

18 January 2019

Aruth John Smith
fyi-request-9254-2d1a3bab@requests.fyi.org.nz

Dear Mr Smith,

Official Information Act request

Thank you for your request received on 13 December 2018 for the below:

...all policy documents relating to Maori language in your workplace, and in particular any policy which is aimed at improving or rewarding levels of te reo in the work place, and any correspondence in relation to such policies, and in addition the total cost of such policies to date or the projected cost of such policies to date.

The information on the Stats NZ Māori language policy can be found below, and is taken from the Stats NZ Collective Employment Agreement.

Special Duties for Survey Interviewers

Stats NZ will pay a Special Duties Allowance (SDA) of 6.5% of the hourly rate per assignment for the following circumstances:

- Training duties
- Supervision duties
- Conversions duties except for one off conversions
- *Translating*
- *Te Reo Māori where communicating in English would be a barrier to communication*
- *Providing advice and/or assistance in cultural events if these are outside of the employee's normal work duties and responsibilities.*

Recognition of Māori and cultural values and perspectives

Stats NZ has particular regard to Mātauranga Māori (Māori knowledge), Tikanga Māori (Māori principles and protocols) and Kaitiakitanga (Māori guardianship) in the workplace.

Stats NZ values diversity and inclusion, so recognises all cultural values and perspectives.

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Where employees are called upon by Stats NZ to use cultural related skills and knowledge and such duties are above and beyond the normal requirements of the employee's role, (see examples list below), Stats NZ may recognise such contributions either financially, such as special duties allowance, or otherwise by agreement, and will ensure there is no additional burden on the employee.

Examples:

- Translation and language interpretation work (if it is not part of your role);
- Organising pohiri (welcoming), whakatau (induction) and whakawātea (farewells) appropriately;
- Providing advice around Māori and other customs and protocols, Māori current affairs, the Treaty, building relationships with Māori and Iwi (if outside your role);
- Writing mihi / greetings for other employees;
- Welcoming international guests.

Te Reo Māori allowance

On achievement of the appropriate certification by the Te Taura Whiri te Reo - Māori Language Commission Stats NZ shall pay the employee an allowance fortnightly through the payroll based on the following scale:

Level	Attestations/Listening/Speaking/Reading	Translation	Remuneration
(A high - E low)	(5 high - 1 low)	(10 high - 1 low)	\$ per annum
A	5 AND	9 or above	\$2,200
B	4 or above AND	7 or above	\$2,000
C	3 or above AND	5 or above	\$1800
D	2 or above AND	3 or above	\$800
E	1 or above AND	1 or above	\$700

Source for Scale: Te Taura Whiri te Reo - Māori Language Commission.

Proficiency in Te Reo Māori is encouraged by Stats NZ and PSA in the workplace. The allowance will be paid according to an employee's proficiency within the limits of the 5-step scale above.

The amount paid for Te Reo Māori Allowance for the period 1 July 2015 to 9 Jan 2019 was \$20,780.90.

No specific correspondence related to these policies has been identified.

You have the right, by way of complaint to the Office of the Ombudsman under section 28(3) of the Official Information Act 1982, to seek an investigation and review of this response to your request.

Stats NZ intends to publish its response to your request made under the Act on the Stats NZ website. This letter, with your personal details removed, will be published in its entirety. Consistent with the Act, publishing responses increases the availability of information to the public and helps promote balanced public debate.

Yours sincerely,



Terry McCaul
Chief People Officer
Stats NZ

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