

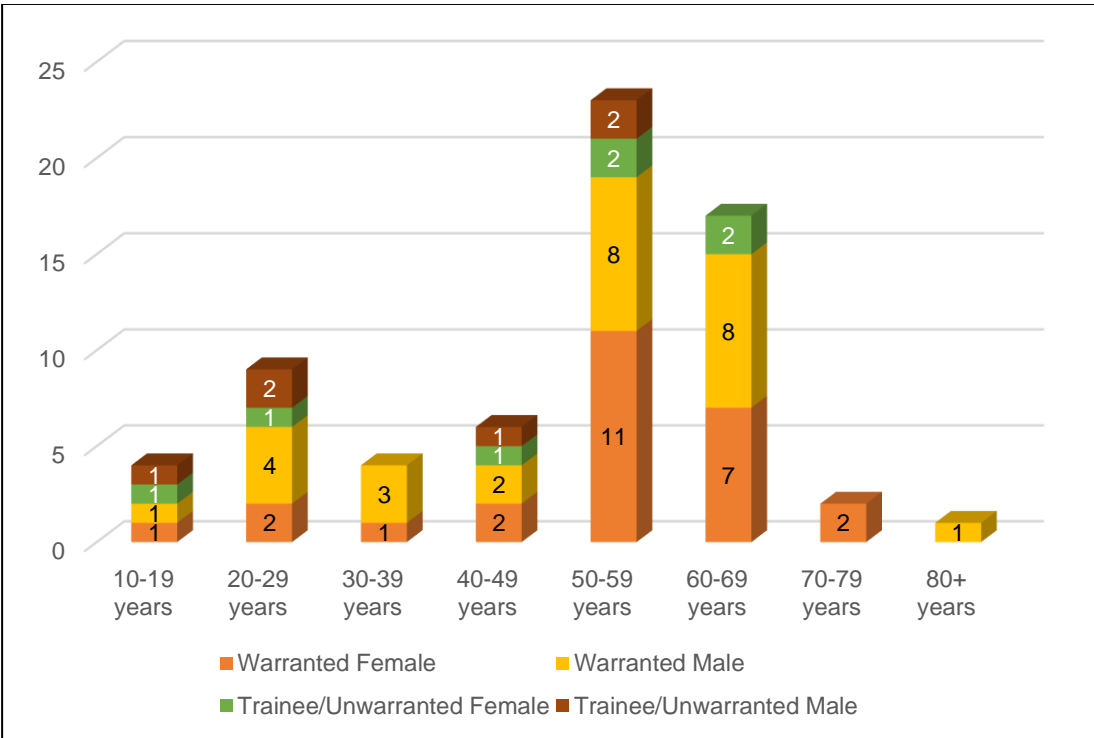
**MĀORI WARDENS CAPABILITY STOCKTAKE District Profile**

**Taitokerau**

The Taitokerau Māori Warden’s District spans Cape Reinga to north of Warkworth.

**Workforce Profile**

There are 66 Māori Wardens in the Taitokerau District: 53 are warranted and the remaining 13 are unwarranted/trainees. The demographic profile (including age, gender, and status) of the Taitokerau District is shown below, and when compared to other Districts, is relatively elderly.



**Activities**

Māori Wardens in the Taitokerau District undertake a range of activities:

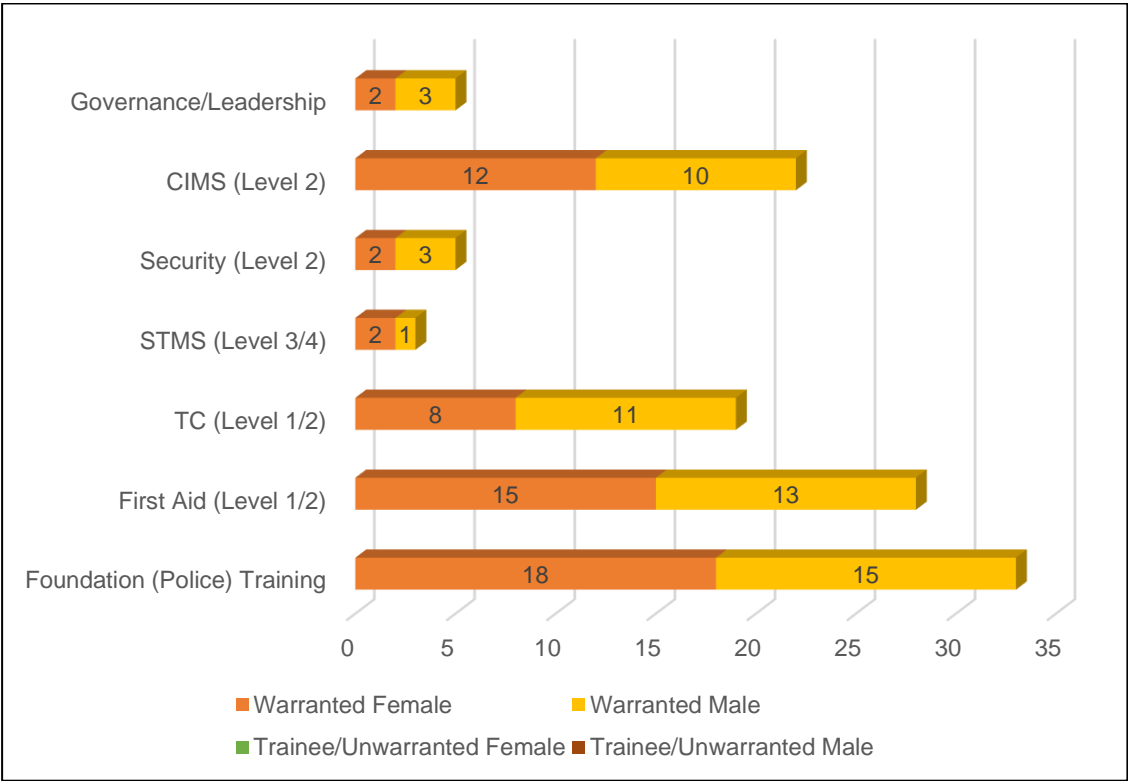
- in supporting Whānau, including working with rangatahi, in the Courts and alongside NZ Police;
- in supporting Hāpori and Huihuinga Tangata, including:
  - Security;
  - Safety and Reassurance/Patrolling;
  - Local Government, Regional and National Events; and
  - Tangihanga.

Almost all activities are voluntary/koha-based.

*Disclaimer: All data/information used in the preparation of this Profile was supplied by District representatives, and could not be quality assured against documented records.*

### Current Capability

Training that the Māori Wardens in the Taitokerau District have completed is shown below. Note this is not necessarily representative of the range of skills/qualifications that individual Wardens have; rather it is training that has been supported through the Māori Wardens Project or self-funded/sourced by the District.



*CIMS is Coordinated Incident Management System. STMS is Site Traffic Management Supervision. TC is Traffic Control.*

### Training Needs and Rationale

Four key areas have been identified for training/development in the Taitokerau District:

- **Management/Administration** – this includes chairing meetings, taking minutes, report writing, bookkeeping, and financial literacy.
- **Te Reo me ona Tikanga** – as Māori Wardens in Taitokerau spend a considerable amount of time in Māori settings, it is important for all Wardens to be capable in te reo, tikanga, waiata, karanga, karakia and whaikōrero.
- **Victim Support** – this has been identified as critical following an increase in suicide, mental health issues, domestic violence, and sexual and child abuse/assaults, and increased requests (e.g. from Police) to support whānau. There is also a need for post-trauma counselling/support to be made available to Wardens.
- **Advocacy** - this would enable Wardens to support and advocate for whānau (e.g. in Court processes), ensure clear communication, and keep everyone safe.

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# MĀORI WARDENS CAPABILITY STOCKTAKE District Profile

# Tāmaki

The Tāmaki Māori Warden's District spans South of Warkworth, the North Shore, West Auckland, East Auckland and Auckland Central.

## Workforce Profile

There are 25 Māori Wardens in the Tāmaki District: all 25 are warranted. It should be noted that these figures do not include the Waitākere Warden numbers.

The demographic profile (including age, gender, and status) of the Tāmaki District is shown below, and when compared to other Districts, is relatively youthful.



## Activities

Māori Wardens in the Tāmaki District undertake a range of activities:

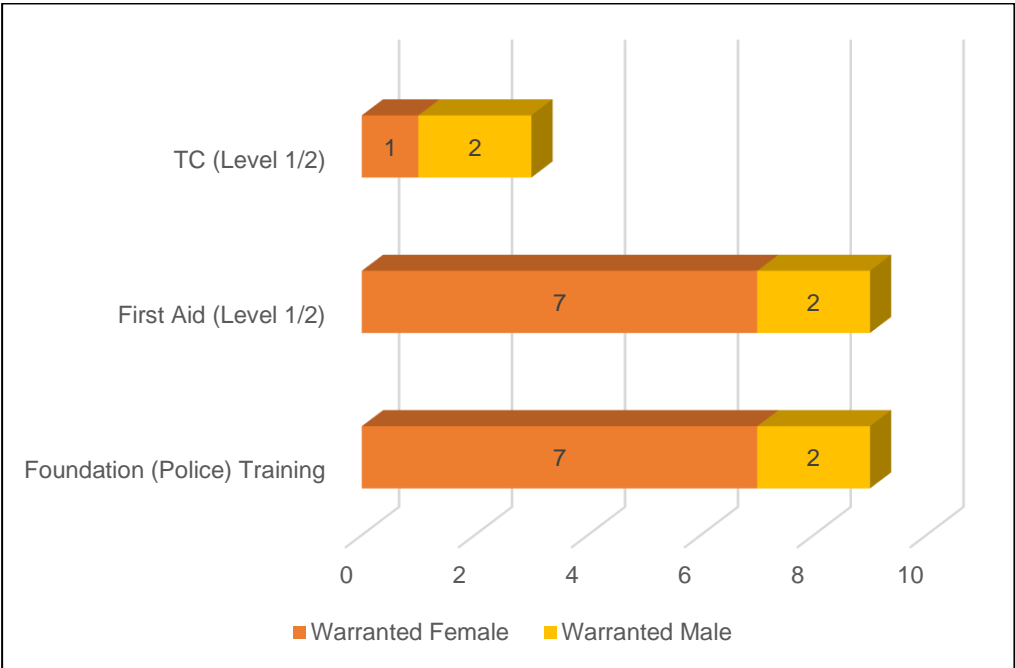
- in supporting Whānau, including working with rangatahi and supporting the homeless;
- in supporting Hāpori and Huihuinga Tangata, including:
  - Security;
  - Patrolling; and
  - Events.

Some activities are voluntary/koha-based, and security and some event work is paid.

*Disclaimer: All data/information used in the preparation of this Profile was supplied by District representatives, and could not be quality assured against documented records.*

## Current Capability

Training that the Māori Wardens in the Tāmaki District have completed is shown below. Note this is not necessarily representative of the range of skills/qualifications that individual Wardens have; rather it is training that has been supported through the Māori Wardens Project or self-funded/sourced by the District.



TC is Traffic Control.

## Training Needs and Rationale

Three key areas have been identified for training/development in the Tāmaki District:

- **Refresher Courses** – this includes refresher training in all the programmes offered through the Māori Wardens Project.
- **Mental Health and Suicide Awareness** – as Māori Wardens in Tāmaki are increasingly being asked to support whānau dealing with these issues.
- **Information & Communication Technology (ICT)** – this includes basic computer skills, using online communication tools/platforms, and the use of devices that will support Wardens in the field.

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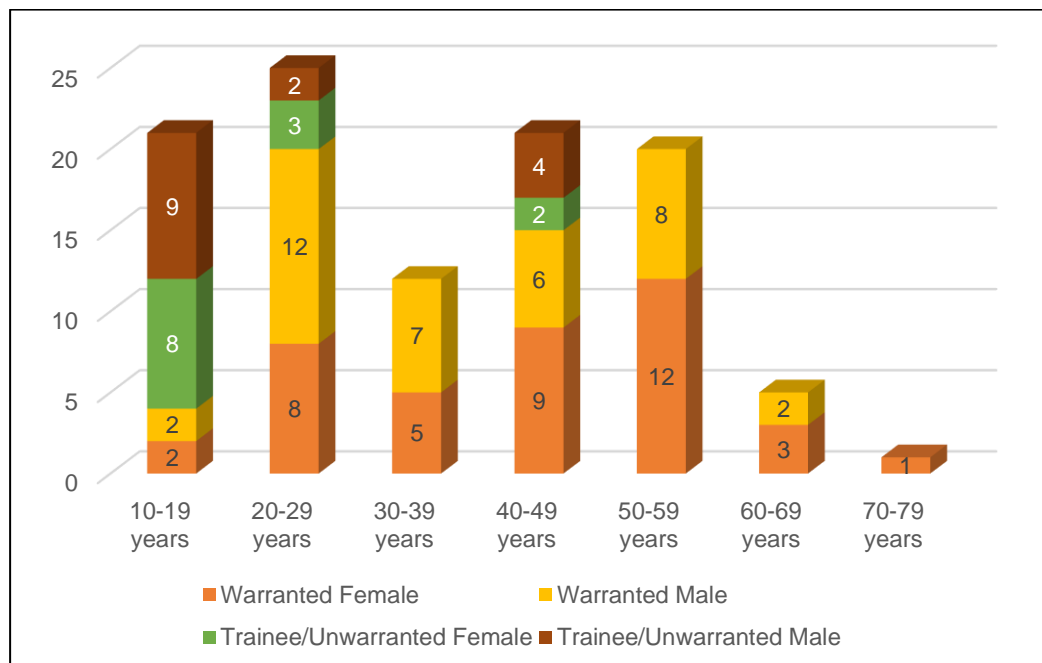
# MĀORI WARDENS CAPABILITY STOCKTAKE District Profile

# Tāmaki ki te Tonga

The Tāmaki ki te Tonga Māori Warden's District spans South Auckland to the Bombay Hills.

## Workforce Profile

There are 105 Māori Wardens in the Tāmaki ki te Tonga District: 77 are warranted, and the remaining 28 are trainees/unwarranted. The demographic profile (including age, gender, and status) of the Tāmaki ki te Tonga District is shown below, and when compared to other Districts, is relatively youthful.



## Activities

Māori Wardens in the Tāmaki ki te Tonga District undertake a range of activities:

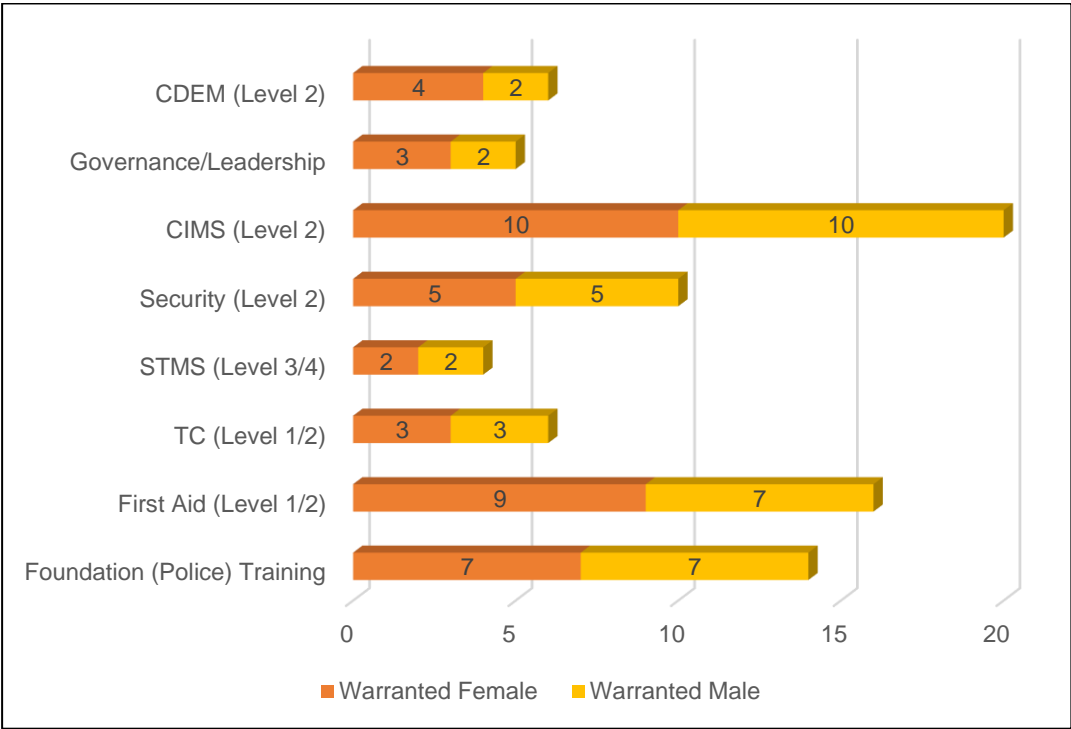
- in supporting Whānau, including working with rangatahi and supporting whānau in the Courts;
- in supporting Hāpori and Huihuinga Tangata, including:
  - Security;
  - Safety and Reassurance/Patrolling; and
  - Local Government, Regional and National Events.

Some activities are voluntary/koha-based, and security and some event work is paid.

*Disclaimer: All data/information used in the preparation of this Profile was supplied by District representatives, and could not be quality assured against documented records.*

### Current Capability

Training that the Māori Wardens in the Tāmaki ki te Tonga District have completed is shown below. Note this is not necessarily representative of the range of skills/qualifications that individual Wardens have; rather it is training that has been supported through the Māori Wardens Project or self-funded/sourced by the District.



*CDEM is Civil Defence and Emergency Management. CIMS is Coordinated Incident Management System. STMS is Site Traffic Management Supervision. TC is Traffic Control.*

### Training Needs and Rationale

Four key areas have been identified for training/development in the Tāmaki ki te Tonga District:

- **Technical Skills** – this includes radio communications, conflict resolution and de-escalation training to ensure Wardens are well-supported out in the field.
- **Management/Administration** – this include data collection and analysis, report-writing, and wider literacy/numeracy, and communication skills.
- **A District-Specific Induction Programme** – this would focus on the history of Māori Wardens, expectations of the role, and personal and professional conduct requirements. This would be used for all new recruits and a refresher for existing Wardens.
- **Emergency Management** – this would include ensuring all Wardens know how to operate safely in emergency situations.

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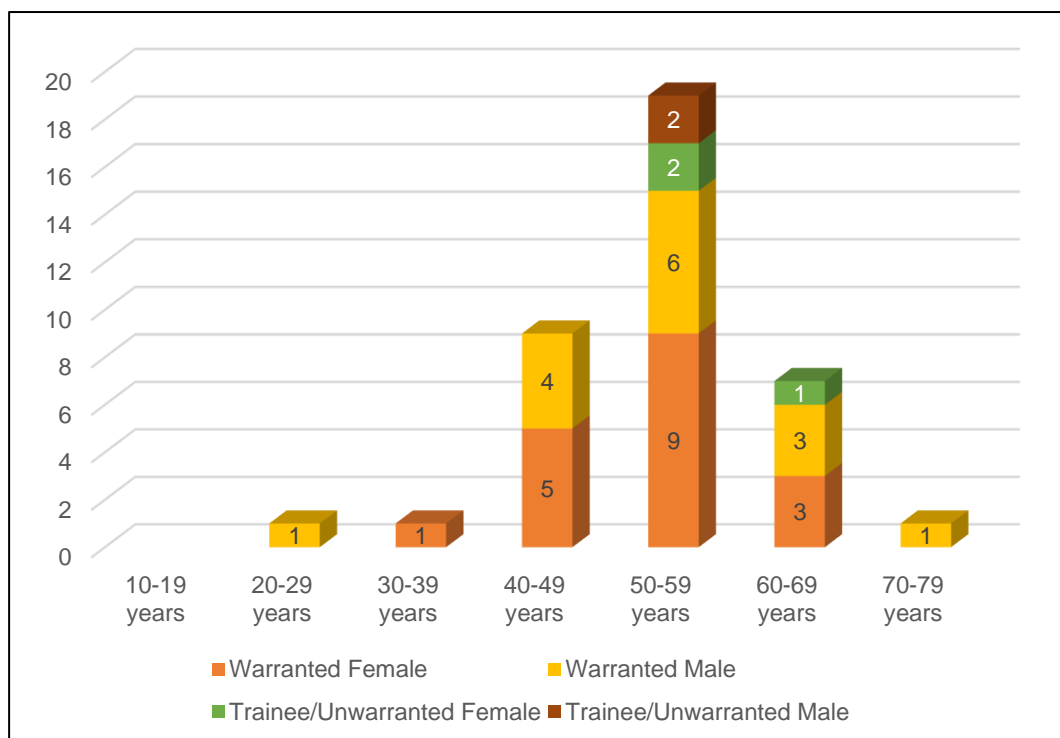
# MĀORI WARDENS CAPABILITY STOCKTAKE District Profile



The Waikato Māori Warden’s District spans Cambridge, Hamilton, Huntly, Ngāruawāhia, Raglan, Kāwhia, Te Awamutu, Putāruru, Tokoroa and Matamata.

## Workforce Profile

There are 38 Māori Wardens in the Waikato District: 33 are warranted, and the remaining 5 are trainees/unwarranted. The demographic profile (including age, gender, and status) of the Waikato District is shown below.



## Activities

Māori Wardens in the Waikato District undertake a range of activities:

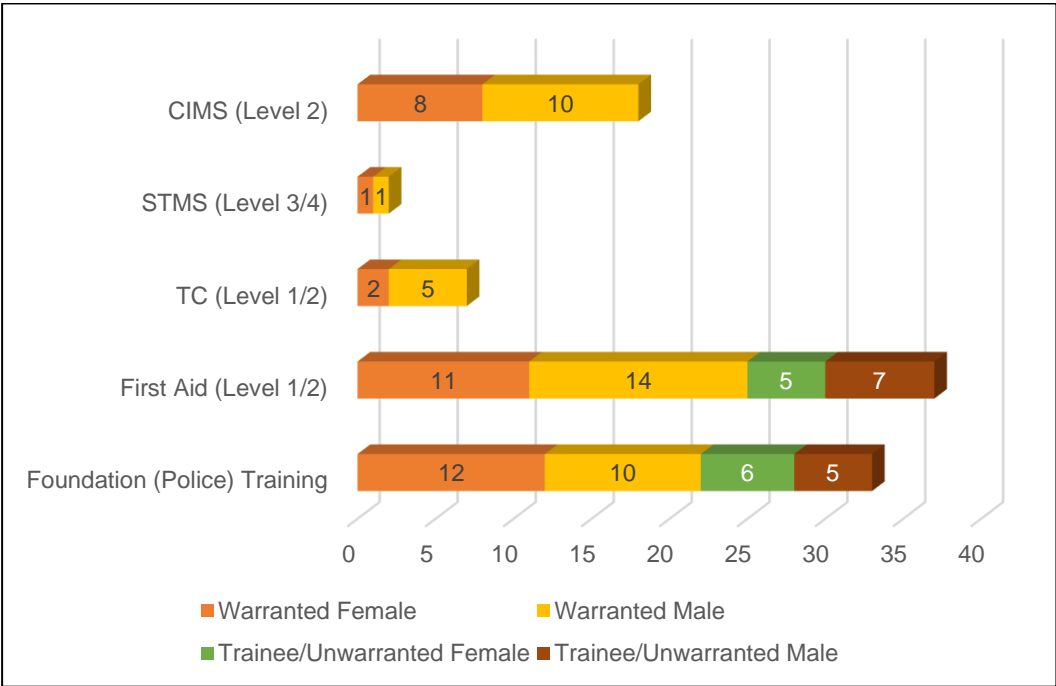
- in supporting Whānau, including working with rangatahi and supporting the homeless;
- in supporting Hāpori and Huihuinga Tangata, including:
  - Security;
  - Patrolling;
  - Traffic Management; and
  - Events.

Most activities are voluntary/koha-based, and some traffic management work is paid.

*Disclaimer: All data/information used in the preparation of this Profile was supplied by District representatives, and could not be quality assured against documented records.*

### Current Capability

Training that the Māori Wardens in the Waikato District have completed is shown below. Note this is not necessarily representative of the range of skills/qualifications that individual Wardens have; rather it is training that has been supported through the Māori Wardens Project or self-funded/sourced by the District.



*CIMS is Coordinated Incident Management System. STMS is Site Traffic Management Supervision. TC is Traffic Control.*

### Training Needs and Rationale

Four key areas have been identified for training/development in the Waikato District:

- **Governance/Leadership** – to build their future leaders.
- **Financial Management** – particularly to build Sub capabilities.
- **Information & Communication Technology (ICT)** – this includes basic computer skills, using online communication tools/platforms, and the use of devices that will support Wardens in the field.
- **Suicide Awareness** – as Māori Wardens in Waikato are increasingly being asked to support whānau dealing with these issues.

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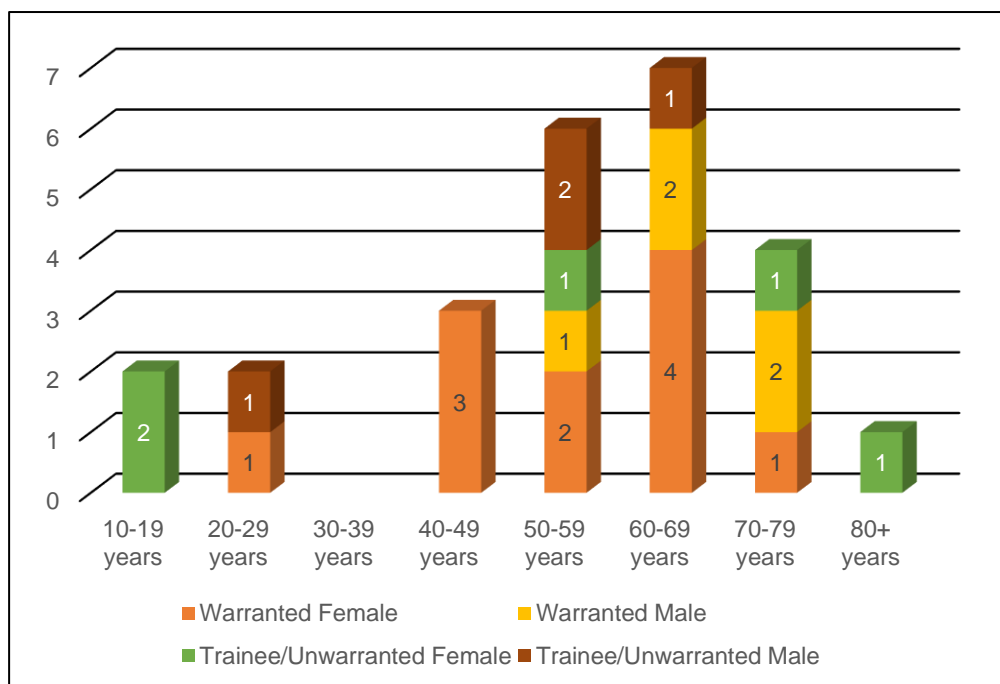
# MĀORI WARDENS CAPABILITY STOCKTAKE District Profile

# Hauraki

The Hauraki Māori Warden’s District spans Paeroa, Thames, Waihi, Coromandel, and Te Aroha.

## Workforce Profile

There are 25 Māori Wardens in the Hauraki District: 16 are warranted, and the remaining 9 are trainees/unwarranted. The demographic profile (including age, gender, and status) of the Hauraki District is shown below.



## Activities

Māori Wardens in the Hauraki District undertake a range of activities:

- in supporting Whānau, including working with Police dealing with domestic violence issues, fostering youth leadership, and delivering food parcels;
- in supporting Hāpori and Huihuinga Tangata, including:
  - Patrolling;
  - Civil Defence; and
  - Regional Events.

All activities are voluntary/koha-based.

*Disclaimer: All data/information used in the preparation of this Profile was supplied by District representatives, and could not be quality assured against documented records.*

## Current Capability

Training that the Māori Wardens in the Hauraki District have completed is shown below. Note this is not necessarily representative of the range of skills/qualifications that individual Wardens have; rather it is training that has been supported through the Māori Wardens Project or self-funded/sourced by the District.



*CDEM is Civil Defence and Emergency Management. CIMS is Coordinated Incident Management System. STMS is Site Traffic Management Supervision. TC is Traffic Control.*

## Training Needs and Rationale

Three key areas have been identified for training/development in the Hauraki District:

- **Information & Communication Technology (ICT)** – this includes basic computer skills, using online communication tools/platforms, and the use of devices that will support Wardens in the field.
- **Flood Management** – tailored to the particular needs of Hauraki.
- **Domestic Violence/Abuse and Drug Addiction Awareness** – to inform and equip Wardens with the information and tools to help victims and understand how to wrap support around these individuals.

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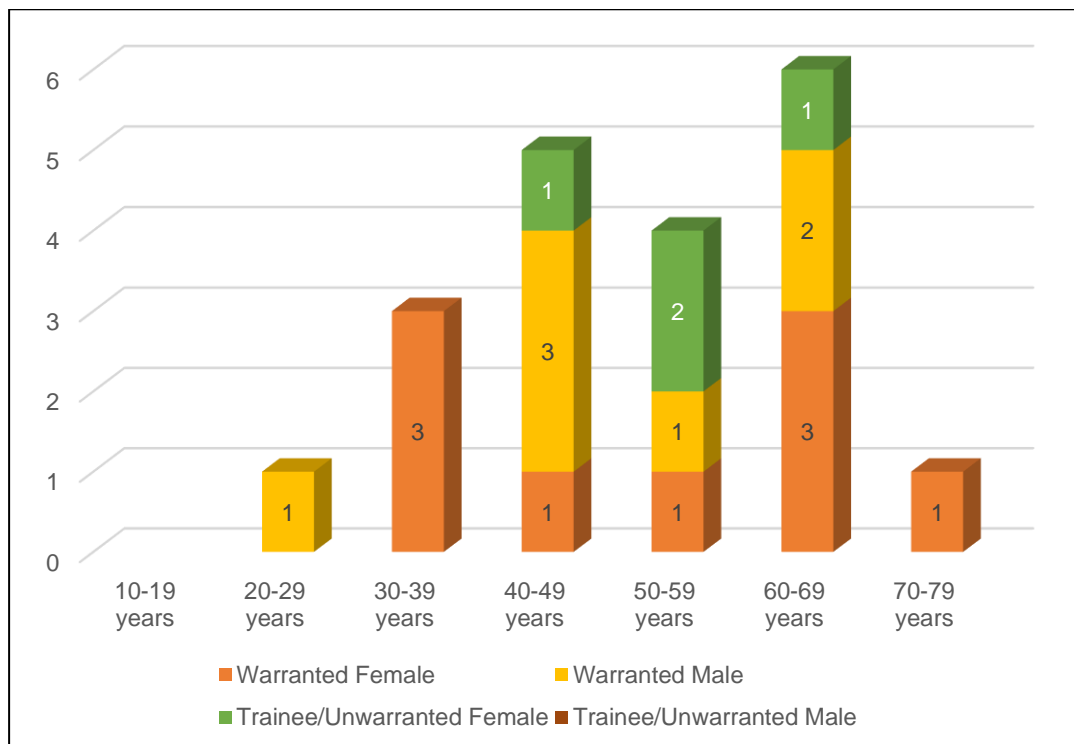
# MĀORI WARDENS CAPABILITY STOCKTAKE District Profile

# Maniapoto

The Maniapoto Māori Warden’s District spans Taumarunui, Te Kuiti and Otorohanga.

## Workforce Profile

There are 20 Māori Wardens in the Maniapoto District: 16 are warranted, and the remaining 4 are trainees/unwarranted. The demographic profile (including age, gender, and status) of the Maniapoto District is shown below.



## Activities

Māori Wardens in the Maniapoto District undertake a range of activities:

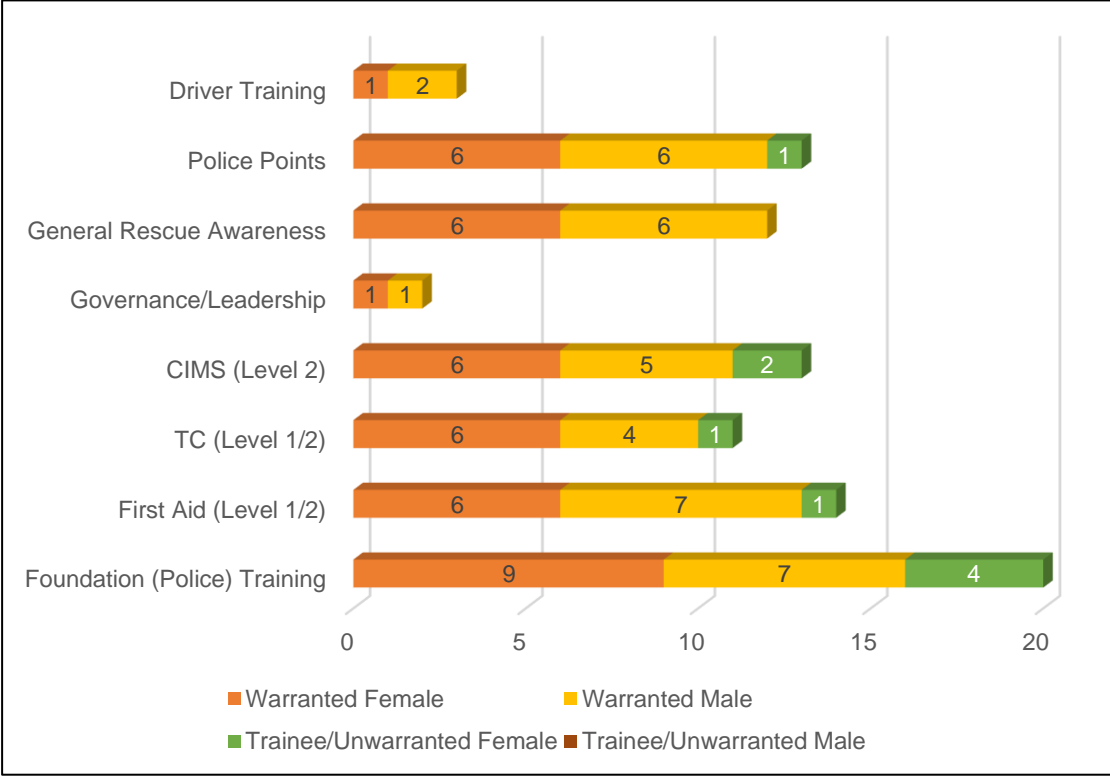
- in supporting Whānau, providing cultural support to youth offenders, and supporting whānau through Court and Oranga Tamariki processes;
- in supporting Hāpori and Huihuinga Tangata, including:
  - Traffic Management;
  - Crowd Control;
  - Security; and
  - Civil Defence.

Most activities are voluntary/koha-based, except security work which is paid.

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### Current Capability

Training that the Māori Wardens in the Maniapoto District have completed is shown below. Note this is not necessarily representative of the range of skills/qualifications that individual Wardens have; rather it is training that has been supported through the Māori Wardens Project or self-funded/sourced by the District.



CIMS is Coordinated Incident Management System. TC is Traffic Control.

### Training Needs and Rationale

Four key areas have been identified for training/development in the Maniapoto District:

- **Information & Communication Technology (ICT)** – this includes basic computer skills, using online communication tools/platforms, and the use of devices that will support Wardens in the field.
- **Security** – to enable Wardens to be appropriately qualified to undertake paid work.
- **Psycho-Social First Aid** – for dealing with disasters, acts of terrorism and epidemics, to enable Wardens to better support whānau and communities.
- **Driving** – to enable Wardens to work with rangatahi and whānau, and within communities.

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# MĀORI WARDENS CAPABILITY STOCKTAKE District Profile



The Waiariki Māori Warden’s District spans Te Arawa, Mataatua (in lieu of it being an active District), Tauranga, Tūwharetoa and Whakatōhea.

## Workforce Profile

There are 131 Māori Wardens in the Waiariki District: 82 are warranted, and the remaining 49 are trainees/unwarranted. The demographic profile (including age, gender, and status) of the Waiariki District is shown below.



Māori Wardens in the Waiariki District undertake a range of activities:

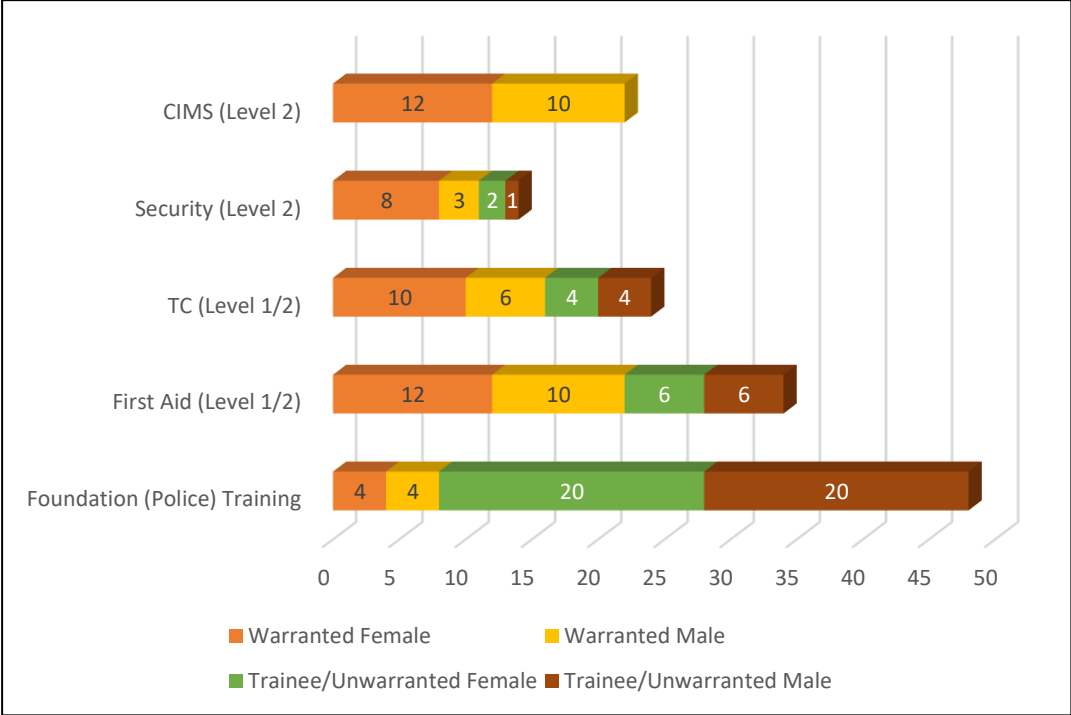
- in supporting Whānau, including providing cultural support to youth offenders, and supporting whānau through Court and Oranga Tamariki processes;
- in supporting Hāpori and Huihuinga Tangata, including:
  - Patrolling; and
  - Events – particularly Iwi/Hapū Events.

Most activities are voluntary/koha-based, and some of the events work is paid.

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### Current Capability

Training that the Māori Wardens in the Waiariki District have completed is shown below. Note this is not necessarily representative of the range of skills/qualifications that individual Wardens have; rather it is training that has been supported through the Māori Wardens Project or self-funded/sourced by the District.



CIMS is Coordinated Incident Management System. TC is Traffic Control.

### Training Needs and Rationale

Six key areas have been identified for training/development in the Waiariki District:

- **Information & Communication Technology (ICT)** – this includes basic computer skills, using online communication tools/platforms, and the use of devices that will support Wardens in the field.
- **Business Administration** – including report-writing.
- **Hauora/Rongoa** – to enhance First Aid training, and support Wardens’ wellbeing.
- **Court Advocacy** – to enable Wardens to provide better support to rangatahi and whānau.
- **Civil Defence** – to add to the skills attained through the CIMS training.
- **Te Reo Māori me ona Tikanga** – to ensure Māori Wardens can work confidently at Māori events.

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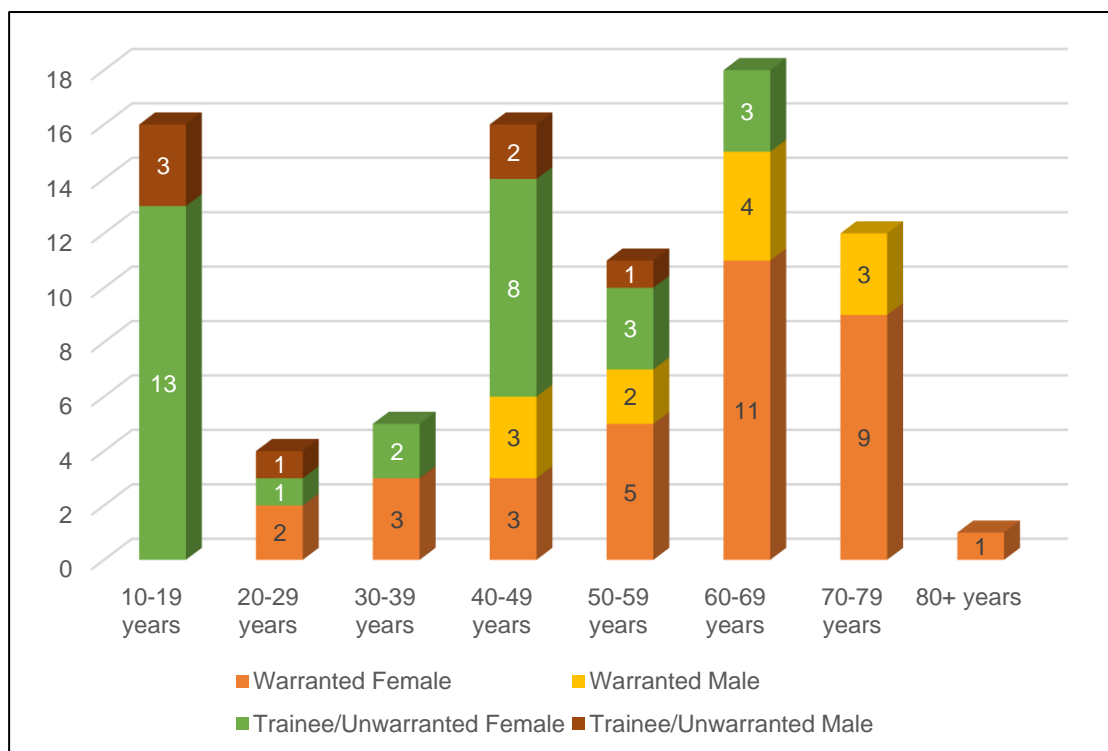
# MĀORI WARDENS CAPABILITY STOCKTAKE District Profile

# Tairāwhiti

The Tairāwhiti Māori Warden’s District spans the East Coast of the North Island from Potaka to Muriwai, and inland to Mangatu.

## Workforce Profile

There are 83 Māori Wardens in the Tairāwhiti District: 46 are warranted, and the remaining 37 are trainees/unwarranted. The demographic profile (including age, gender, and status) of the Tairāwhiti District is shown below.



## Activities

Māori Wardens in the Tairāwhiti District undertake a range of activities:

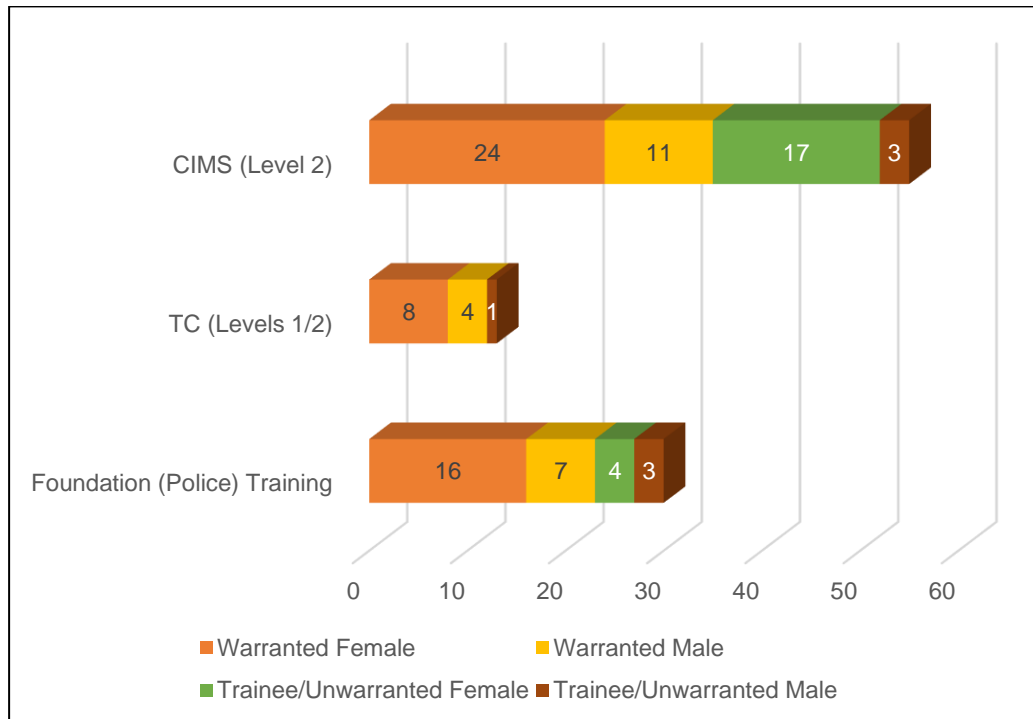
- in supporting Whānau, including helping address truancy, supporting whānau through Court processes, and delivering food parcels;
- in supporting Hāpori and Huihuinga Tangata, including:
  - Traffic Management;
  - Security;
  - Iwi/Community Events.

Most activities are voluntary/koha-based, and some of the security and events work is paid.

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## Current Capability

Training that the Māori Wardens in the Tairāwhiti District have completed is shown below. Note this is not necessarily representative of the range of skills/qualifications that individual Wardens have; rather it is training that has been supported through the Māori Wardens Project or self-funded/sourced by the District.



*CIMS is Coordinated Incident Management System. TC is Traffic Control.*

## Training Needs and Rationale

Tairāwhiti believe that their future training will have a greater focus on social inclusion rather than enforcement (e.g. Police training). They want training that supports Wardens to attain relevant qualifications for future employment opportunities.

Seven key areas have been identified for training/development in the Tairāwhiti District:

- **Information & Communication Technology (ICT)** – this includes basic computer skills, using online communication tools/platforms, and the use of devices that will support Wardens in the field.
- **Business Administration** – including report-writing and financial management/accounting.
- **Compulsory kaupapa Māori, tikanga and tribal boundaries training for all Wardens.**
- **Driver Licencing** – to enable rangatahi to become warranted (including having identification for Police vetting).
- **Civil Defence** – to add to the skills attained through the CIMS training.
- **Updates on all relevant legislation.**
- **Waka Ama and Jet Ski (Water Safety).**

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# MĀORI WARDENS CAPABILITY STOCKTAKE

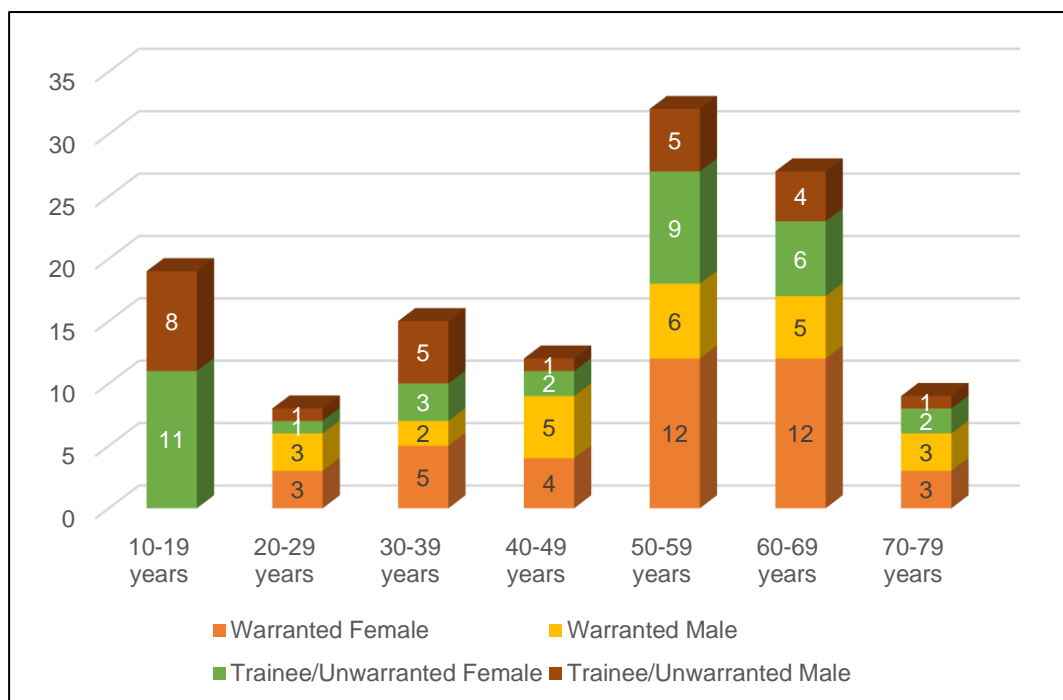
## District Profile

# Tākitimu

The Tākitimu Māori Warden’s District spans the lower part of the East Coast of the North Island from Wairoa through to Wairarapa.

### Workforce Profile

There are 122 Māori Wardens in the Tākitimu District: 63 are warranted, and the remaining 59 are trainees/unwarranted. The demographic profile (including age, gender, and status) of the Tākitimu District is shown below.



### Activities

Māori Wardens in the Tākitimu District undertake a range of activities:

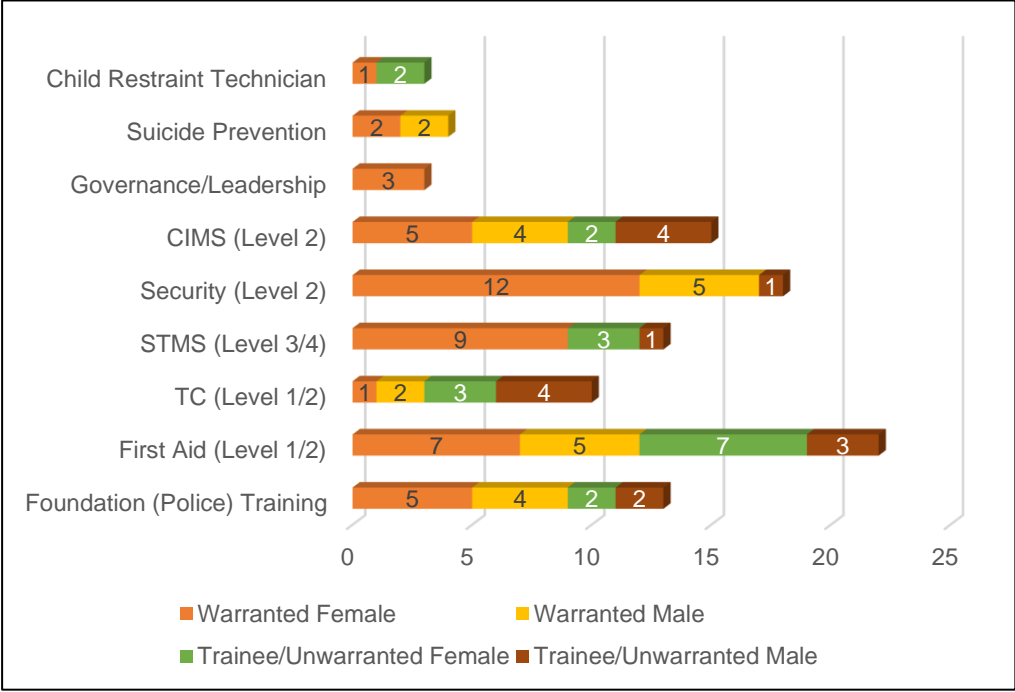
- in supporting Whānau, including helping whānau through Court processes;
- in supporting Hāpori and Huihuinga Tangata, including:
  - Traffic Management;
  - Patrolling;
  - Crowd Control;
  - Security;
  - Local/Māori Events.

Most activities are voluntary/koha-based, although some of the crowd control, security and traffic management work is paid.

*Disclaimer: All data/information used in the preparation of this Profile was supplied by District representatives, and could not be quality assured against documented records.*

### Current Capability

Training that the Māori Wardens in the Tākitimu District have completed is shown below. Note this is not necessarily representative of the range of skills/qualifications that individual Wardens have; rather it is training that has been supported through the Māori Wardens Project or self-funded/sourced by the District.



*CIMS is Coordinated Incident Management System. STMS is Site Traffic Management Supervision. TC is Traffic Control.*

### Training Needs and Rationale

Six key areas have been identified for training/development in the Tākitimu District:

- **Information & Communication Technology (ICT)** – this includes basic computer skills, using online communication tools/platforms, and the use of devices that will support Wardens in the field.
- **Business Administration** – including report-writing and financial management/accounting.
- **Court Advocacy** – to enable Wardens to provide better support to rangatahi and whānau.
- **Civil Defence** – to add to the skills attained through the CIMS training.
- **Mental Health/Suicide Awareness** – to ensure Māori Wardens have the skills to support rangatahi and whānau.
- **Security and Child Restraint Technician qualifications** – to enable Māori Wardens to secure paid work.
- **Te Reo Māori me ona Tikanga/Cultural competency** – to ensure Māori Wardens can work confidently at Māori events.

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# MĀORI WARDENS CAPABILITY STOCKTAKE

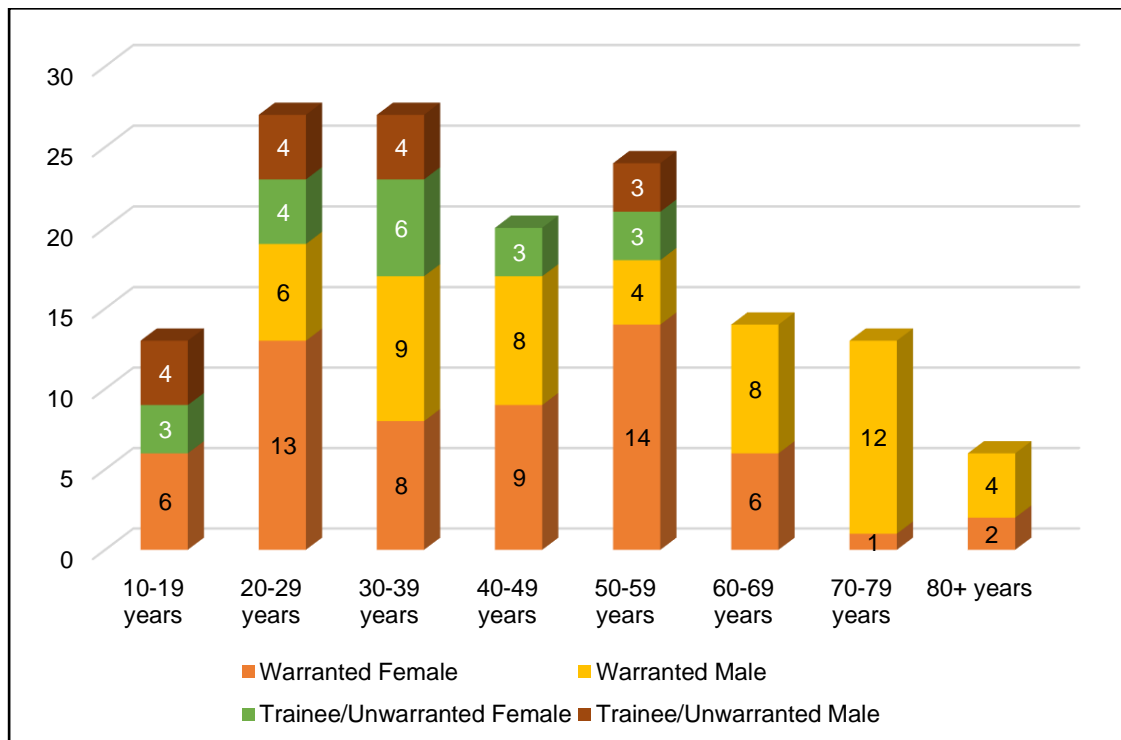
## District Profile



The Aotea Māori Warden’s District spans Taranaki to Whanganui.

### Workforce Profile

There are 144 Māori Wardens in the Aotea District: 110 are warranted and the remaining 34 are unwarranted/trainees. The demographic profile (including age, gender, and status) of the Aotea District is shown below, and when compared to other Districts, is relatively youthful.



### Activities

Māori Wardens in the Aotea District undertake a range of activities, primarily in supporting Hāpori and Huihuinga Tangata, including:

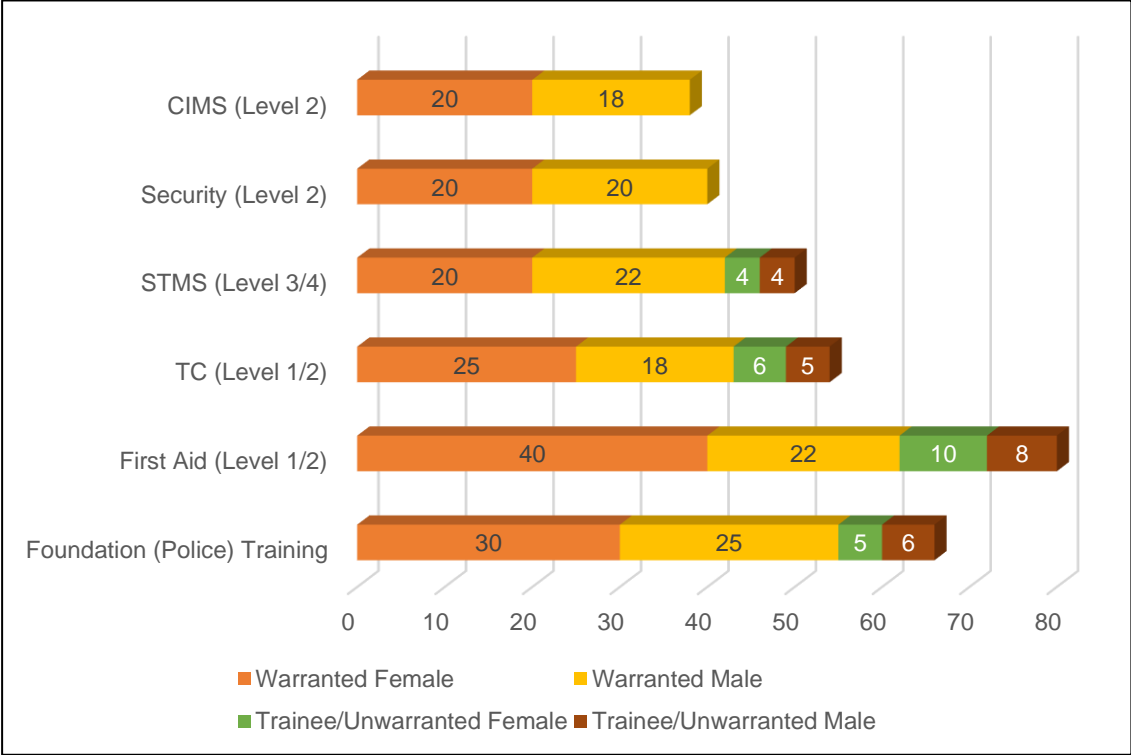
- Traffic Management;
- Crowd Control;
- Patrolling;
- Community Work Supervision; and
- Security.

Most of the work is voluntary/koha-based, but the security work is paid. The Aotea District supported a group of its Wardens to attain the relevant security qualification and established a business arm specifically to realise paid work opportunities.

*Disclaimer: All data/information used in the preparation of this Profile was supplied by District representatives, and could not be quality assured against documented records.*

### Current Capability

Training that the Māori Wardens in the Aotea District have completed is shown below. Note this is not necessarily representative of the range of skills/qualifications that individual Wardens have; rather it is training that has been supported through the Māori Wardens Project or self-funded/sourced by the District.



*CIMS is Coordinated Incident Management System. STMS is Site Traffic Management Supervision. TC is Traffic Control.*

### Training Needs and Rationale

Three key areas have been identified for training/development in the Aotea District:

- **Information & Communication Technology (ICT)** – this includes basic computer skills, using online communication tools/platforms, and the use of devices that will support Wardens in the field.
- **Operational Management** – this includes project management, proposal and report writing (for future funding/contract opportunities), contract management and financial management.
- **Operations** – communication skills including sign language (as there are comparatively high numbers of deaf people in the District), functional literacy/numeracy, and leadership development.

Security training will also continue to be needed – to ensure those already qualified continue to meet certification requirements, and for any additional Wardens that want to work in this space (to meet increasing demands).

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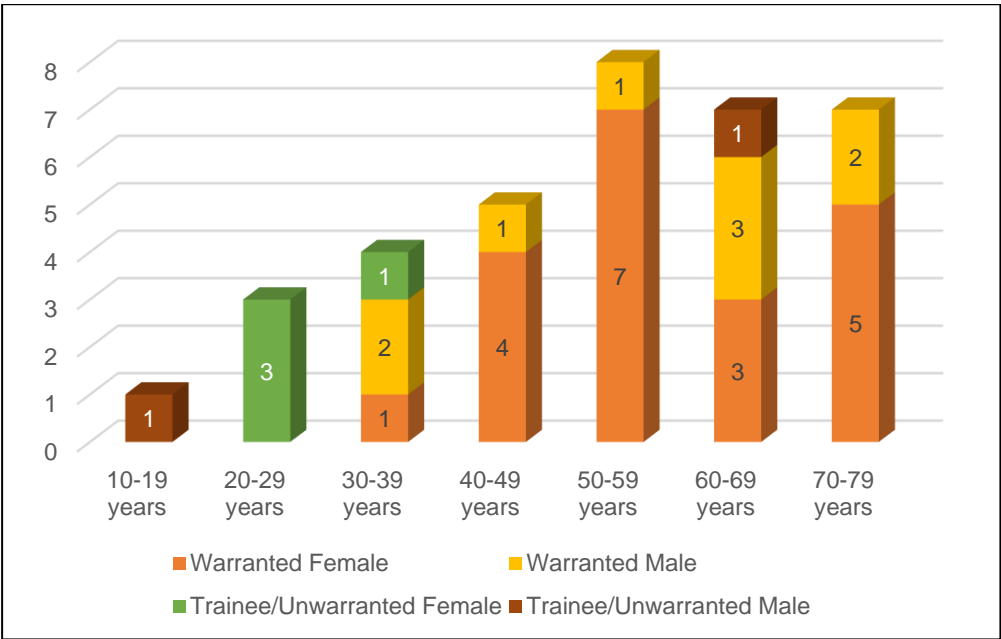
**MĀORI WARDENS CAPABILITY STOCKTAKE District Profile**

**Raukawa**

The Raukawa Māori Warden’s District spans the Manawatu through to Ōtaki.

**Workforce Profile**

There are 35 Māori Wardens in the Raukawa District: 29 are warranted and the remaining 6 are unwarranted/trainees. The demographic profile (including age, gender, and status) of the Raukawa District is shown below.



**Activities**

Māori Wardens in the Raukawa District undertake a range of activities:

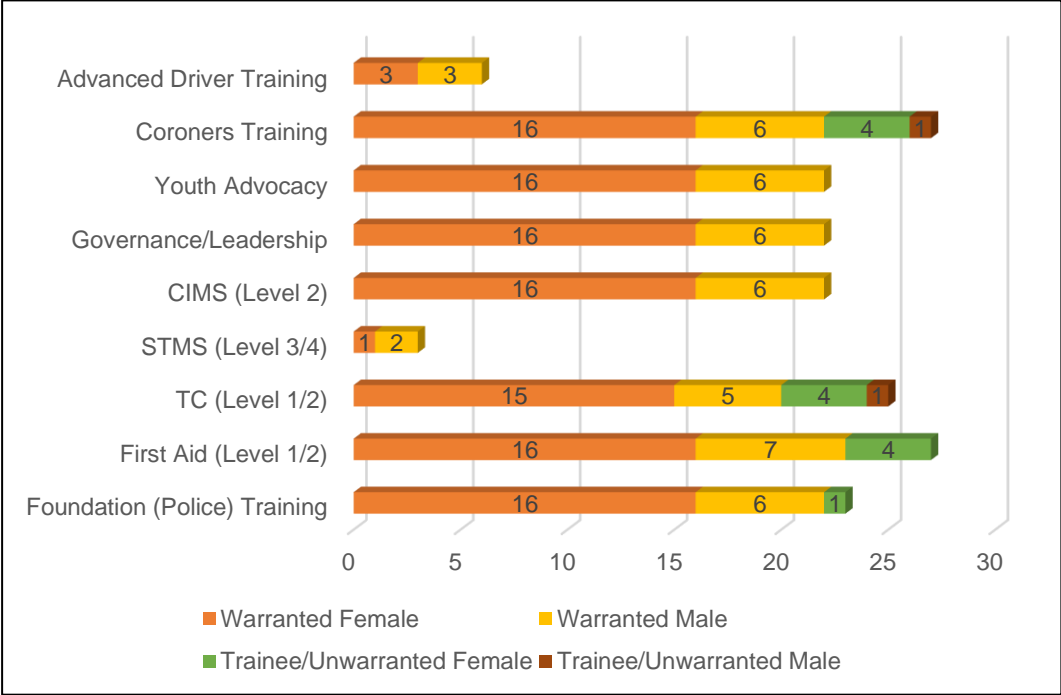
- in supporting Whānau, including working with rangatahi, advocating for rangatahi/whānau within Court and other processes, and providing emergency and mental health supports;
- in supporting Hāpori and Huihuinga Tangata, including:
  - Traffic Management;
  - Patrolling; and
  - Events.

All activities are voluntary/koha-based.

*Disclaimer: All data/information used in the preparation of this Profile was supplied by District representatives, and could not be quality assured against documented records.*

### Current Capability

Training that the Māori Wardens in the Raukawa District have completed is shown below. Note this is not necessarily representative of the range of skills/qualifications that individual Wardens have; rather it is training that has been supported through the Māori Wardens Project or self-funded/sourced by the District.



*CIMS is Coordinated Incident Management System. STMS is Site Traffic Management Supervision. TC is Traffic Control.*

### Training Needs and Rationale

Seven key areas have been identified for training/development in the Raukawa District:

- **Information & Communication Technology (ICT)** – this includes basic computer skills, using online communication tools/platforms, and the use of devices that will support Wardens in the field.
- **Security** – to enable Wardens to be appropriately qualified to undertake paid work.
- **Youth Advocacy** – to upskill on relevant sector information and tools to work with rangatahi.
- **Coroner Processes** – to enable Wardens to assist and advocate for whānau in sudden death or similar situations.
- **Advanced Driving** – to have skilled drivers transporting other Wardens and whānau.
- **Radio Management** – to effectively utilise radio communication and be competent when communicating with other emergency and operational services.
- **Health and Safety** – enabling Wardens to understand requirements and operate safely.

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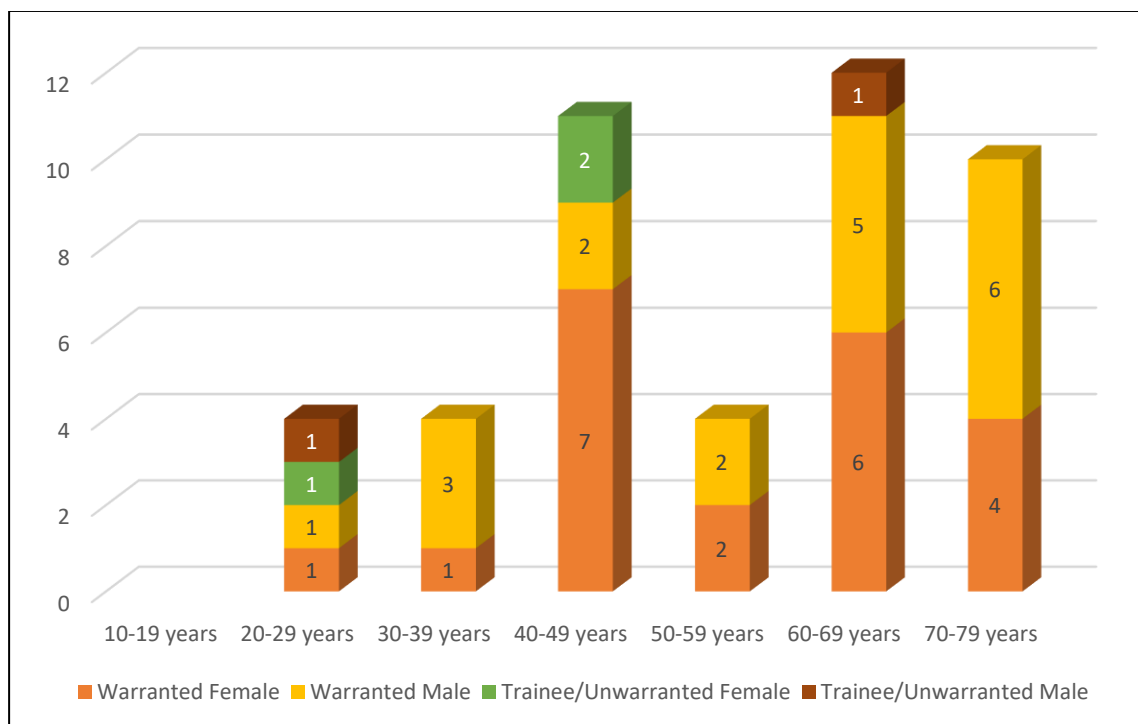
# MĀORI WARDENS CAPABILITY STOCKTAKE District Profile

# Te Whanganui-a-Tara

The Te Whanganui-a-Tara Māori Warden's District spans Upper Hutt through to Wellington, and back up to Kāpiti.

## Workforce Profile

There are 45 Māori Wardens in the Te Whanganui-a-Tara District: 40 are warranted and the remaining 5 are unwarranted/trainees. The demographic profile (including age, gender, and status) of the Te Whanganui-a-Tara District is shown below.



## Activities

Māori Wardens in the Te Whanganui-a-Tara District undertake a range of activities:

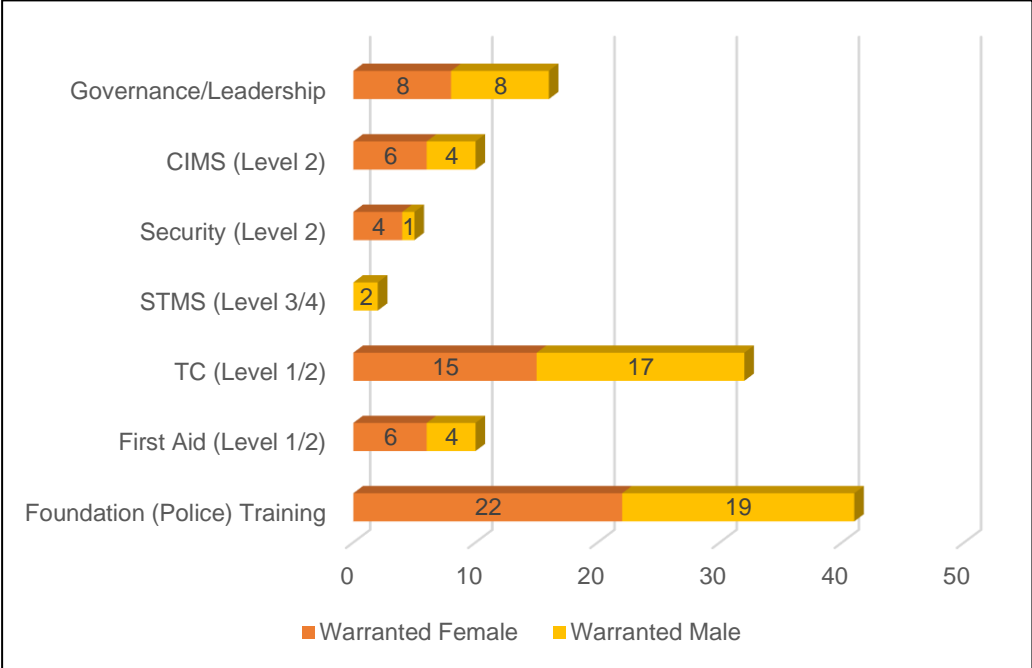
- in supporting Whānau, including helping rangatahi and whānau through Court processes;
- in supporting Hāpori and Huihuinga Tangata, including:
  - Security;
  - Patrolling; and
  - Events.

Most activities are voluntary/koha-based, except security which is mostly paid work.

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### Current Capability

Training that the Māori Wardens in the Te Whanganui-a-Tara District have completed is shown below. Note this is not necessarily representative of the range of skills/qualifications that individual Wardens have; rather it is training that has been supported through the Māori Wardens Project or self-funded/sourced by the District.



*CIMS is Coordinated Incident Management System. STMS is Site Traffic Management Supervision. TC is Traffic Control.*

### Training Needs and Rationale

Four key areas have been identified for training/development in the Te Whanganui-a-Tara District:

- **Planning and Project Management** – to enable Wardens to manage events and activities.
- **Proposal and Report Writing** – to upskill 2-3 members in the District to manage these.
- **Financial management/literacy** – to enable Wardens to understand financial reports and accountability requirements.
- **Information & Communication Technology (ICT)** – this includes basic computer skills, using online communication tools/platforms, and the use of devices that will support Wardens in the field.

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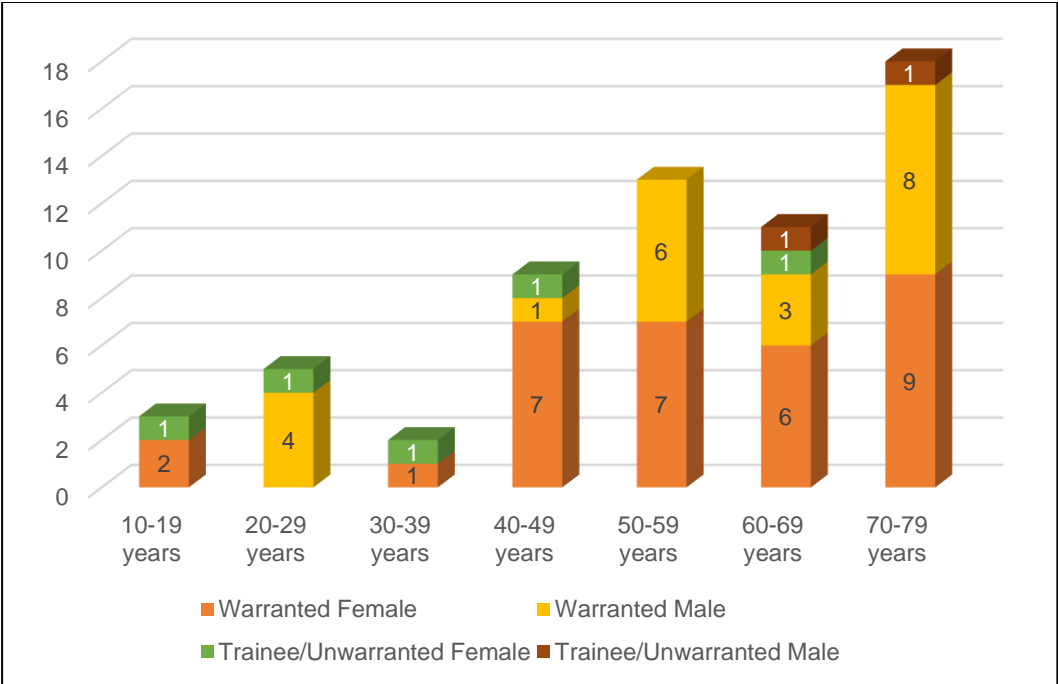
**MĀORI WARDENS CAPABILITY STOCKTAKE District Profile**

# Te Tau Ihu

The Te Tau Ihu Māori Warden’s District spans the top of the South Island to Marlborough.

**Workforce Profile**

There are 61 Māori Wardens in the Te Tau Ihu District: 54 are warranted and the remaining 7 are unwarranted/trainees. The demographic profile (including age, gender, and status) of the Te Tau Ihu District is shown below.



**Activities**

Māori Wardens in the Te Tau Ihu District currently undertake a range of activities:

- in supporting Whānau, including helping rangatahi and whānau through Court processes;
- in supporting Hāpori and Huihuinga Tangata, including:
  - Traffic Management;
  - Patrolling;
  - Security/Marshalling;
  - Civil Defence; and
  - Crowd control.

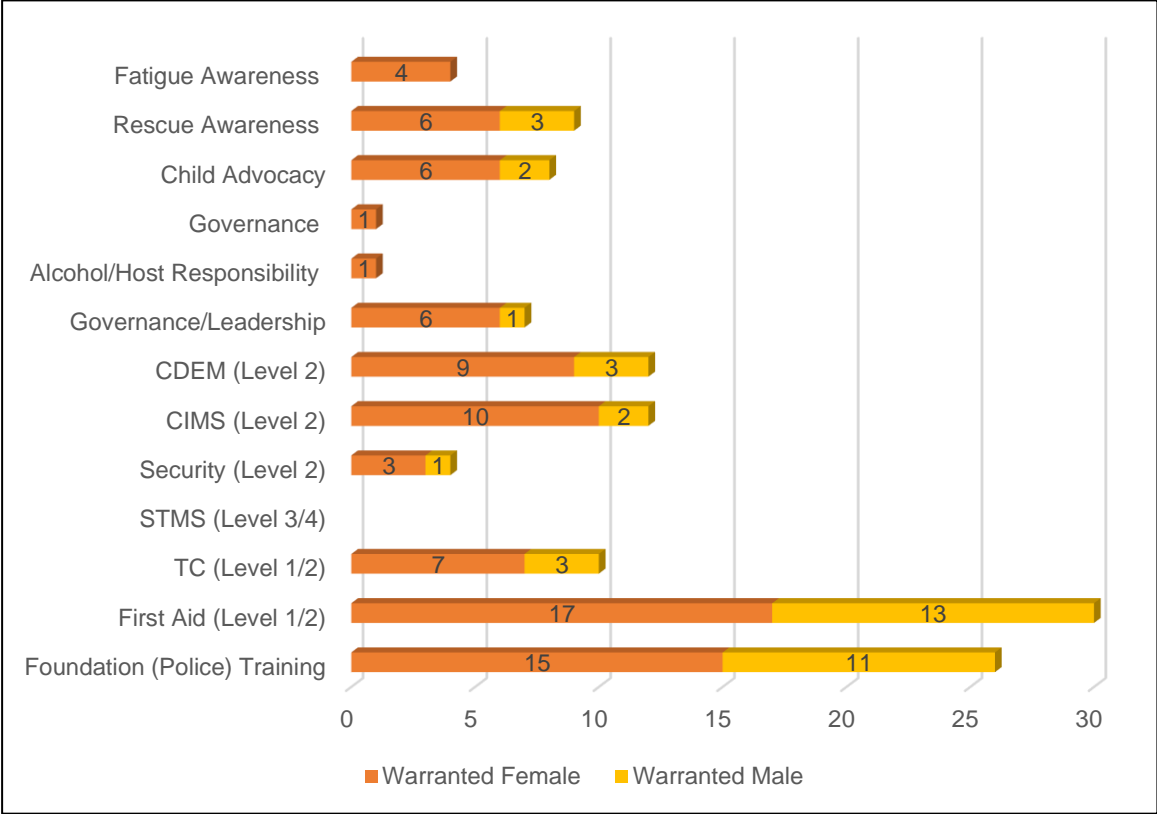
Most of the work is voluntary/koha-based.

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### Current Capability

Training that the Māori Wardens in the Te Tau Ihu District have completed is shown below. Note this is not representative of the range of skills/qualifications that individual Wardens have; rather it is what has been supported through the Maori Wardens Project or self-funded/sourced by the District.



*CDEM is Civil Defence and Emergency Management. CIMS is Coordinated Incident Management System. STMS is Site Traffic Management Supervision. TC is Traffic Control.*

### Training Needs and Rationale

Six key areas have been identified for training/development in the Te Tau Ihu District:

- **Security** – to enable Wardens to be appropriately qualified to undertake paid work.
- **Victim Support** – to help Wardens support whānau dealing with suicide, mental health issues, domestic violence, and sexual and child abuse/assaults.
- **Information & Communication Technology (ICT)** – this includes basic computer skills, using online communication tools/platforms, and the use of devices that will support Wardens in the field.
- **Te Reo me ona Tikanga** – as it is important for all Wardens to be capable in te reo, tikanga, waiata, karanga, karakia and whaikōrero.
- **Refresher Courses** – this includes refresher training in all the programmes offered through the Māori Wardens Project.
- **Civil Defence** – to add to the skills attained through the CIMS training.

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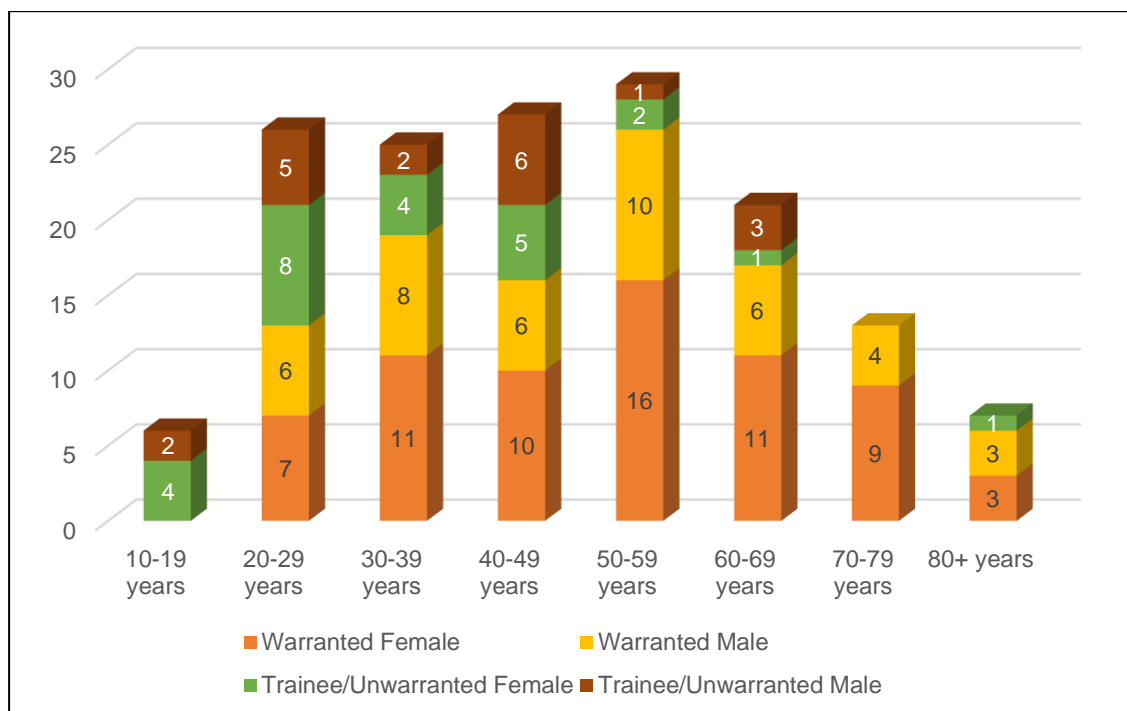
**MĀORI WARDENS  
CAPABILITY  
STOCKTAKE  
District Profile**

# Te Waipounamu

The Te Waipounamu Māori Warden’s District extends from Kaikoura and across to the West Coast, and down to Invercargill. It also includes the Chatham Islands.

**Workforce Profile**

There are 154 Māori Wardens in the Te Waipounamu District: 110 are warranted and the remaining 44 are unwarranted/trainees. The demographic profile (including age, gender, and status) of the Te Waipounamu District is shown below.



**Activities**

Māori Wardens in the Te Waipounamu District currently undertake a range of activities:

- in supporting Whānau, including helping rangatahi and whānau through Court processes, advocating for whānau, and providing kaumatua support, transportation, and food deliveries;
- in supporting Hāpori and Huihuinga Tangata, including:
  - Traffic Management;
  - Patrolling;
  - Security/Marshalling;
  - Civil Defence; and
  - Crowd control.

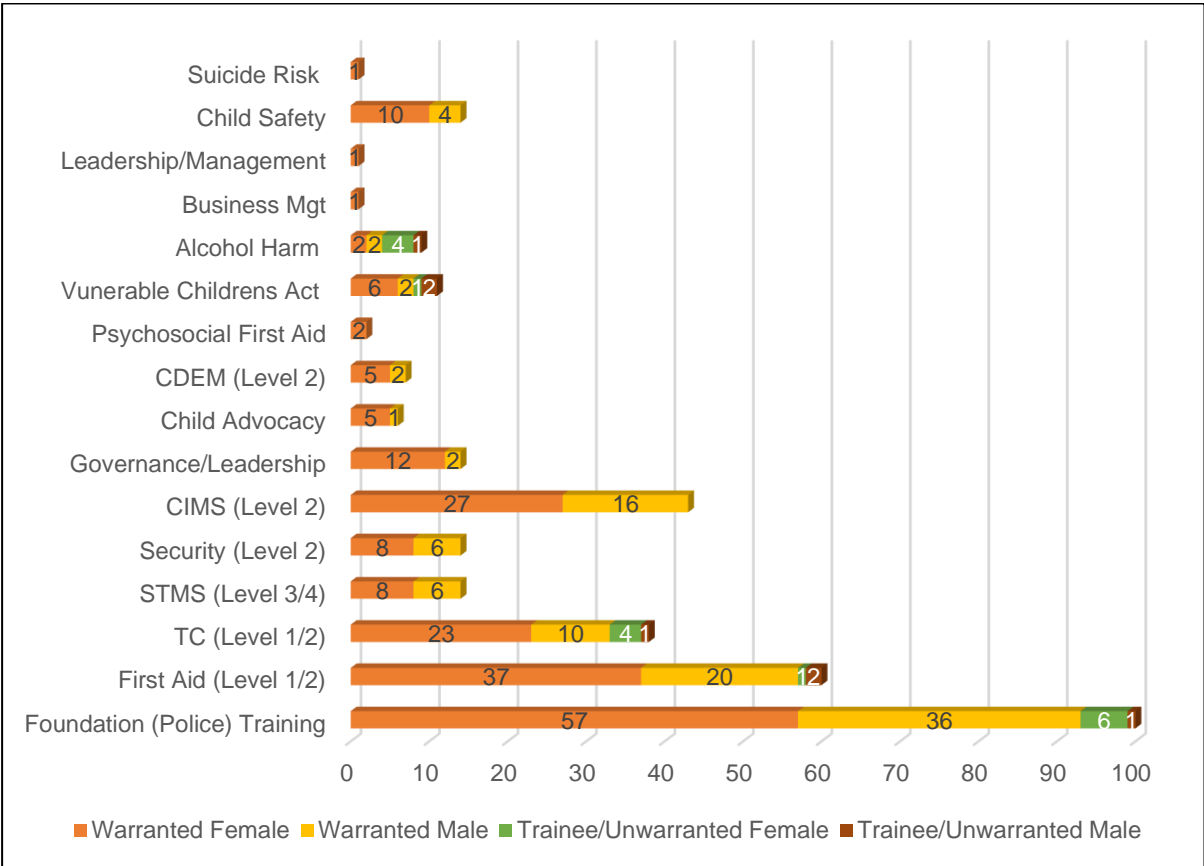
Most of the work is voluntary/koha-based.

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### Current Capability

Training that the Māori Wardens in the Te Waipounamu District have completed is shown below. Note this is not representative of the range of skills/qualifications that individual Wardens have; rather it is what has been supported through the Maori Wardens Project or self-funded/sourced by the District.



CDEM is Civil Defence and Emergency Management. CIMS is Coordinated Incident Management System. STMS is Site Traffic Management Supervision. TC is Traffic Control.

### Training Needs and Rationale

Five key areas have been identified for training/development in the Te Waipounamu District:

- **Security** – to enable Wardens to be appropriately qualified to undertake paid work.
- **Information & Communication Technology (ICT)** – this includes basic computer skills, using online communication tools/platforms, and the use of devices that will support Wardens in the field.
- **Operational Management and Business Administration** – to support the effective operation of Subs, including reporting, presentations, proposal-writing, minute-taking, financial bookkeeping, project management, HR, contract management, strategy, planning and relationship management.
- **Civil Defence** – to add to the skills attained through the CIMS training.
- **Technical Skills** – this includes Child Safety and Advocacy, Substance Abuse Awareness, de-escalation techniques. Health and safety, and communications (radio) training with NZ Police.

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