



Questions for Ministries

What is the nature of the programme?

The Treaty settlement secondment programme is aimed at assisting iwi to prepare for, participate in and settle historic Treaty of Waitangi claims. It enables central Crown agencies to respond to requests to second employees to iwi organisations engaged in the Treaty settlement process.

Who is running the programme?

Te Puni Kōkiri is administering the programme. This involves providing information to iwi organisations and prospective secondees interested in the programme. It also involves ensuring that all parties to a secondment are in agreement prior to that secondment being finalised.

When does it start?

The programme began in 2009 and continues today. Each secondment will begin on a date agreed upon by the Home Department or Ministry, the iwi organisation and the employee.

Is it only open to Māori staff?

No. It's about the best skills and experience matching the needs of an iwi. Some iwi organisations may place weight on affiliation but it is not a pre-requisite for being considered.

What sort of roles are you expecting secondees to come from?

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.

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Who pays for the secondment?

The secondee's salary will be reimbursed to the Home Department or Ministry by the iwi organisation for the term of the secondment. Commonly, the costs are charged against the claimant funding received by the iwi as part of the settlement process, although iwi organisations have the ability to explore alternative sources of funding. It is expected that the iwi organisation will reimburse the costs of a secondment.

Will there be any costs to the employer?

We expect the employing Ministry or Department to assist in meeting the travel costs for a potential secondee if they are required to travel as part of their selection process.

Will the secondee still be a Ministry employee during the secondment?

Yes. As with other secondments, the participant will remain an employee of the current employer, and entitlement such as services-based entitlements should continue.

How long are the secondments for?

Secondments are for a maximum of 12 months, but can be extended pending agreement from all parties.

What about the Public Service staffing cap, do I have to absorb the secondment?

You can count a seconded employee's role as a vacancy in your capping numbers if you haven't replaced them, but you should talk to the State Services Commission for further information.

What about conflicts of interest?

Conflicts of interest will be considered and managed on a case by case basis.

For further information

For iwi secondment information, contact Human Resources Te Puni Kōkiri at vacancy@tpk.govt.nz or phone **04 819 6000**.

For questions on capping policy, contact Malcolm Macaskill, Senior Advisor, Strategic Information at the State Services Commission, on malcolm.macaskill@ssc.govt.nz

