

# NETWORK *Waitangi* OTAUTAHI

## PROTOCOLS AND ETHICS FOR TREATY EDUCATORS

### Acknowledge

- \* that while there are two documents, the Treaty in Maori (which often is accompanied by a translation into English), and the English version, the text in Maori takes precedence.
- \* the Treaty as like an instrument of the Declaration of Independence of New Zealand - He Wakaputanga o te Rangatiratanga o Nu Tirani - which was made on 28 October 1835.
- \* the Treaty as a document of rights for Pakeha, not Maori. It established a relationship with Maori. It did not give Maori any rights they did not already have.
- \* that te tino rangatiratanga is vested in tangata whenua while te kawanatanga is to be shared between tangata whenua and tauiwi.
- \* the tino rangatiratanga status of whanau, hapu and iwi manawhenua groups.
- \* that relationships between organisations at local, regional, national and international level must begin with building an active relationship between each local organisation and its local manawhenua group.
- \* that tangata whenua and tauiwi should act in the "utmost good faith" towards each other (as espoused by the Appellate Court).

Any Treaty educator should be in contact with the local manawhenua group before engaging in Treaty education work in that rohe.

Tauiwi educators should link with each other, at least six monthly, outlining their work for the last six months and describing their plans for the next six months. These plans should be shared with the local manawhenua group.

The purpose of this work is to resource people to create a society based on te Tiriti o Waitangi, founded on sustainable use of resources and on communal need rather than on individual ~~profit~~ benefit and which is consistent with hapu/localised development.

DRAFT document by Karena Way and Diana Yukich-  
May 1996

## EFFECTIVE PRACTICE POLICIES FOR PAKEHA TIRITI O WAITANGI WORKERS

### Consultation with Tangata Whenua

-is a process anchored firmly within Te Tiriti o Waitangi and agreed  
to by both parties

*to effectively "acknowledge Te Tiriti O Waitangi as the founding  
document of Aotearoa/NZ"*

*Decision making processes and information sharing take place as part of this  
consultation.*

- All short, medium and long term planning and setting of objectives. This includes -Tangata Whenua inputting into writing job descriptions of PTW and all office holders within the organisation.

-setting objectives or all Tiriti work.

- All meeting dates and information regarding meetings that discuss all of the above are to be communicated to Tangata Whenua in planned consultation with them.
- All ideas and information are communicated to tangata whenua.
- In relation to processes, systems and structures - answers to the questions

what	was / is / to be
who	was / is / to be
how	will / has
when	will
where	will/has
why	

- Information to be communicated includes a copy of all information you receive and all information you send out to anyone. Reporting on all conversations, decisions and outcomes that effect or relate to Te Tiriti issues and implementation within the organisation.
- Acting on all agreed actions within the agreed timeframe. Informing tangata whenua immediately that this has or has not been able to occur.

### Monitoring

The process is about being observed, assessed and given feedback on

- work done or not done, as agreed to in both the job description, and planning and objective setting agreed to in the consultation process
- processes and systems used
- content and timing of all actions including training/education programmes- includes all work and issues being actioned or raised within the organisation in relation to Te Tiriti o Waitangi.
- anything else that is deemed appropriate by tangata whenua

### *Responsibilities of those being monitored*

- to communicate clearly information on who's doing what, why and how  
before the event  
and during the event
  - after the event - communicate your evaluation of
1. self assessment
  2. assessment of the event-was the objective met in the prescribed way
  3. listen to feedback without comment.
  4. paraphrase back what you think you have heard-ensure you have the whole message
  5. check what action or adjustment is required of you

6. listen to the feedback
7. do the agreed action within the agreed timeframe
8. report back on the action
9. return to no. 1.

### Supervisors of Pakeha Tiriti Workers

It is essential that supervisors of Pakeha Tiriti workers

- Develop and action a working Tiriti-based relationship with the mandated tangata whenua of the person being supervised
- Consult with both the national PTW and national PTW supervisor

### SUPER-VISION

- TO DEVELOP THE BEST KNOWLEDGE, SKILLS, MOTIVATION AND SPIRIT OF THE PTW SO THE BEST MOST EFFECTIVE PERFORMANCE AND GROWTH CAN OCCUR, ENHANCING THEIR ABILITY TO ACTION TE TIRITI O WAITANGI IMPLEMENTATION AND ERADICATION OF INSTITUTIONAL RACISM, EFFECTING THE MOST POSITIVE CHANGE FOR TANGATA WHENUA AND AOTEAROA / NEW ZEALAND AS A WHOLE, THROUGH -
  - Tiriti based knowledge and analysis
  - knowledge and analysis of institutional racism
  - being supportive, giving constructive feedback using the 'TEFCAS' model
  - giving strong direction and following up suggested action/adjustments
  - appraising performance and identifying ongoing learning needs and solutions to develop the best skills, analysis and highest confidence
  - ensuring appropriate supervision, training and education is organised and happens

- ensuring supervised is attending to consultation with Tangata Whenua and acting responsibly within monitoring process
  - Inform Tangata Whenua on what action has been agreed. Receive feedback from Tangata Whenua and action it. Inform Tangata Whenua what action has been taken to address the feedback.
- For People Being Supervised
- Supervision is to be Tiriti based, therefore at any time Tangata Whenua may attend the supervision session. (see above for the purpose of supervision)
  - ensure regular supervision-dont just call for it during a crisis
  - go prepared-what burning issues do you have, events to plan for, performance events to review.
  - communicate everything that has happened, happening or about to happen. *use supervision to-*
  - analyse past events to make the most appropriate positive changes/adjustments to action for future events.
  - Plan for coming events
  - evaluation of work done and self assessment
  - acting on advice saying what action will be taken
  - role playing or simulating action for coming events
  - checking out ideas -how do they fit into the overall goal of Tiriti implementation.?
  - reporting back from consultation/monitoring with tangata whenua and ideas for action
  - assess your health and 'well-working' practices, act on advise given, reporting back on how advise has been actioned.

- Identifying learning needs and appropriate education/training to constantly up skill and increase knowledge base to ensure effective Tiriti o Waitangi implementation and irradiation of institutional racism.
- Use regular sessions - at least once monthly, plus phone once fortnightly or before, during and after events.
- Consult with and inform Tangata Whenua of supervision appointments, including what is to be discussed.

Effective Support to work "well"

### Practice Policy for Pakeha Tiriti o Waitangi Workers

Knowledge and understanding of objectives - active planning

Effective Team working

Supervision

With Senior (experienced) Pakeha Tiriti worker (agreed by tangata whenua through consultation)

Consultation with Tangata Whenua formalising agreed process

Knowing, understanding and following the consultation process

Short Medium Long

term planning

objective setting

Monitoring by Tangata Whenua

Also by senior Pakeha Tiriti Worker (approved by Tangata Whenua)

Acting on feedback from monitoring process

Up to date Job Description

Regular appraisal through training and applying TEFCAS model.  
Regular study to increase knowledge of issues.