



Information for Employees

What is it?

"Treaty Settlements Secondments" is a programme where iwi can gain access to the skills of public servants to assist them in accelerating their Treaty claims through the settlement process. For the period of the secondment, the public servant will work for the iwi organisation.

Who can apply?

Any permanent employee in the core public sector may apply to the programme should an iwi signal their interest in seconding them. The programme is not exclusively for Māori public servants.

What sort of people are iwi organisations looking for?

Overall, secondees can come from any role in central government, although they will need to demonstrate that they can add value to the iwi as they progress through negotiations. Also, each iwi organisation will have their own needs and a specific profile of who they are looking for, for any secondment.

Who would pay me?

You will continue to be an employee of your own Department or Ministry and they will pay you (unless otherwise negotiated). Your Home Department or Ministry will be reimbursed your salary costs by the iwi organisation. Ultimately, the iwi organisation will pay for your secondment.

What about my service entitlements?

You will continue to be a public servant and your service entitlements (like long service leave etc) will not be impacted by going on secondment. Also, any superannuation and similar benefits will remain, as per your employment agreement.

Continued over...



How long will the secondment last?

This depends on the iwi requirements, but secondments are expected to be for up to 12 months. Extensions to any secondment must be agreed by all parties to the initial secondment agreement.

What if it ends early?

If the secondment ends earlier than anticipated (for whatever reason), your secondment agreement will have specific provisions for how you will return to your substantive role.

Where would I be based?

Where secondees are based will depend on the requirements and resources of the iwi organisation they are seconded to. The infrastructure for the secondment position (such as office, computer) is expected to be provided by the iwi organisation.

What about costs?

Recruitment costs such as travel to interviews will be covered by the interviewee's home Department or Ministry. Any relocation costs are expected to be covered by the secondee themselves.

Who is administering the programme?

Te Puni Kōkiri is administering the programme in consultation with the Office of Treaty Settlements. However, the final agreement to any secondment must be made between the employee, their home Department of Ministry, and the iwi organisation.

For further information

Those wanting more information on the programme can contact the Te Puni Kōkiri Human Resource team on vacancy@tpk.govt.nz or ring **04 819 6000**.

