura Kāinga – Ministry for Housing and Urban Development, Te Manatū Whakahiato Ora – Ministry of Social Development, Toi Hau Tāngata – Social Wellbeing Agency, Tatauranga Aotearoa – Stats NZ, Te Puni Kōkiri and Whakaata Māori.

20. During 2021/22, Te Papa Kōrero representatives held three wānanga on developing a Māori language workforce.

21. Te Rangakura o Te Whare o Te Reo Mauriora is the Shared Research Group comprising representatives of Te Papa Kōrero.

► Maihi Karauna Activities – what is happening across the agencies?

Over the course of 2021/22, Te Papa Kōrero agencies were heavily focused on their individual responsibilities under the Maihi Karauna implementation plan. Regular monitoring of the Maihi Karauna implementation plan was not undertaken. Reporting on implementation progress has been sourced through the individual agencies' survey results for this annual report.

Agencies are undertaking a wide range of activities and initiatives to support the achievement of the Maihi Karauna. While these are primarily internal, focused activities for their staff, the majority of agencies also have externally focused activities or services for the public, or their clients. We have arranged the type of activities using the Maihi Karauna theory of change approach:

- › *Whakanui* – create the conditions for te reo Māori to be valued by Aotearoa whānui as a central part of national identity.
- › *Whakaako* – create the conditions for te reo Māori to be learned by Aotearoa whānui.
- › *Whakaatu* – create the conditions for te reo Māori to be seen, read, heard and spoken by Aotearoa whānui.

Table 4 sets out the types of activities for the 2021/22 year. Appendix 3 provides more details of activities of agencies.

It was identified that to achieve the successful delivery of the year one initiatives it would take dedicated time and resource. In March 2022 a fixed term employee was appointed to lead the successful implementation of the Year One initiatives...Having an employee with a well-developed understanding and knowledge of Te Tiriti o Waitangi and its principles, tikanga and te reo Maori and the capability to interact and lead with confidence within a cultural environment, has played a key role in delivering the initiatives and enabling the cultural capability build and uplift across the organisation...

AGENCY

Table 4: Types of Activities undertaken by the Agencies

Whakanui – te reo to be valued	Whakaako – te reo to be learned	Whakaatu – te reo to be seen, read, heard & spoken
<p>31 agencies registered their language plan that outline how te reo Māori will be revitalised internally to support their staff, and externally to support the services agencies provide to the public</p> <p>Provision of Whāinga Amorangi plans to show how agencies would support their staff to increase their competency in te reo Māori</p> <p>Celebrating Matariki by learning its importance and, for some, creating Matariki staff awards to honour loved ones at this significant time</p> <p>Opting to use the word Aotearoa instead of New Zealand</p> <p>Establishment of internal working groups to support the implementation of language plans across agencies</p> <p>Remuneration for Māori language proficiency (at any level) for staff</p> <p>Celebration of Te Wiki o Te Reo Māori, Mahuru Māori and Matariki</p> <p>Inclusion of Māori language obligations in personal performance plans</p> <p>Composition of unique and relevant agency waiata, mihi, karakia and words (lexicon)</p> <p>Agencies' branding, job descriptions and position titles to Māori language first, instead of second</p> <p>Establishment of Māori language networks and groups to support the use of te reo Māori</p> <p>Contracting licensed translators to support agencies' work</p> <p>Adoption of guidelines and policies to maintain the quality of te reo Māori used by agencies</p>	<p>Regular Māori language training offered to all of the agencies ranging between basic and advanced capability</p> <p>Development of Māori language apps and resources for, and by, agencies for more staff to access including online, group and one-on-one</p> <p>Māori language training offered to public servants posted overseas</p> <p>Māori language scholarships to support staff including paid leave for full year courses</p> <p>Increased Māori language training for teachers to lift Māori language capability of tamariki and rangatahi</p> <p>Creation of Māori language immersion domains to improve proficiency within workplaces</p> <p>Creation of Māori language media content for different age groups (young to old)</p> <p>Support for more staff to learn basic pepeha and mihi</p> <p>Baseline surveys to understand staff needs to support learning and tailor successful learning approaches</p>	<p>Incorporating Māori language in Annual Reports and Strategic Intentions of agencies (e.g. some agencies have bi-lingual publications)</p> <p>Agencies have wānanga and hui within Māori cultural settings (e.g. marae, Whare Wānanga) where te reo Māori is commonly used and heard</p> <p>Normalising Māori words, greetings and communications within agencies, e.g. Mōrena, Kia ora</p> <p>Visual Māori language material on walls, lifts, computer monitors, notice boards, etc.</p> <p>Reo Māori only immersion locations (domains) in agencies</p> <p>Meeting rooms are allocated Māori names</p> <p>Informal groups within agencies set up to support spoken te reo Māori</p> <p>Agencies' participation in Te Wiki o Te Reo Māori, Matariki and Mahuru Māori</p> <p>Renaming agencies' names to their Māori names, and making the Māori name more prominent</p>

► **Agency activities against the Maihi Karauna Outcomes and Priorities**

Table 5 presents examples of reo Māori activities and initiatives that agencies completed during 2021/22 to contribute to the achievement of the *priorities* and *priority groups* of the Maihi Karauna strategy. This includes internal (i.e. staff-focused) and external facing (i.e. public-focused) activities and initiatives.

Table 5: Examples of agencies' contributions to the Maihi Karauna outcomes and priorities 2021/22

► **Outcome: Aotearotanga (Nationhood)**

Priorities & priority groups	Examples of agencies' contributions to the outcomes and priorities of the Maihi Karauna
<p>More New Zealanders valuing te reo me ngā tikanga Māori as part of our national identity</p>	<p>Appointment of FTE positions across agencies to support the implementation of Māori language and Whāinga Amorangi plans such as at the Department of the Prime Minister and Cabinet</p> <p>All <i>Manatū Taonga</i> – Ministry for Culture and Heritage funded Crown entities²² were encouraged to develop Māori language plans</p> <p><i>Te Tari Taiwhenua</i> – Department of Internal Affairs project Aotearoa Reorua continues to build momentum across Aotearoa with the direct involvement of mana whenua and councils for bilingual towns and cities. The outcome is that towns and cities create spaces, places and opportunities where te reo Māori is seen, heard and celebrated.</p>
<p>Te reo Māori resources held by the Crown made more readily available</p>	<p><i>Te Tari Taiwhenua</i> – Department of Internal Affairs (through Archives NZ and the National Library) manages the Paper Past which delivers digitised full-text New Zealand and Pacific newspapers, magazines and journals, books, and other formats. It provides digital access to over 1,600 publications printed in te reo Māori between 1815–1900. The digital platform enables users to search for te reo Māori publications.</p> <p>Utaina! is a multi-year digital project across Archives, the National Library and Ngā Taonga Sound and Vision to convert physical audio and visual media into digital formats, preserving audio visual heritage for future generations, including significant collections of mātauranga and taonga Māori. Among other aspirations, this project seeks to enable better access for, and distribution to, whānau, hapū, iwi, Māori of hapū and iwi specific reo.</p>

22. Sport New Zealand, Drug Free Sport New Zealand, Te Papa Tongarewa, Heritage New Zealand Pouhere Taonga, New Zealand Symphony Orchestra, New Zealand Film Commission, Creative New Zealand, NZ on Air, Radio New Zealand and the Broadcasting Standards Authority.

Priorities & priority groups	Examples of agencies' contributions to the outcomes and priorities of the Maihi Karauna
<p>More value gained from te reo me ngā tikanga Māori for economic and social development</p>	<p><i>Te Tari Arotake Mātauranga – Education Review Office</i> trialled a te reo Māori quality framework for the education sector – Poutama Reo – which has been endorsed by Te Taura Whiri i te Reo Māori. The framework is aimed at leaders, teachers and whānau in English medium schools to establish where they are on in their te reo Māori journey and where to next. This is aimed at improving the quality of te reo Māori provision for all tamariki in Aotearoa. The framework was trialled in seven schools and will be launched in 2022/23.</p> <p><i>Te Tari Taake – Inland Revenue Department</i> developed webinars and business videos in te reo Māori for its customers to support compliance with any tax and business obligations.</p>
<p>More towns and cities embracing bilingualism</p> <p><i>(Medium-term priority)</i></p>	<p><i>Waka Kotahi – Land Transport Agency</i>, continues to change road signage (including names of places) to correct reo Māori names.</p>
<p>More young people excited about te reo Māori</p>	<p><i>Whakaata Māori</i> produces te reo Māori content to target rangatahi and tamariki including kapa haka regionals, nationals and Polyfest. Recent survey results showed a high engagement by rangatahi of kapa haka, including accessing Haka OnDemand (a portal of regional and national kapa haka competitions throughout the country)</p>
<p>More people engaging with quality broadcast and online content in te reo Māori</p> <p><i>(Medium-term priority)</i></p>	<p><i>Whakaata Māori</i> runs regular audience surveys to determine the appetite of their te reo Māori content. Survey results help <i>Whakaata Māori</i> to produce tailored content, and assists in helping them to engage better with their audiences and whānau. Programmes offered provide content for audiences to learn te reo Māori and content for proficient speakers to engage with. Surveys are done regularly to improve audience engagement and programming scheduling.</p>

► Outcome: Mātauranga (Knowledge and skills)

Priorities & priority groups	Examples of agencies' contributions to the outcomes and priorities of the Maihi Karauna
<p>More children and young people learning te reo Māori</p>	<p><i>Te Tāhuhu o te Mātauranga – Ministry of Education</i> is developing a Māori medium and Kaupapa Māori work programme to grow Māori medium and kaupapa Māori education in early learning, schooling and tertiary education. The programme is to support more tamariki Māori to be educated with their language and culture.</p> <p>In 2022, the number of English Medium students enrolled in Māori immersion increased by 5.5 per cent (increase of 11,442 students).</p> <p><i>Te Tāhuhu o te Mātauranga – Ministry of Education</i> commenced the rollout of Te Ahu o te Reo Māori in 2021/22 to improve te reo Māori proficiency, acquisition and use across the education workforce. The training is to grow confidence in using and integrating te reo Māori for all children and young people in early education and schools. For 2021/22, 10,000 people (leaders, kaiako and support staff) participated.</p> <p><i>Te Taura Whiri i te Reo Māori</i> (in partnership with the Māori Education Trust) offered scholarships for Māori boarding school leavers, first year tertiary students and post-graduate students. These scholarships were granted to students of te reo Māori and students who will use te reo Māori as the main component of their tertiary studies.</p> <p><i>Te Tari Arotake Mātauranga – Education Review Office</i> published “Kia Manawanui” that promotes the revitalisation of te reo Māori across Māori medium and English medium settings, featuring publications that support the achievement of Maihi Karauna outcomes (Aotearoatanga, Mātauranga and Hononga).</p> <p><i>Te Tari Arotake Mātauranga – Education Review Office</i> published a series of Māori medium education system reports (Āhuru Mowai; E kore au e ngaro; Mahi Ngātahi, Tupu Ngātahi) that feature the successes in Kōhanga Reo, Ngā Kura-a-lwi and Kura Kaupapa to promote good practice and support the growth of Māori medium education.</p>
<p>More people progressing beyond basic knowledge of te reo Māori</p>	<p><i>Te Puni Kōkiri</i> created team and Puni (business unit) language plans based on their organisational language plan (<i>Te Ahikāroa</i>). This enabled plans to be more tailored to individual needs of team members. It also allowed te reo Māori to be used more regularly in work areas. Additionally, each staff performance development plan has a te reo Māori objective aligned to <i>Te Ahikāroa</i>.</p> <p><i>Te Taura Whiri i te Reo Māori</i> piloted a te reo Māori course for the public service. The eight-weeks course is for public servants with little or no te reo Māori proficiency.</p> <p><i>Te Taura Whiri i te Reo Māori</i>, <i>Te Aho o Te Kahu</i>, <i>Te Mana Ārai o Aotearoa – NZ Customs Service</i> and <i>Te Tari Arotake Mātauranga – Education Review Office</i> offered scholarships for full-time and part-time study of te reo Māori for employees to further their proficiency.</p>
<p>More people highly proficient in te reo Māori <i>(Medium-term priority)</i></p>	<p><i>Te Taura Whiri i te Reo Māori</i> piloted a Kura Reo programme for proficient public servants in 2021/22. The programme supported people to engage and learn about te reo Māori conventions, methods for translation and to build an interagency network.</p> <p>Under <i>Te Ture mō Te Reo Māori 2016</i>, <i>Te Taura Whiri i te Reo Māori</i> is authorised to license Māori language translators and interpreters to anyone who achieves the required standards. One hundred and fifty-five people completed Te Toi Reo Māori training in 2021/22.</p>

► Outcome: Hononga (Engagement)

Priorities & priority groups	Examples of agencies' contributions to the outcomes and priorities of the Maihi Karauna
<p>More use of te reo Māori in the home, on the marae, and in communities</p>	<p><i>Te Tāhuhu o te Mātauranga – Ministry of Education</i> funded Kura Whānau Reo. Planning with 12 iwi was undertaken to deliver the programme. The pilot programme will begin in early 2023. Under Kura Whānau Reo, iwi are supported to deliver te reo Māori learning programmes to whānau who have tamariki learning te reo Māori as a subject, or learning in, and through, te reo Māori. It seeks to increase language use in the home, and extend immersion beyond the classroom.</p> <p><i>Te Aho o Te Kahu</i>, in partnership with the Cancer Society and Hei Āhuru Mōwai, produced a suite of te reo Māori materials for whānau with cancer during the Omicron outbreak. These focused on keeping people safe in their homes.</p>
<p>More accessible public services in te reo Māori</p>	<p>Agencies developing their own te reo Māori tailored apps to support staff, customers and whānau e.g. Te Tari Taake – Inland Revenue Department launched Tūrama, a cultural intelligence app which enables learning through interactive features that include pronunciation of Māori words, mihi, customisable pepeha, karakia, waiata and te reo Māori tax words.</p> <p><i>Te Kawa Mataaho – Public Service Commission</i> conducted Te Taunaki, the Public Service Census, in 2020/21. The survey asked public servants what languages they could use to discuss a lot of everyday things and included te reo Māori as an option. The survey also asked questions about using, learning, valuing and hearing te reo Māori at their agency. The results of these have enabled agencies to plan for internal activities undertaken in the 2021/22 year, e.g. provision of te reo Māori classes.</p>



08

Challenges

Challenges, barriers
and concerns



Agencies identified several challenges, barriers or concerns with undertaking Maihi Karauna activities over the 2021/22 year. The main challenges that agencies faced were:

▶ **Te reo Māori workforce**

- › Lack of internal agency capacity and capability to support learning and using te reo Māori
- › Limited availability of experienced Māori language teachers, with the huge demand across the agencies since the Public Service Act 2020 (Whāinga Amorangi) came into force, and Te Ahu o Te Reo Māori training rollout
- › Competitive market for recruitment of te reo Māori and tikanga capability despite the offer of higher than average remuneration
- › The Ministry of Education is heavily reliant on te reo Māori workforce growth to meet the priorities and outcomes of the Maihi Karauna. Growing such a workforce will take time.

▶ **Te reo Māori training**

- › Limited training programmes for proficient fluent speakers within agencies, as most weekly programmes teach beginners and intermediate levels only
- › Structuring of te reo Māori classes to fit a range of staff work programmes
- › Lack of funding to support training, despite the language plan being approved
- › Online learning is not as effective as in-person engagement learning.

▶ **Language planning**


- › Best practice language planning material (including approaches) to support agencies
- › Identifying the need for individual or micro language planning so that individual staff members can identify their current te reo Māori level and next steps
- › Implementing Māori language plans has not been an easy task for many agencies. What agencies want to do, and putting it into practice has been challenging due to:
 - › low staff motivation during the COVID-19 period and after it
 - › difficult to motivate large numbers of staff, where some are less inclined to learn
 - › other competing work priorities
- › Lack of support within agencies to implement the language plan right across the organisation
- › Implementing language plans within existing budgets
- › Absence of reo Māori language planners and reo Māori champions across agencies, particularly in large agencies.



09

Costs

What are the costs associated with implementing the Maihi Karauna?



Surveys requested that agencies quantify their budget and actual costs associated with their Maihi Karauna activities over the 2021/22 year.

Some agencies were unable to quantify amounts as resources and costs were tied up in existing operational costs. Where agencies have provided figures, the amounts have been rounded, and categorised within limits. Actual costs have been used and are set out in Table 6 below. Unfortunately, with limited information on agencies' costs for external-facing reo Māori activities, the external costs are unable to be reported this year. In addition, the size of each agency relative to their spend has not been reported this year. It is hoped that these can be reported next year in the annual report.

Table 6: Actual Costs for Internal Maihi Karauna Activities 2021/22

\$	< \$50,000	\$\$	\$50,000–\$100,000	\$\$\$	> \$100,000	△	Not stated	?	Not known	
\$\$\$										Te Papa Atawhai – Department of Conservation
\$\$\$										Ara Poutama Aotearoa – Department of Corrections
△										Te Tari Ture o te Karauna – Crown Law Office
△										Manatū Taonga – Ministry for Culture and Heritage
\$\$\$										Te Mana Ārai o Aotearoa – NZ Customs Service
\$										Manatū Kaupapa Waonga – Ministry of Defence
\$\$\$										Te Tari o te Pirimia me te Komiti Matua – DPMC including Te Rākau Whakamarumarū (NEMA)
△										Te Tāhuhu o te Mātauranga – Ministry of Education ²³
\$\$\$										Te Tari Arotake Mātauranga – Education Review Office
△										Te Tari Mātāwaka – Ministry for Ethnic Communities
\$\$\$										Manatū Mō Te Taiao – Ministry for the Environment
\$\$										Manatū Aorere – Ministry of Foreign Affairs and Trade
\$\$\$										Manatū Hauora – Ministry of Health
\$\$										Te Tūāpapa Kura Kāinga – Ministry of Housing and Urban Development
\$\$										Te Tari Taake – Inland Revenue Department
△										Te Tari Taiwhenua – Department of Internal Affairs
\$\$										Toitū Te Whenua – Land Information NZ
?										Manatū Ahu Matua – Ministry for Primary Industries
\$\$										Te Kawa Mataaho – Public Service Commission
\$										Te Tari Hara Tāware – Serious Fraud Office
△										Te Manatū Whakahiato Ora – Ministry of Social Development
\$\$\$										Toi Hau Tāngata – Social Wellbeing Agency ²⁴
\$\$										Tatauranga Aotearoa – Stats NZ
\$										Te Aho o Te Kahu – Cancer Control Agency
\$\$										Te Arawhiti
\$\$										Te Puni Kōkiri
\$\$\$										Te Taura Whiri i te Reo Māori
?										Te Manatū Waka – Ministry of Transport
\$\$										Te Tai Ōhanga – The Treasury
\$\$\$										Whakaata Māori
\$										Manatū Wāhine – Ministry for Women

23. Budget for external facing activities was provided, but actual costs for internal activities were not provided.

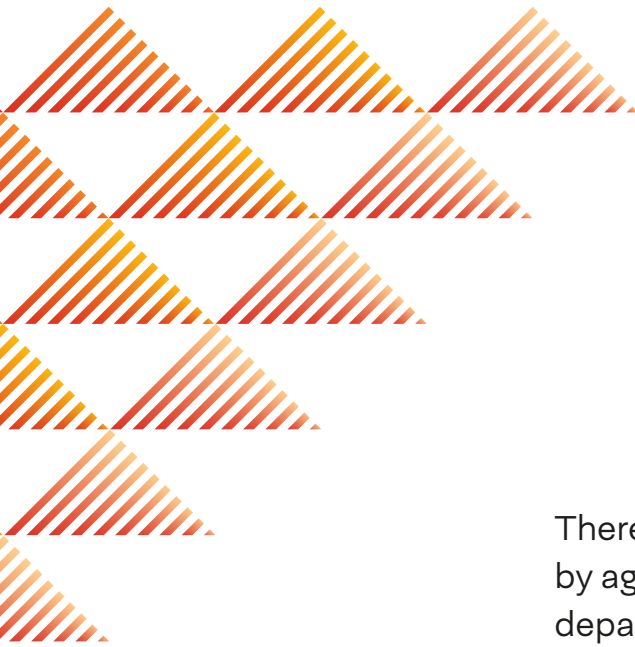
24. This includes a Māori Cultural Capability role within their office.



10

Conclusion

Concluding Comments



There were some significant shifts by agencies in 2021/22 including all departments having official te reo Māori names, increased visibility of te reo Māori in offices and an agency developing micro language plans for their teams (rather than one language plan for their whole agency) to achieve more targeted results.


While agencies (not including the Crown and statutory entities) were required to produce Whāinga Amorangi plans by August 2021, this did not compel the majority of agencies to progress their Māori language plan obligations. Some agencies realised their language plans were too ambitious, or did not align with their needs, so are in the process of revising their language plans for implementation in 2022/23.

Monitoring of language plans is also not consistent across the agencies, with only seven of the 29 being able to report on their performance measures for the 2021/22 year. Most of the 31 registered language plans have identifiable measures, but agencies have either not done what is in their language plan, or cannot report on their performance or targets for this financial year.

Three agencies have developed micro language plans (aligned to their organisational language plan) for their teams and business units so that te reo Māori goals can be more easily achieved through daily or regular interaction.

Compared to last year, one additional agency completed the Maihi Karauna survey, however six agencies that submitted surveys last year did not complete them this year.²⁵ Without survey information and implementation plan monitoring reports, it is not known what activities these agencies have done to progress the Maihi Karauna over this financial year.

25. Te Māngai Pāho was interviewed in place of a survey last year, and did not complete a survey this financial year.



In terms of outputs, much of the efforts were internally agency focused. It is assumed that through this approach, agencies are valuing te reo Māori more while attempting to raise the capability of the public service workforce. Some agencies have introduced te reo Māori classes for staff that were not available last year, and some agencies have undertaken te reo Māori surveys to capture baseline data.

Where reo Māori activities are externally focused are seen in those agencies with services in communities (e.g. Te Tāhuhu o te Mātauranga – Ministry of Education, Ara Poutama Aotearoa – Department of Corrections, Te Manatū Whakahiato Ora – Ministry of Social Development, Whakaata Māori and Te Tari Taake – Inland Revenue Department). These agencies more regularly engage in the delivery of services to the public. Compared to the previous year, the volume of activities is similar and directed towards the achievement of the Maihi Karauna priorities.

The main challenge facing agencies is the lack of a te reo Māori workforce to provide much needed services to meet the obligations of Whāinga Amorangi and the priorities of the Maihi Karauna. It is hoped that the reo Māori workforce project that Te Taura Whiri i te Reo Māori is about to undertake will go a long way to alleviate the demand and pressure, and help progress the implementation of the Maihi Karauna.

Appendix 1: Maihi Karauna Strategy 2019–2023

VISION



Kia Māhorahora te Reo

Everywhere, Every Way, Everyone, Every Day

ROLE

Create the conditions for te reo Māori to thrive as a living language

OUTCOMES

Aotearoatanga

Nationhood

Mātauranga

Knowledge & skills

Hononga

Engagement

AUDACIOUS GOALS

By 2040, 85 percent (or more) of New Zealanders will value te reo Māori as a key part of national identity

By 2040, 1,000,000 New Zealanders (or more) will have the ability and confidence to talk about at least basic things in te reo Māori

By 2040, 150,000 Māori aged 15 and over will use te reo Māori at least as much as English

APPROACH

Whakanui – create the conditions for te reo Māori to be valued by Aotearoa whānui as a central part of national identity

Whakaako – create the conditions for te reo Māori to be learned by Aotearoa whānui

Whakaatu – create the conditions for te reo Māori to be seen, read, heard and spoken by Aotearoa whānui

PRIORITIES

Current priorities

More New Zealanders valuing te reo me ngā tikanga Māori as part of our national identity.

More value gained from te reo Māori me ngā tikanga Māori for economic and social development.

More young people excited about te reo Māori.

Medium-term priorities

More people engaging with quality broadcast and online content in te reo Māori.

Current priorities

More children and young people learning te reo Māori.

More people progressing beyond basic knowledge of te reo Māori.

Medium-term priorities

More people highly proficient in te reo Māori.

Current priorities

More use of te reo Māori in the home, on the marae, and in communities.

Te reo Māori resources held by the Crown made more readily available.

More accessible public services in te reo Māori.

Medium-term priorities

More towns and cities embracing bilingualism.

PRIORITY GROUPS

Ngā tamariki me ngā rangatahi

Young people

Rāngai Tūmatanui

Public sector

Tāngata matatau ki te reo

Proficient speakers

Appendix 2: Maihi Karauna Survey 2021/22

#	Question	Response
1	<p>We understand that you are yet to provide a language plan to Te Taura Whiri i te Reo Māori. During the 2021/22 year did you develop a te reo Māori language plan? Could you please provide a copy of this plan with your survey.</p> <p>If you did not develop a language plan, do you intend to do this? If so, when?</p> <p>OR (for those who registered their language plans with Te Taura Whiri i te Reo Māori by 30 June 2021)</p> <p>We understand that you provided your language plan to Te Taura Whiri i te Reo Māori by 30 June 2021. During the 2021/22 year did you implement the activities that you set out to achieve in that plan?</p> <p><i>If you have since updated your language plan over the course of the 2021/22 year, please provide an updated copy with your survey response. Any new language plans will be used for the 2022/23 Maihi Karauna implementation survey.</i></p>	
2	<p>What implications, if any, has the Maihi Karauna had on your department/departmental agency this year? E.g. appointment of a Māori language planner to implement your language plan, Māori language expert/kaiako to deliver lessons.</p> <p><i>Please provide details about how these implications (including resources) have enabled you to deliver your reo Māori revitalisation activities (the details of your activities are asked for in the question below).</i></p>	
3	<p>What activities (including those identified in your language plan) has your department / departmental agency undertaken in contributing to the Maihi Karauna and revitalising te reo Māori during the 2021/22 year (internal facing and external facing)?</p> <p><i>Please write as many details as you can and include whether any particular groups have been targeted (e.g. children/youth, the public service, or proficient reo Māori speakers).</i></p>	<p>Internal-facing (i.e. reo Māori activities within your department/ departmental agency, e.g. reo Māori classes for staff, bi-lingual signage, Te Wiki o Te Reo Māori activities, reo Māori surveys, karakia for staff, reo Māori apps, reo Māori champions/resource to implement language plan)</p> <p>External-facing (i.e. reo activities to support the public services that your department/departmental agency provides, e.g. bilingual signage)</p>
4	<p>Have you encountered any problems, issues or concerns in undertaking your activities in #3 above (e.g. funding, timeframes, access to expertise, etc.)?</p> <p><i>Please provide as many details as you can</i></p>	
5	<p>Of the 2021/22 activities identified above in #4, can you please provide the results of your performance against any set measures and targets (if any) you set for the 2021/22 year (internal and external facing).</p>	
6	<p>What have been the cost implications for your Maihi Karauna / Reo Māori activities for 2021/22 (estimate if unknown)?</p>	<p>Budget:</p> <p>Actual:</p>

Appendix 3: Summary of Agencies' Maihi Karauna Activities 2021/22

The list below covers Maihi Karauna activities of the agencies including Whakaata Māori Television Service and Te Taura Whiri i te Reo Māori.

Agency	Reo & Resources ²⁶	Kapa Haka / Waiata / Reo Club	Te Wiki /Mahuru Māori / Matariki	Assigned Reo FTE Resource ²⁷	Remuneration ²⁸	Performance Plan inclusion	Language Plan
Te Papa Atawhai – Department of Conservation	▲	▲	▲	▲			
Te Tari Ture o te Karauna – Crown Law Office	▲	▲	▲				▲
Manatū Taonga – Ministry for Culture and Heritage	▲	▲	▲			▲	▲
Ara Poutama Aotearoa – Corrections	▲	▲	▲	▲			▲
Te Mana Ārai o Aotearoa – NZ Customs Service	▲	▲	▲				▲
Manatū Kaupapa Waonga – Ministry of Defence	▲	▲	▲	▲			▲
Te Tari o te Pirimia me te Komiti Matua – DPMC including Te Rākau Whakamarumarū (NEMA)	▲	▲	▲	▲		▲	▲
Te Tāhuhu o te Mātauranga – Ministry of Education	▲	▲	▲	▲	▲	▲	▲
Te Tari Arotake Mātauranga – Education Review Office	▲	▲	▲	▲		▲ ²⁹	▲
Te Tari Mātāwaka – Ministry for Ethnic Communities	▲						
Manatū Mō Te Taiao – Ministry for the Environment	▲	▲	▲	▲			▲
Manatū Aorere – Ministry of Foreign Affairs and Trade	▲	▲	▲				▲ ³⁰
Manatū Hauora – Ministry of Health	▲	▲	▲	▲			▲
Te Tūāpapa Kura Kāinga – Ministry of Housing and Urban Development	▲	▲	▲				▲
Te Taari Taake – Inland Revenue Department	▲	▲	▲		▲		▲
Te Tari Taiwhenua – Department of Internal Affairs	▲	▲	▲				▲
Toitū Te Whenua – Land Information NZ	▲	▲	▲			▲	▲
Manatū Ahu Matua – Ministry for Primary Industries	▲	▲	▲	▲			▲

Agency	Reo & Resources ²⁶	Kapa Haka / Waiata / Reo Club	Te Wiki /Mahuru Māori / Matariki	Assigned Reo FTE Resource ²⁷	Remuneration ²⁸	Performance Plan inclusion	Language Plan
Te Kawa Mataaho – Public Service Commission	▲	▲	▲				▲
Te Tari Hara Tāware – Serious Fraud Office	▲		▲				
Te Manatū Whakahiato Ora – Ministry of Social Development	▲	▲	▲	▲	▲		▲
Toi Hau Tāngata – Social Wellbeing Agency	▲	▲	▲	▲			▲
Tatauranga Aotearoa – Stats NZ	▲	▲	▲	▲	▲		▲
Te Aho o Te Kahu – Cancer Control Agency	▲	▲	▲	▲	▲	▲	▲
Te Arawhiti	▲	▲	▲	▲		▲	▲
Te Puni Kōkiri	▲	▲	▲		▲	▲	▲
Te Taura Whiri i te Reo Māori	▲	▲	▲	▲	▲	▲	▲
Te Manatū Waka – Ministry of Transport	▲	▲	▲	▲			▲
Te Tai Ōhanga – The Treasury	▲	▲	▲	▲			▲
Whakaata Māori	▲	▲	▲	▲	▲	▲	▲
Manatū Wāhine – Ministry for Women	▲	▲	▲		▲		▲

26. This column covers resources (outsourced or internally run) to support reo Māori learning, use, signage, apps, translation, scholarships, immersion domains, wānanga/ kura reo, reo survey (to identify reo needs of staff for language planning), communications or branding.

27. FTE resource includes a person specifically and exclusively appointed to implement and drive Maihi Karauna activities.

28. Agency has a framework in place to recognise and remunerate staff with reo Māori proficiency. Remuneration is based on proficiency level using an internal assessment framework or the Level Finder Examination of Te Taura Whiri i te Reo Māori.

29. Each team within Te Tari Arotake Mātauranga – Education Review Office have reo and tikanga plans that includes expectations for all staff in use of te reo and tikanga in their daily work.

30. Developing new language strategy to replace existing language plan.





