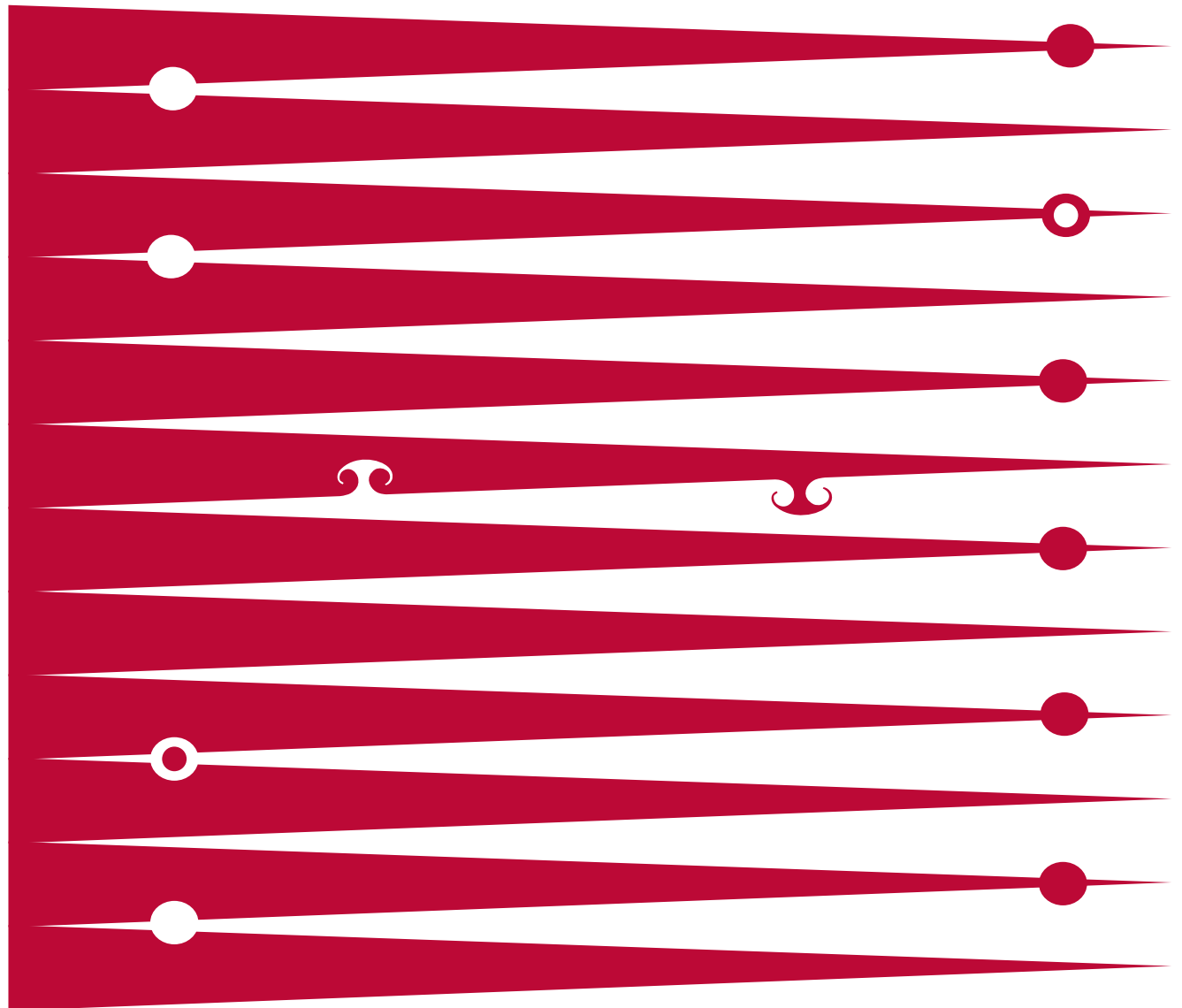


TE KAUPAPA MAHI TAHI
A PLAN FOR PARTNERSHIP
2005–2010

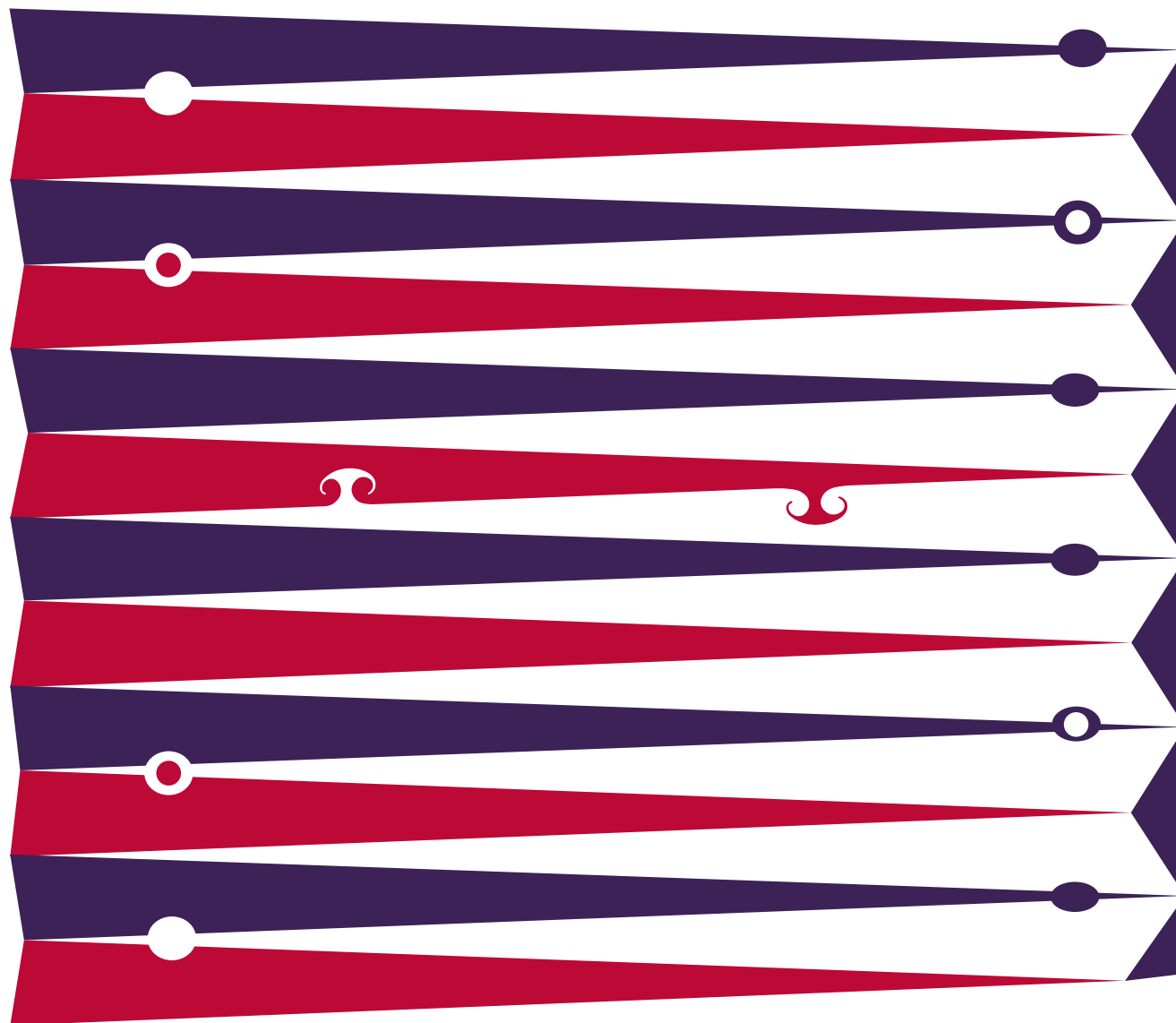


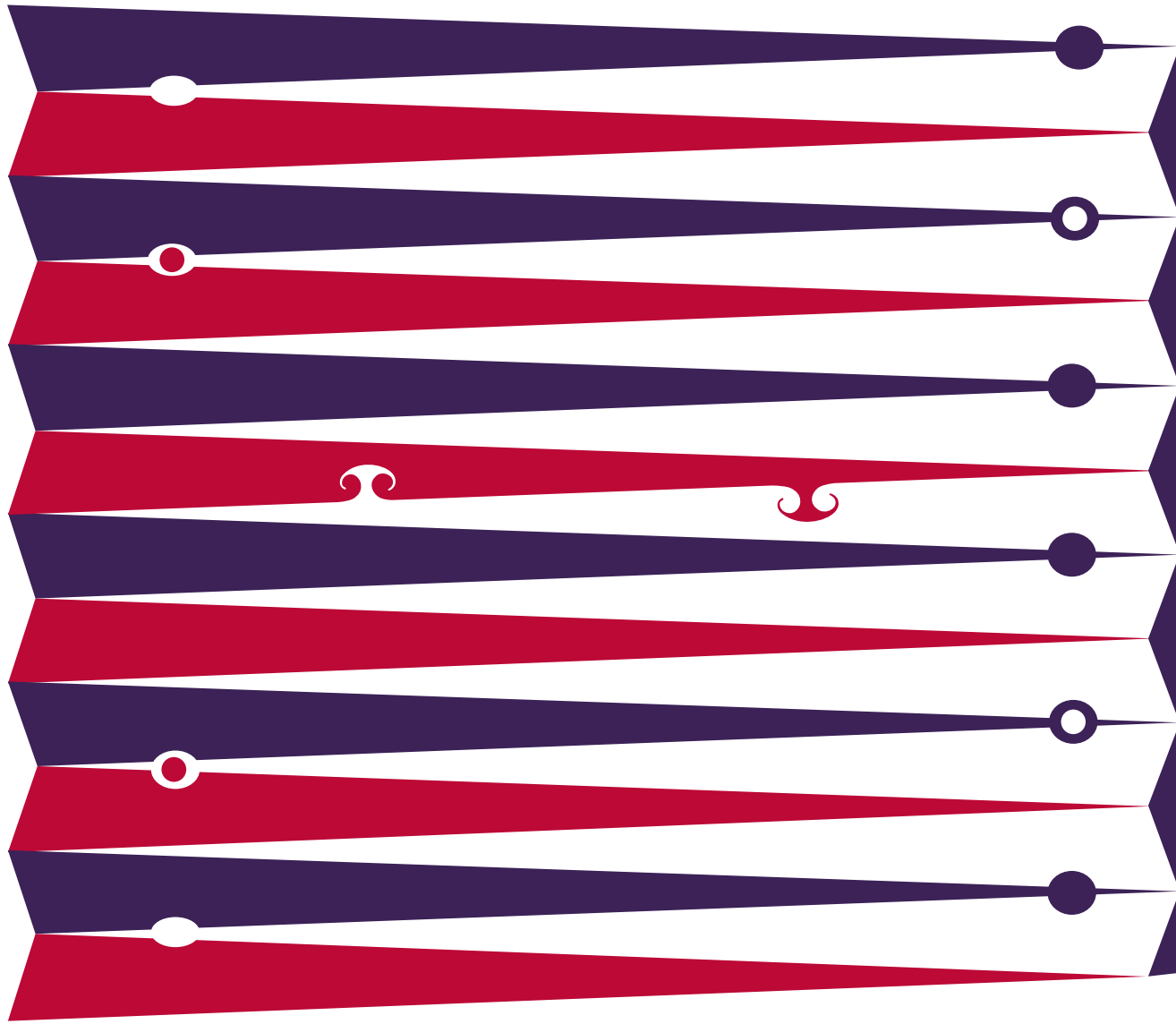
Te Kaupapa Mahi Tahī, by Dean Whiting 2005

This artwork combines traditional Māori concepts in a modern way. The kōkōwai (red) and the mā (white) sometimes merge and are sometimes distinct. This stereogram can convey a unified three-dimensional image. These various perceptions can be seen as the same elements that combine to create Te Kaupapa Mahi Tahī A Plan for Partnership.

Te Kaupapa Mahi Tahī, nā Dean Whiting 2005

Kei te whakakotahitia i te mahi toi nei ētahi kaupapa Māori nō mua ki tētahi āhuatanga mō te ao hou nei. He wā anō ka tū hono te kōkōwai me te mā, he wā anō ka tū motuhake. Mā tēnei, ka taea te whakaatu he āhua ahu-toru e kotahi nei te hanga. Ko ēnei āhuatanga, koia anō ngā wāhanga e honohono ana hei pūtake mō Te Kaupapa Mahi Tahī.







TE KAUPAPA MAHI TAHI

A PLAN FOR PARTNERSHIP

2005–2010

*The message from the people
Clearly asks us
To open our doors
So that we may work together
And share the information
Held in Te Puna Mātauranga o Aotearoa.*

*Kōkiri, kōkiri, kōkiri!
Whakarongo ake au ki ngā reo o te motu
E karanga mai ana
Huakina mai ngā tatau o tō whare
Kia Mahi Tahī tātou, kia inu ai mātou
I Te Puna Mātauranga o Aotearoa.*



MESSAGE FROM THE CHIEF EXECUTIVE

E ngā mana, e ngā waka, e ngā reo, tēnā koutou, tēnā tātou katoa.

It is my great pleasure to lead Te Kaupapa Mahi Tahī towards 2010.

Te Kaupapa Mahi Tahī was first launched in 2001 and set in place the response of the National Library of New Zealand's policy of creating and maintaining relationships with iwi and Māori. This policy is a continuation of that direction.

Te Kaupapa Mahi Tahī acknowledges iwi Māori as tangata whenua and incorporates enhanced outcomes for all Māori clients in all endeavours of the National Library, for this year and the years to come, so that Māori are connected with information important to all aspects of their lives.

The National Library aims to nurture New Zealand's documentary heritage, facilitate New Zealanders' access to information, and to build our skills and confidence in using information. We will foster and advance relationships with communities. Te Kaupapa Mahi Tahī plays a significant part in achieving these aims. As the Chief Executive/National Librarian, I am committed to ensuring that we strengthen and maintain relationships with iwi and Māori. The National Library embraces our shared responsibilities for collecting, preserving and protecting taonga. This will be achieved by collaborating with iwi and Māori.

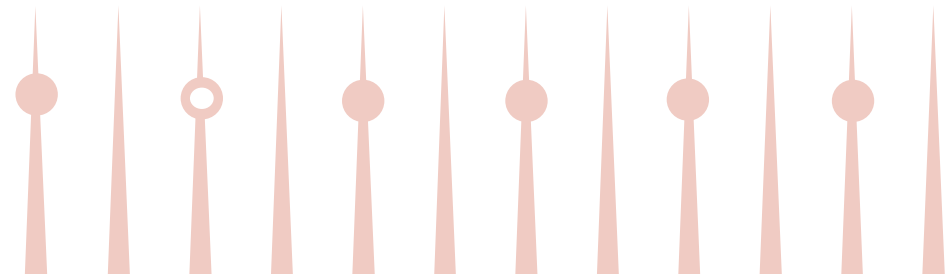
The National Library recognises that mātauranga Māori belongs primarily with iwi. The National Library of New Zealand (Te Puna Mātauranga o Aotearoa) Act 2003 requires that the Library and Information Advisory Commission provide advice to the Minister Responsible for the National Library on mātauranga Māori. I also take advice on all matters of interest to Māori from Te Komiti Māori, Te Rōpū Whakahaui, iwi and National Library staff. This advice is extraordinarily important to me and impacts positively on our relationships with iwi and Māori and our clients seeking information about iwi and Māori.

I am proud to present Te Kaupapa Mahi Tahī 2005-2010 to the National Library, to our colleagues internationally and the people of New Zealand, in particular to iwi and Māori. I offer this as my personal commitment to building sustainable and effective relationships with iwi and Māori now and in the future.

Nāku noa, nā

Penny Carnaby

National Library of New Zealand Te Puna Mātauranga o Aotearoa



HE KUPU NĀ TE TUMUAKI

E ngā mana, e ngā waka, e ngā reo, tēnā koutou, tēnā tātou katoa.

Tēnei ahau te manawanui nei ki te ārahi i Te Kaupapa Mahi Tahī ki te tau 2010.

I tukuna tuatahitia a Te Kaupapa Mahi Tahī ki te ao i te tau 2001, ā, nāna i whakatakoto te kaupapahere a Te Puna Mātauranga o Aotearoa mō te whai hononga ki ngā iwi o te motu me Ngāi Māori nui tonu. Kei te whai tonu tēnei kaupapahere i taua aronga.

E whakamihi ana a Te Kaupapa Mahi Tahī nei ki ngā iwi Māori hei tangata whenua, ā, ka āta whakahua hoki i ētahi whāinga mō ngā kiritaki Māori katoa i roto tonu i ngā mahi katoa a Te Puna Mātauranga, mō tēnei tau, ā, mō ngā tau hoki o anamata, e hono ai a Ngāi Māori ki ngā pārongo e tino whai tikanga ana ki a rātau i roto i ngā āhuetanga katoa o ō rātau ao.

Ko ngā whāinga a Te Puna Mātauranga, he poipoi i ngā tuhinga me ngā pūranga tuku iho, he āwhina i te whai wāhi mai a ngā tāngata katoa o Aotearoa ki ngā pārongo, he whakapakari hoki i ō mātau pūkenga me tō mātau maia ki te whakamahi i te pārongo. Ka tautoko hoki i ngā hononga ki ngā hapori. He nui te wāhi ki Te Kaupapa Mahi Tahī i roto i ēnei whāinga. I taku tūranga nei hei kaiwhakahaere mō Te Puna Mātauranga, e ū ana au ki te whakaaro me whakakaha mātau i ō mātau hononga ki ngā iwi me Ngāi Māori nui tonu. Tēnei mātau ka hāpai i te wāhi ki a mātau i ngā kawenga ngātahi mō te kohikohi, mō te tohu, mō te atawhai hoki i te taonga. Ka tutuki ēnei mahi mā te mahi tahi anake ki ngā iwi me Ngāi Māori.

E mārāma ana a Te Puna Mātauranga o Aotearoa, nō ngā iwi tonu te mātauranga Māori. E tohu mai ana te ture mō Te Puna Mātauranga o Aotearoa 2003, tērā me whai whakaaro te Kōmihana Whare Pukapuka Pārongo, hoki ki te tohutohu i te Minita mō Te Puna Mātauranga o Aotearoa mō te mātauranga Māori. Ka tohutohu hoki a Te Komiti Māori i au, a Te Rōpū Whakahau hoki, a ngā iwi hoki me ngā kaimahi anō o Te Puna Mātauranga o Aotearoa. He tino mea nui ēnei tohutohu ki au, ka tautoko i ā mātau hononga ki ngā iwi me Ngāi Māori hoki, me ā mātau kiritaki hoki e rapu kōrero ana mō ngā iwi nei me Ngāi Māori.

E manawanui ana au ki te whakatakoto i Te Kaupapa Mahi Tahī nei mō ngā tau 2005-2010 ki Te Puna Mātauranga o Aotearoa, ki ā mātau hoa mahi o tāwāhi, ki ngā tāngata katoa o Aotearoa, tae atu hoki ki ngā iwi me Ngāi Māori. Tēnei ka tuku i taku kī taurangi nei ki te whakarite he hononga whai hua ki ngā iwi me Ngāi Māori hoki, i nāianeī, hei anamata anō hoki.

Nāku noa, nā



Penny Carnaby
Te Puna Mātauranga o Aotearoa

A PLAN FOR PARTNERSHIP

STRATEGY FOR THE FUTURE

The National Library's Statements of Intent describe annually how the National Library is moving into the future. New Zealand's Digital Strategy¹ recognises the importance of working with Māori to assist Māori as individuals or collectives to achieve their goals. It gives a view of integrated digital content that will meet the needs of iwi and Māori. The National Library will work with iwi and Māori to achieve this. Iwi and Māori are seeking enhanced digital access to finding aids and primary source materials. The Māori Language Strategy² fulfils a similar role, in that it articulates goals for the future development of the Māori language and identifies the roles of Government, including the work of the National Library of New Zealand, in supporting these goals.

Current demographic trends viewed alongside statistical projections and future scenarios confirm a place for all in our society and the need to provide strong foundations for life-long learning and high levels of achievement for all learners, particularly Māori.

Te Kaupapa Mahi Tahi challenges the National Library to connect all New Zealanders, especially Māori, with information important to all aspects of their lives. Increasing access to mātauranga Māori and resources in Māori will do this.

PURPOSE

The purpose of Te Kaupapa Mahi Tahi is to strengthen meaningful relationships between the National Library and iwi and Māori. Te Kaupapa Mahi Tahi connects people, particularly Māori with information in all formats important to all aspects

¹ New Zealand's Digital Strategy can be sourced from website www.digitalstrategy.govt.nz

² The Māori Language Strategy can be sourced from website www.tpk.govt.nz

of their lives. This will be done by ensuring New Zealand's documentary heritage is nurtured, by facilitating access to information for all New Zealanders, and by developing New Zealanders who are skilled and confident in using information. Taonga in the Alexander Turnbull Library will be cared for and protected in perpetuity.

TRENDS

The unique status Māori have as tangata whenua, and the relevance the Treaty of Waitangi has to our young nation, together create an ever-increasing need for closer relationships with iwi and Māori. Māori are continuing to create born digital material in English and te reo Māori about things that are important to them. Demand for access to information written in te reo Māori, such as whakapapa, histories, writings and images, is increasing all the time. Simply, Māori seek mātauranga in a way that reflects their view of the world and want to create pathways to information that will shape their future.

The resurgence of te reo Māori as a preferred method of communication by iwi and Māori is increasingly evident. Similarly, the research beyond Treaty claim activities in areas such as traditional Māori lore and intellectual and cultural property rights continues to flourish.

Māori have a much younger age profile than the general population of the country. The number of Māori participating in and graduating from tertiary education institutions is increasing. Māori working in the information and technology sector is likely to increase further. Māori educational expectations and aspirations are rising across the board.

TE KAUPAPA MAHI TAHI

HE RAUTAKI MŌ ANAMATA

Ka whakamāramahia tā mātau neke whakamua i roto i ngā Tauākī Whāinga a Te Puna Mātauranga i ia tau. Kei te aro te Rautaki Whakamamati o Aotearoa¹ ki te nui o te wāhi ki te mahi ngātahi me Ngāi Māori hei āwhina i a rātau, ahakoa takitahi, rōpū rānei, ki te whakatutuki i ō rātau moemoeā. Ka mahi ngātahi a Te Puna Mātauranga o Aotearoa ki ngā iwi me Ngāi Māori ki te whakatinana i ēnei hiahia. Ko ngā hiahia nei o ngā iwi me Ngāi Māori, he huarahi whakamamati ki ngā aratohu toro me ngā tuhinga me ngā pūranga tuku iho. He pērā hoki te Rautaki Reo Māori, arā ka whakaatu atu i ngā whāinga mō te reo Māori ki roto i ngā tau o anamata, ka tohu hoki i te wāhi ki te Kāwanatanga, tae atu ki Te Puna Mātauranga o Aotearoa, hei āwhina i ērā whāinga².

E tohu mai ana ngā tatauranga o te wā me ngā tirohanga whakamua, tērā te wāhi nui ki ngā tāngata katoa i roto i tō tātau hapori, ā, tērā hoki me whakarato he pūtake tōtika mō te akoranga mutunga kore me te ekenga taumata mō ngā akonga katoa, tae atu hoki ki a Ngāi Māori.

E wero ana a Te Kaupapa Mahi Tahī i Te Puna Mātauranga o Aotearoa ki te whakahono i a Ngāi Māori, me ngā tāngata katoa hoki o te motu, ki ngā pārongo e whai tikanga ana ki roto i ngā āhuetanga katoa o ō rātau ao. E tutuki ai tēnei whāinga, me whakapiki te āheinga ki te mātauranga Māori me ngā rauemi reo Māori hoki.

KO TE KAUPAPA

Ko te kaupapa a Te Kaupapa Mahi Tahī, he whakakaha i ngā hononga ki waenga i a Te Puna Mātauranga o Aotearoa me ngā iwi, me Ngāi Māori hoki. Ka whakahono

a Te Kaupapa Mahi Tahī i te tangata ki te pārongo i roto i ōna tini āhuetanga katoa i roto i ō rātau ao. Ka tutuki tēnei kaupapa mā te poipoi i ngā tuhinga me ngā pūranga tuku iho, mā te āwhina i te whai wāhi mai a ngā tāngata katoa o Aotearoa ki te pārongo, mā te whakatupu hoki i te nui tāngata e whai pūkenga ana, e māia ana hoki, ki te whakamahi i te pārongo. Kei te tohungia, kei te tiakina hoki ngā taonga i Te Whare Pukapuka o Alexander Turnbull mō ake tonu atu.

KO NGĀ IA TATAURANGA

He tūranga motuhake tō Ngāi Māori i tō tātau motu hei tangata whenua. He mana anō hoki tō te Tiriti o Waitangi ki roto i tō tātau neihana e tamariki tonu nei. Nā ēnei āhuetanga, ka nui haere te wāhi ki ā mātau honohononga ki ngā iwi o te motu me Ngāi Māori hoki. Kei te rite tonu te hanga kōrero a Ngāi Māori i te reo Māori me te reo Pākehā mō ngā kaupapa e whai take ana ki a rātau, e whānau mamati mai ana ēnei kōrero ki te ao. Kei te piki haere te hiahia ki ngā kōrero kua tuhia ki te reo Māori, pēnei i te whakapapa, i ngā kōrero tuku iho, i ngā whakaahua hoki o onamata. Kei te hiahia a Ngāi Māori ki ō rātau mātauranga e whai tikanga ana ki a rātau i ō rātau ao, ā, kei te hiahia hoki ki te hanga huarahi e wātea ai ērā mātauranga.

Kei te kitekita te hiahia o ngā iwi me Ngāi Māori ki te reo Māori hei reo kōrero mā rātau i roto i ngā mahi nei. Heoi, kei te piki hoki ngā rangahau ki ngā tikanga me ngā tika tuku iho, i tua atu i ngā kerēme ki te Rōpū Whakamana i Te Tiriti o Waitangi.

He tamariki iho a Ngāi Māori, ā tatauranga nei, i te iwi whānui o Aotearoa. Kei te piki haere te kaute o Ngāi Māori e whai wāhi ana ki ngā kura tuatoru o te motu, e whai tohu ana hoki i ēnei kura. Ko te whakapae, tērā ka nui haere a Ngāi Māori e mahi ana i te rāngai pārongo, hangarau hoki. Kei te piki haere ngā hiahia me ngā whāinga a Ngāi Māori i ngā mahi mātauranga, ā, puta noa nei.

¹ Ka taea te tango mai te Rautaki Whakamamati o Aotearoa mai i te paetukutuku www.digitalstrategy.govt.nz

² Ka taea te tango mai te Rautaki Reo Māori mai i te paetukutuku o Te Puni Kōkiri www.tpk.govt.nz

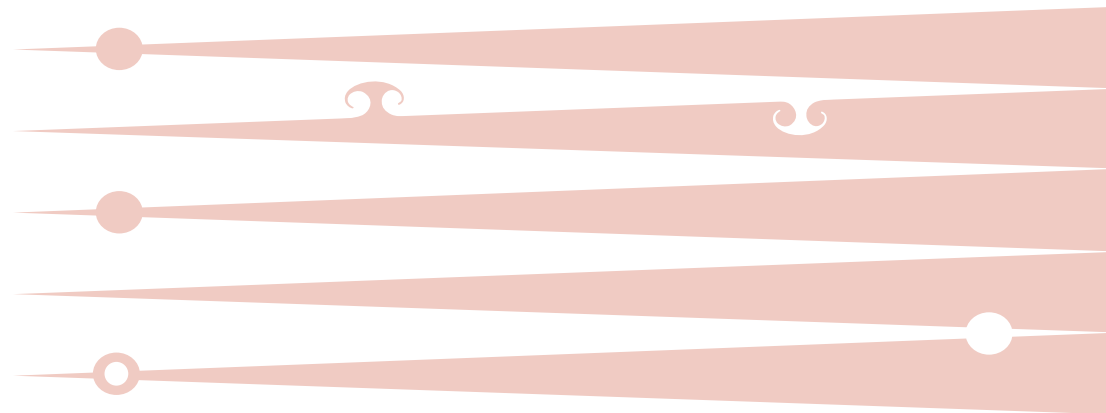
These trends all impact on the world of libraries. Numbers of Māori clients, as end users of information, are expected to increase in direct proportion to continued uptake of personal computers in schools and homes. Libraries are employing more Māori and speakers of te reo Māori. As access through Māori subject headings comes online over the next few years, it is expected that Māori use of libraries and information services will also increase further.

NEXT GENERATION NATIONAL LIBRARY ³

The strategy to achieve a transformation to the Next Generation National Library is a three-year plan for 2005-2008, which, amongst other things, will place the National Library at the forefront of international digital library best practice. Te Kaupapa Mahi Tahi is a plan for partnership, which ensures that Māori client needs, and those clients seeking information about Māori, no matter where they are in the world, will choose to visit the National Library as their first port of call.

Te Kaupapa Mahi Tahi supports the strategy by ensuring that the National Library learns from the relationships it builds with iwi and Māori. By working on activities together, and evaluating, reviewing, analysing and synthesising the outcomes of our work, the National Library will begin building a body of systematic evidence to inform both policy and practice. This strengthens Māori participation in, and builds relationships with all of the National Library's business.

The Next Generation National Library strategy provides an enabling context for the National Library and Māori to work as one, to build the most representative, comprehensive and accessible collections of digitised Māori materials representing mātauranga Māori. Relationships with iwi and Māori are the central point of Te Kaupapa Mahi Tahi. The National Library is making taonga more accessible to more people in collaboration with iwi. Te Kaupapa Mahi Tahi is a pan National Library commitment to delivering resources to clients. Building Māori capability and capacity across the organisation is essential for Te Kaupapa Mahi Tahi to succeed.



³ The Next Generation National Library is outlined in the Statement of Intent 05/06 page 8

Ka whai pānga ēnei ia tatauranga nei ki ngā mahi a ngā whare pukapuka. Ka piki haere te nui o ngā kiritaki Māori, e whai nei i ngā pārongo, i runga anō nei i te whai wāhi ki te ao rorohiko i ngā kura, i ngā kāinga hoki. Tērā ia nei te nui haere o ngā kaimahi Māori, me ngā kaimahi kōrero Māori hoki, i ngā whare pukapuka o te motu. Hei ngā tau kei mua tonu nei, ka tūturu haere ngā whakarārangitanga kaupapa Māori i roto i ngā whare pukapuka, tērā ia nei te whakapae ka piki haere, ka piki haere te whai wāhi a Ngāi Māori ki ngā whare pukapuka me ngā ratonga pārongo.

HE PUNA MĀTAURANGA WHAKATUPURANGA HOU ³

Ko te rautaki nei hei whakahou i Te Puna Mātauranga mō te Whakatipuranga Hou, he mahere e toru tau nei te roa i te 2005 ki te 2008. Ka riro māna e ārahi Te Puna Mātauranga o Aotearoa ki mua tonu i ngā mahi whakamamati i te whare pukapuka, puta noa te ao. Ko Te Kaupapa Mahi Tahī, he mahere mō te mahi tahi. Māna ka ū, tērā ka tutuki ngā hiahia o ngā kiritaki Māori me ngā kiritaki hoki e rapu kōrero ana mō Ngāi Māori, ahakoa ki whea rā rātau i te ao, ā, ko Te Puna Mātauranga o Aotearoa tā rātau kuaha tuatahi e whai ai rātau i ngā pārongo nei.

Ka tautoko Te Kaupapa Mahi Tahī nei i te rautaki mā te whakaū, tērā ka whai akoranga a Te Puna Mātauranga o Aotearoa i āna mahinga ngātahitanga ki ngā iwi me Ngāi Māori. Mā te mahi tahi, mā te arotake, mā te tātari hoki i ngā hua e hua mai ana i ēnei mahi, ka tīmata a Te Puna Mātauranga o Aotearoa ki te kohikohi pārongo hei whakamōhio i āna kaupapahere me āna mahi anō hoki. Mā konei e tautokona ai te whai wāhi mai a Ngāi Māori, te whakarite hononga hoki, ki roto i ngā mahi katoa a Te Puna Mātauranga o Aotearoa.

Ka takoto i te rautaki mō Te Puna Mātauranga Whakatipuranga Hou he horopaki whakaahei mō Te Puna Mātauranga o Aotearoa me Ngāi Māori ki te mahi ngātahi, ki te whakarite i ngā kohikohinga whakamamati hei pupuri, hei whakaatu hoki i te mātauranga Māori. Ko ā mātau mahinga ngātahi ki ngā iwi me Ngāi Māori te pūtaka tonu o Te Kaupapa Mahi Tahī. Kei te whakaahei Te Puna Mātauranga o Aotearoa i ngā taonga e pupuri nei ia ki te nui tāngata i runga i te mahi tahi ki ngā iwi. Ka uru katoa mai ngā wāhanga katoa o Te Puna Mātauranga o Aotearoa ki roto i Te Kaupapa Mahi Tahī, arā ki te whakarato rauemi ki te hunga kiritaki. E eke ai Te Kaupapa Mahi Tahī ki ōna taumata, me whakapiki te nui me te kounga o ngā pūmanawa Māori i roto i ngā wāhanga nei.



³ Ka whakamāramahia Te Puna Mātauranga Whakatipuranga Hou ki roto i tā mātau Tauākī Whāinga 05/06, i te whārangi 8.

STRATEGIC DIRECTION

Te Kaupapa Mahi Tahi continues to complement the Statements of Intent of the National Library and supports the Next Generation National Library Strategy. This Plan for Partnership impacts on all the National Library’s policies and operations. Te Kaupapa Mahi Tahi reaffirms the commitment of the National Library to Māori clients.

STRATEGIC DIRECTIONS OF THE NATIONAL LIBRARY OF NEW ZEALAND

Outcome Statement	New Zealanders connected with information important to all aspects of their lives.
Intermediate Outcomes	<ul style="list-style-type: none"> • New Zealand’s documentary heritage is nurtured. • New Zealanders’ access to information is facilitated. • New Zealanders are skillful and confident in using information.
Collaboration Strategy	<ul style="list-style-type: none"> • Relationships are fostered and advanced.

FOR MĀORI THIS MEANS . . .

Connecting Māori with information important to all aspects of their lives and in a way that is meaningful to Māori.
<ul style="list-style-type: none"> • Taonga Māori are cared for, protected and made accessible in collaboration with iwi and Māori. • All New Zealanders’ access to mātauranga Māori is facilitated. • Māori are skillful and confident in using information.
<ul style="list-style-type: none"> • Relationships between iwi, Māori and the National Library are enhanced, created, shared and valued.

CORE VALUES

Information	We value the power of information.
Service	We focus on our communities’ needs.
People	We value and respect all people.
Excellence	We strive for excellence and innovation.
Treaty of Waitangi	We value the Treaty of Waitangi.

THE NATIONAL LIBRARY OF NEW ZEALAND

FOR MĀORI THIS MEANS . . .

We acknowledge the mauri of taonga. We respect that mātauranga Māori resides with iwi and Māori. We actively seek input and take notice of iwi and Māori communities’ needs. We hold face-to-face relationships in the highest regard. We respect the mana of all people and we work in teams. We strive for excellence and innovation in the shared care of taonga. We respect and acknowledge each other’s differences and contributions. We understand and apply the principles of the Treaty of Waitangi in our work.

KO TE ARONGA RAUTAKI

Ka haere tonu ngā mahi a Te Kaupapa Mahi Tahī ki te tautoko i ngā Tauākī Whāinga a Te Puna Mātauranga o Aotearoa me te Rautaki mō Te Puna Mātauranga Whakatupuranga Hou. Ka whai pānga tēnei kaupapa ki ngā kaupapahere me ngā mahi katoa a Te Puna Mātauranga o Aotearoa. Ka whakaū hoki a Te Kaupapa Mahi Tahī i te ū o Te Puna Mātauranga o Aotearoa ki āna kiritaki Māori.

HE ARONGA RAUTAKI MŌ TE PUNA MĀTAURANGA O AOTEAROA

Ko te Tauākī Whāinga	E hono ana ngā tāngata o Aotearoa ki ngā pārongo e whai tikanga ana ki ngā āhuatanga katoa o ō rātau ao.
Ko ngā whāinga waenganui	<ul style="list-style-type: none">• Ka poipoia ngā tuhinga me ngā pūranga tuku iho.• Ka tautokona te āhei a ngā tāngata o Aotearoa ki te pārongo.• E whai pūkenga ana ngā tāngata o Aotearoa ki te whakamahi i te pārongo, e māia ana hoki.
Ko te Rautaki Mahi Tahī	<ul style="list-style-type: none">• Ka whāia, ka atawhaingia hoki ngā mahinga ngātahitanga.

KO TE WHAKATAKANGA

Ko te Pārongo	Mōhio pai mātau ki te mana o te pārongo.
Ko te Whakarato	Aronui rawa atu mātau ki te hunga tuku tonu mai.
Ko ngā Tāngata	Ngākaunui rawa atu mātau ki ngā hunga e mahi tahi ana mātau.
Ko te mutunga mai o te pai	E whai ana mātau i te tino painga o ngā mahi katoa.
Te Tiriti o Waitangi	Ngākaunui rawa atu mātau ki te Tiriti o Waitangi.

TE PUNA MĀTAURANGA O AOTEAROA

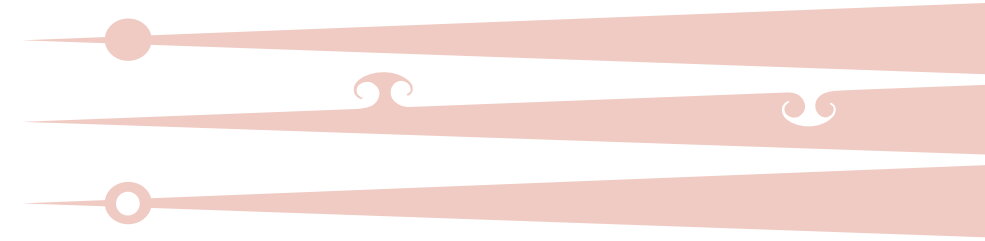
MĀ NGĀI MĀORI . . .

Ko te whakahono i a Ngāi Māori ki ngā pārongo e whai tikanga ana ki ngā āhuatanga katoa o ō rātau ao, i runga anō i ngā huarahi e hāngai ana ki a Ngāi Māori.
<ul style="list-style-type: none">• Ka tiakina, ka tohua, ka whakawāteatia hoki ngā taonga Māori i runga anō i te mahi tahi ki ngā iwi me Ngāi Māori.• Ka tautokona te āhei a ngā tāngata katoa o Aotearoa ki te mātauranga Māori.• E whai pūkenga ana ngā tāngata o Aotearoa ki te whakamahi i te pārongo, e māia ana hoki.• Ka whai hononga mātau ki ngā iwi me Ngāi Māori, ka poipoi hoki mātau i ēnei hononga.

ATU KI NGĀ KIRITAKI MĀORI . . .

Ka aro ki te mauri o ngā taonga, me te mōhio kei ngā iwi me Ngāi Māori te mātauranga Māori e pupuri ana. Ka āta rapu mātau i ngā hiahia ratonga o ngā iwi me Ngāi Māori, ka aro nui ki ēnei hiahia. Kāore i tua atu i te “kanohi ki te kanohi” hei tikanga mahi tahi, whiriwhiri tahi. Āpiti atu, ko te manaaki i te tangata. Kia eke ki te taumata tiketike rawa mō te tiaki ngātahi i ngā taonga. E aro ana mātau ki te wāhi ki tētahi me tētahi, me ngā rerekētanga hoki. E mārāma ana mātau ki ngā mātāpono o Te Tiriti o Waitangi, ka whakamahi i ēnei ki roto i ā mātau mahi katoa.

INTERVENTIONS



Interventions contribute to the National Library's Intermediate Outcomes and Outcome Statements. The strategic leaders in the National Library will develop, implement and evaluate integrated five-year plans for the period from 2006-2010, that contribute to the interventions and deliver enhanced outcomes for iwi and Māori. The interventions are:

THE NATIONAL LIBRARY OF NEW ZEALAND

- Build and maintain heritage collections/taonga and research services within the Alexander Turnbull Library.
- Expand access to a range of information to meet the changing needs of New Zealanders.
- Collect, preserve and make accessible digital objects for and about New Zealand and New Zealanders.
- Develop and deliver services for schools to support teaching and learning.
- Collaborate with others to meet the information needs of New Zealanders.

BY 2010 – FOR MĀORI THIS MEANS . . .

- The building and maintenance of the breadth of taonga and support for researchers of mātauranga Māori within the Alexander Turnbull Library is delivered in partnership with iwi and Māori.
- Access to mātauranga Māori is facilitated through enhancing the depth and range of records and catalogues.
- Digitised and born digital mātauranga Māori is increasingly accessible.
- Enhanced services for schools are developed and delivered to support teaching and learning for Māori.
- The National Library and Māori continue to develop innovative programmes and activities to meet the needs of Māori.

KO NGĀ MAHI

Ka whai painga ngā mahi nei ki ngā whāinga me ngā whāinga waenganui a Te Puna Mātauranga o Aotearoa. Ka riro mā ngā kaiārahi rautaki i Te Puna Mātauranga o Aotearoa e whakarite, e kōkiri, e arotake hoki he mahere rima tau mō ngā tau 2006-2010. Ka whai wāhi ēnei mahere ki ngā mahi nei, māna ka hua ake ngā whāinga mō ngā iwi o te motu me Ngāi Māori nui tonu. Ko ngā mahi nei, koia ēnei:

TE PUNA MĀTAURANGA O AOTEAROA

- Ka kohikohi, ka tiaki hoki i ngā tuinga me ngā pūranga tuku iho, ka whakahaere hoki he ratonga rangahau i Te Whare Pukapuka o Alexander Turnbull.
- Ka whakawhānui i te āheitanga o te tangata ki ngā momo pārongo e tutuki ai ngā hiahia pārongo hou o ngā tāngata o Aotearoa.
- Ka kohikohi, ka tohu, ka whakawātea hoki he kōrero kua whakamamatitia mō Aotearoa, mō ngā tāngata hoki o Aotearoa.
- Ka whakarite, ka whakarato he ratonga ki ngā kura hei tautoko i te ako.
- Ka mahi tahi ki ētahi atu ki te whakarato i ngā hiahia pārongo o ngā tāngata o Aotearoa.

HEI TE 2010 – MŌ NGĀI MĀORI KA PĒNEI . . .

- Ko te kohikohi me te tiaki i ngā momo taonga a Ngāi Māori, ko te tautoko hoki i ngā kairangahau e rangahau ana i te mātauranga Māori i roto i Te Whare Pukapuka o Alexander Turnbull, i runga tonu i te mahi tahi ki ngā iwi me Ngāi Māori.
- Ka tautokona te āheinga atu ki te mātauranga Māori mā te whakawhānui i ngā kōrero i ā mātau whakarārangitanga kōrero.
- Ka piki haere te āhei a te tangata ki te mātauranga Māori i whānau mamati mai ki te ao.
- Ka tohua ko Te Puna Mātauranga o Aotearoa te kaiwhakarato e tino hiahiatia ana mō te ako me ngā mahi rangahau i te mātauranga Māori.
- Ka haere tonu ngā mahi a Te Puna Mātauranga o Aotearoa me Ngāi Māori ki te whakarite he hōtaka, he mahi hou ki te whakarato i ngā hiahia o Ngāi Māori.

KEY ACTIVITIES

Each year the National Library identifies through planning key activities chosen to achieve interventions and outcomes. Key activities increasingly reflect both the taonga held in the Alexander Turnbull Library and the needs of Māori clients. The interventions and key activities are reviewed and focused each year. By 2010 the National Library expects to show that it has moved in measurable, worthwhile ways towards connecting all New Zealanders with information important to all aspects of their lives.

IMPLEMENTATION OF TE KAUPAPA MAHI TAHI

The implementation of Te Kaupapa Mahi Tahī will also be embedded into the behaviours of all at the National Library by:

- **Talking with each other:** Staff of the National Library communicate freely and regularly with each other in the delivery of Te Kaupapa Mahi Tahī. Agreements are developed as necessary.
- **Meeting face to face:** As appropriate, staff of the National Library meet face to face with Māori clients whenever and wherever possible.
- **Upholding the Treaty of Waitangi:** Staff of the National Library increase their understanding of, and support for, the Treaty of Waitangi as a valued part of their work.
- **Pursuing Knowledge:** Staff of the National Library and clients pursue sound and better understandings through working together.
- **Developing by Reflecting:** Staff of the National Library are able to reflect, plan ahead and work together.

KO NGĀ MAHI MATUA

I ia tau, ka tohu a Te Puna Mātauranga o Aotearoa i ētahi mahi matua e tutuki ai ngā mahi nui me ngā whāinga hoki, i roto i āna whakamāhereheretanga. Kei te piki haere te aro o ngā mahi matua nei ki ngā taonga e purihia ana ki Te Whare Pukapuka o Alexander Turnbull, ki ngā hiahia hoki o ngā kiritaki Māori. Ka arotakehia ngā mahi matua nei i ia tau. Eke rawa ki te tau 2010, e mea ana a Te Puna Mātauranga o Aotearoa tērā ka taea e ia te tatau me te whakaatu ngā painga kua puta i ngā mahi matua nei e hono ai ngā tāngata o Aotearoa ki ngā pārongo e whai take ana ki roto i ō rātau ao.

KO TE WHAKATINANA I TE KAUPAPA MAHI TAHI

Ka whakatōkia hoki ngā mahi hei whakatinana i Te Kaupapa Mahi Tahī ki roto i ngā whanonga o ngā kaimahi katoa i Te Puna Mātauranga o Aotearoa, mā te:

- **Kōrero, tētahi ki tētahi:** Ka rite tonu te āta kōrero a ngā kaimahi a Te Puna Mātauranga o Aotearoa ki a rātau anō i roto i ngā mahi katoa hei whakatinana i Te Kaupapa Mahi Tahī. Ka whakatakotoria he pukapuka whakaaetanga inā ka hiahiatia.
- **Hui, kanohi ki te kanohi:** Ka hui ngātahi ngā kaimahi a Te Puna Mātauranga o Aotearoa ki ngā kiritaki Māori i ngā wā katoa me ngā wāhi katoa ka taea.
- **Hāpai i te Tiriti o Waitangi:** Ka whakapiki ngā kaimahi katoa a Te Puna Mātauranga o Aotearoa i ō rātau mōhiotanga ki te Tiriti o Waitangi, me te tautoko anō hoki, i roto pū i ā rātau mahi.
- **Whai i te Mātauranga:** Ka whai ngā kaimahi me ngā kiritaki a Te Puna Mātauranga o Aotearoa i te mātauranga mā te mahi tahī.
- **Whakapakari, i runga i te whai whakaaro:** Ka āhei ngā kaimahi a Te Puna Mātauranga o Aotearoa ki te whai whakaaro ki ā rātau mahi, mā te whakamāherehere, mā te mahi ngātahi anō hoki. Ka aro ngā mahere pakihī ki ngā hiahia o ngā kiritaki Māori.

BUILDING CAPABILITY

The National Library will also champion the use of te reo Māori appropriate to different situations and maintain a broad range of skills in te reo Māori with all staff competently pronouncing te reo Māori and comfortably participating in tikanga Māori activities.

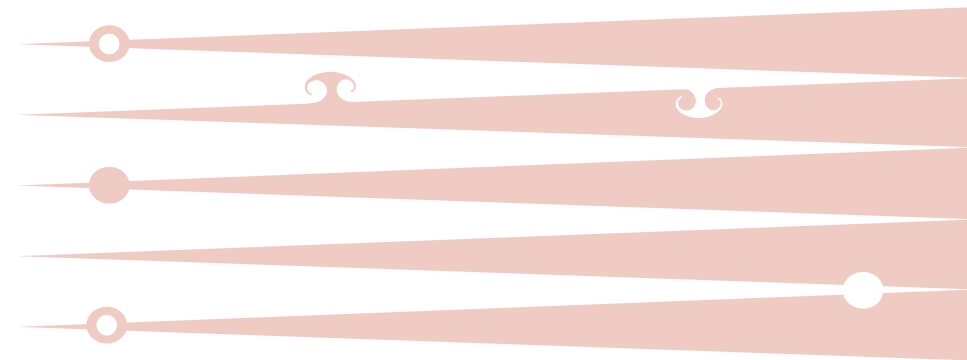
The annual plan will set standards and describe how and where they will be applied in the National Library's use of written and spoken te reo Māori. These standards will be developed in collaboration with Te Taura Whiri i te Reo Māori. The National Library will also develop a plan for delivering resources needed by Māori.

More challenging will be the process of describing and building staff capabilities required to deliver on the major outcome of New Zealanders connected with information important to all aspects of their lives. This major outcome is supported by the National Library's EEO 2010 commitment (Appendix 1). However, this alone is not sufficient. The National Library recognises it has for some time been seriously challenged across all business units in recruiting and retaining staff who identify as being Māori and have the right competencies needed to achieve the successful implementation of Te Kaupapa Mahi Tahī. The National Library also recognises the extraordinary demands placed on staff with the required competencies when these capabilities remain under-developed for long periods of time.

EVALUATION, RESEARCH AND MONITORING

The National Library will continue to develop innovative and exciting ways in which Te Kaupapa Mahi Tahī will be increasingly responsive to meeting the needs of iwi and Māori and only they can tell us when this has been achieved.

The National Library conducts a range of activities that describe what has been achieved, what is happening and what will be most worthwhile for the future. Some activities will have quantifiable performance indicators that can be evaluated and reflect the culture, climate and responsiveness of the National Library to the needs of Māori clients. The National Library will work increasingly in collaboration with iwi and Māori on evaluation, research and monitoring activities.



KO TE WHAKAPAKARI PŪMANAWA

Ka tautoko hoki a Te Puna Mātauranga o Aotearoa i te kōrerotanga o te reo Māori i roto i āna mahi. Ka whai pūmanawa hoki ia mō te reo Māori, mā te tohu tērā ka taea e ngā kaimahi katoa te whakahua tōtika i te reo Māori, te whai wāhi hoki ki ngā tikanga Māori.

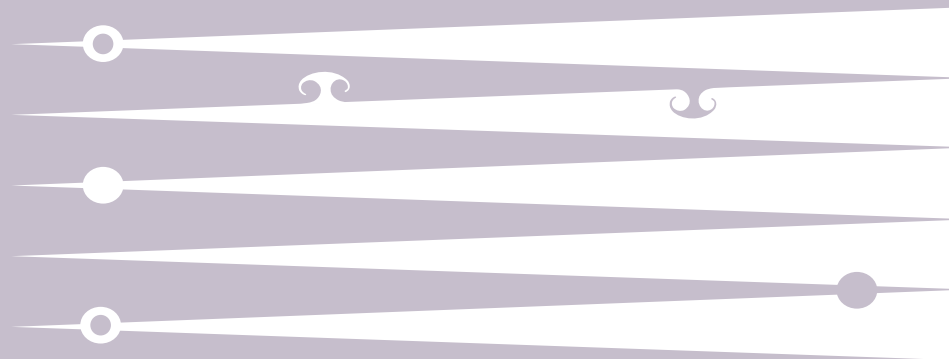
Mā te mahere whakatinana nei e whakaatu he taumata hei whai, māna hoki e tohu kia pēhea nei te whai i ēnei taumata mō te tuhituhi me te kōrero i te reo Māori. Ka mahi ngātahi mātau ki Te Taura Whiri i te Reo Māori ki te whakarite i ēnei taumata. Ka whakarite hoki a Te Puna Mātauranga o Aotearoa he mahere mō te whakarato i ngā rauemi e hiahiatia ana e Ngāi Māori.

Tērā ka uaua ake ngā mahi hei whakamārama, hei whakapakari hoki i ngā pūmanawa a ngā kaimahi e taea ai te whāinga matua te whakatutuki, arā ko te whakahono i ngā tāngata o Aotearoa ki ngā pārongo e hāngai ana ki ngā āhuatanga katoa o ō rātau ao. E tautokona ana tēnei whāinga matua e tā mātau tauākī mō te Whakaōrite Whakawhiwhinga Mahi 2010. (kei te Tāpiri 1). Heoi, e kore e tutuki i te tauākī anake. E mārama ana a Te Puna Mātauranga o Aotearoa, tērā kua roa tonu e uaua ana te rapu i ētahi kaimahi Māori e whai ana i ngā pūmanawa tōtika hei whakatinana i Te Kaupapa Māhi Tahī, puta noa i ōna wehenga mahi. Kei te mārama anō hoki a Te Puna Mātauranga o Aotearoa ki ngā kawenga taimaha ka pīkauria e ngā kaimahi e whai ana i ēnei momo pūmanawa nei, inā kāore e pakari ēnei pūmanawa ki roto i te tari mō te wā roa nei.

KO TE AROTAKE ME TE RANGAHAU

Ka haere tonu ngā mahi a Te Puna Mātauranga ki te whakarite he huarahi hou, whakahīkaka hoki, e aro ai a Te Kaupapa Mahi Tahī ki ngā hiahia o ngā iwi me Ngāi Māori nui tonu, mā rātau anake e whakamōhio mai inā kua tutuki.

He whānui tonu ngā mahi ka kōkiritia e Te Puna Mātauranga o Aotearoa hei whakaatu he aha ngā mahi kua oti, he aha ngā mahi e whāia ana, ā, he aha anō hoki ngā mahi mō anamata e tino whaihua ai. Tērā ētahi mahi ka whai tohu, ka taea hoki te tatau hei whakaatu i te taiao me te aro o Te Puna Mātauranga o Aotearoa ki ngā hiahia o ngā kiritaki Māori. Ka piki haere te mahi ngātahi a Te Puna Mātauranga o Aotearoa ki ngā iwi me Ngāi Māori ki te arotake, ki te rangahau hoki i āna mahi.



APPENDIX 1

EEO POLICY COMMITMENT TO 2010

POLICY STATEMENT

The National Library wholeheartedly supports the principles and practices of Equal Employment Opportunities (EEO).

The National Library believes that there are clear organisational benefits to be gained from implementing EEO and that they will help the National Library to meet its goals as outlined in the Strategic Plan.

Good EEO policy and practice will allow the National Library to:

- Attract and recruit employees who reflect the diversity of our customers and can improve our understanding of their needs,
- Choose from the broadest range of job candidates by not discriminating on the basis of age, sex, disability, ethical or religious belief, colour, race, ethnic or national origin, political opinion, employment status, family status, or sexual orientation,
- Appoint and promote the most capable people to positions at all levels,
- Recognise and develop the skills and talents of all our employees enabling them to contribute to their full potential,
- Create a fair and just workplace where all people are genuinely valued and human rights are respected,
- Enable the National Library to become more innovative and creative in order to meet the needs of our customers, and
- Meet our legislative requirements under the Human Rights Act (1993) and State Sector Act (1988).

PURPOSE OF POLICY

The purpose of the EEO Policy is to provide a framework within which the National Library can develop EEO programmes integrated with individual business unit plans, to support Government's EEO objectives as set out in the EEO Policy to 2010 (State Services Commission, 1997).

TĀPIRI 1

TE KAUPAPAHERE WHAKAŌRITE WHAKAWHIWHINGA MAHI 2010

TE TAUĀKĪ KAUPAPAHERE

Kei te tautoko katoa Te Puna Mātauranga o Aotearoa i ngā tikanga me ngā mahi e pā ana ki te Whakaōrite Whakawhiwhinga Mahi.

E whakapono ana a Te Puna Mātauranga o Aotearoa, tērā hoki ngā painga ka hua mā te whakatinana i te kaupapahere mō te whakaōrite whakawhiwhinga mahi, ā, ka riro mā ēnei e āwhina a Te Puna Mātauranga o Aotearoa ki te whakatutuki i āna whāinga e whakahuatia ana ki te Mahere Rautaki.

Ko te wāhi ki ngā tikanga me ngā mahi mō te whakaōrite whakawhiwhinga mahi, he:

- Tō mai, he whakawhiwhi mahi hōki ki te kaimahi e whakaatu ana i te whānuitanga o ngā momo kiritaki. Mā konei e mārama ake ai mātau ki ō rātau hiahia,
- Whiriwhiri kaimahi i te whānuitanga o ngā kaitono, mā te kore e whakahāwea ki te āhua o te tangata, arā ki te pakeke, ki te ira, ki te hauā, ki te whakapono, ki te kiri, ki te iwi, ki te whakaaro tōrangapū, ki te tūnga mahi, ki te momo whānau, ki te hiahia ki te tāne ki te wahine rānei,
- Whakawhiwhi i te tangata e tino tōtika ana ki te tūranga i ngā taumata katoa,
- Tohu, he whakapakari hoki i ngā pūmanawa o ngā kaimahi katoa e taea ai e rātau te tino whai wāhi mai ki ā mātau mahi,
- Hanga i tētahi wāhi mahi tika, hei reira ka āta manaakitia te tangata me ōna tika tangata,
- Whakaahei i Te Puna Mātauranga o Aotearoa ki te whakapiki i tōna wairua auaha, arā ki te whakarato i ngā hiahia o ngā kiritaki, ā
- Whakatutuki i ngā here-ā-ture i raro i Te Ture Tika Tangata (1993) me te Ture Rāngai Tūmatanui (1988).

KO TE WHĀINGA A TE KAUPAPAHERE

Ko te whāinga a te kaupapahere whakaōrite whakawhiwhinga mahi, he whakarite i tētahi anga ka taea e Te Puna Mātauranga o Aotearoa te whakahaere he hōtaka whakaōrite whakawhiwhinga mahi e āta hāngai ana ki ngā mahere a ia wehenga mahi, hei tautoko i ngā whāinga a te Kāwanatanga mō te whakaōrite whakawhiwhinga mahi e huaina ana ki roto i te kaupapahere mō te whakaōrite whakawhiwhinga mahi 2010 (Te Kōmihana mō Ngā Tari Kāwanatanga, 1997).

GLOSSARY

Aotearoa	New Zealand
Iwi	Major tribe; all people who identify as a kin group
Iwi Māori	Indigenous people of New Zealand
Kaitiaki	Guardian
Mana	Empowerment, authority and mandate
Mātauranga	Knowledge
Mātauranga Māori	Māori knowledge
Mauri	Life force
Tangata whenua	Indigenous people of New Zealand
Taonga	Highly prized possessions or holdings
Te Puna Mātauranga o Aotearoa	National Library of New Zealand
Te Komiti Māori	Group comprising respected Māori experienced in both the library and information community and te ao Māori.
Te Taura Whiri i Te Reo Māori	The Māori Language Commission
Te Reo Māori	The Māori language
Te Rōpū Whakahau	The national Māori Library and Information Workers Association
Tikanga Māori	Māori customary practices
Whānau	Extended family
Whakapapa	Family genealogy



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