

15 June 2023

John

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Tēnā koe John

**Your request for Official information, reference: HNZ00012823**

Thank you for your email on 5 March, asking for information under the Official Information Act 1982 (the Act) about tikanga.

Tikanga is an essential part of how we work. Te Whatu Ora has emphasised the importance of tikanga not just in how we engage with Māori but also how we work more fundamentally. This is reflected in the Chief of Tikanga reporting directly to the Chief Executive.

*1. The job description for the Chief of Tikanga role*

Please find the requested information attached as '**Document 1**'.

*2. The remuneration, or remuneration range paid to the Chief of Tikanga role*

The Chief of Tikanga role sits under Te Whatu Ora's Tier 2 management roles reporting to the Chief Executive. It specifically comes under Support Roles which has a salary range of \$280,000 to \$475,000.

*3. The number of direct and indirect reports to the Chief of Tikanga*

The Chief of Tikanga does not currently have any direct reports. In terms of indirect reports, we have assumed that relates to roles within a function led by a person but not direct reports. The Chief of Tikanga does not currently have any indirect reports.

*4. The total remuneration paid to all the direct and indirect reports to the Chief of Tikanga*

As noted above, the Chief of Tikanga does not have any direct or indirect reports employed by Te Whatu Ora.

*5. All other costs incurred by Health New Zealand related to Tikanga*

Other costs include five weeks' annual leave and work-related travel as required for executive/ leadership/tikanga responsibilities.

*6. The total number of roles across Health New Zealand and its subsidiaries / DHBs that are directly or indirectly involved in Tikanga*

Given the importance of tikanga Māori not only in how we engage with Māori but also in how we do our business generally, staff in a large number of roles will be involved in giving effect to tikanga in appropriate circumstances. As this is a routine part of many roles, Te Whatu Ora does not hold a list of specific roles to share with you.

**How to get in touch**

If you have any questions, you can contact us at [hnzOIA@health.govt.nz](mailto:hnzOIA@health.govt.nz).

If you are not happy with this response, you have the right to make a complaint to the Ombudsman. Information about how to do this is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or by phoning 0800 802 602.

As this information may be of interest to other members of the public, Te Whatu Ora may proactively release a copy of this response on our website. All requester data, including your name and contact details, will be removed prior to release.

Nāku iti noa, nā



Andrew Slater  
**Chief People Officer**  
**People and Culture**