

**Information provided by Te Puni  
Kōkiri in response to Te Kawa  
Mataaho information request 1  
(8 March 2024)**

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## DESCRIPTION OF P&C OF REVIEW PROCESS APPLIED

Upon receipt of the requests to review the appointment, the People and Capability team were required to apply the Policy to the circumstances. This exercise included considering the Workforce Guidance provided by the Public Service Commission for conducting review of appointment processes.

In determining how to proceed with the requests to review of appointment, the following factors were considered:

- The review of appointment process exists to provide confidence that an agency has integrity in its selection process.
- Te Puni Kōkiri is able to consider whether a request to review an appointment should be dismissed.

Upon receipt of each request to review, consideration was given to the grounds upon which the requestors were seeking review. In each instance, it was determined that the grounds provided were not sufficient to warrant a review of appointment. To summarise, the grounds provided as rationale for the requests to review focused on:



The rationale for declining the requests can be summarised as follows:

- No concerns were raised regarding the appointment procedures followed by Te Puni Kōkiri.
- The concerns raised about the appointee's background do not serve to have the effect of negating the applicant being the person best suited to the position. Additionally, some of the information provided in support of employee's requests to review was factually incorrect.
- The appointee's background was disclosed to Te Puni Kōkiri by the appointee during the recruitment process (this included a MOJ Criminal History Check). This information was considered by the approving managers prior to approving the appointment, including any potential risks to kaimahi health and safety. Additionally, the concerns raised by kaimahi had been appropriately dealt with by the New Zealand Teachers Disciplinary Tribunal.
- The Standards of Integrity and Conduct require Te Puni Kōkiri to treat everyone fairly and with respect, this includes the appointee and those requesting review.
- No concerns were raised by employees regarding the integrity of the selection process, s 9(2)(ba)(i) As a public service agency, Te Puni Kōkiri is committed to the principles of Papa Pounamu. Te Urupare I te Mariu is one of the five principles focusing on addressing bias as a critical factor in ensuring everyone in the Public Service has fair opportunity in recruitment, career progression and development opportunities.

- Further, there was no indication from any of those seeking review that they had any prior relationship or connection with the appointee, and all information relied upon was publicly available.

Given the Policy and the HR delegations are silent as to who, other than the Chief Executive (or delegate), can consider a request for review, in consultation with the Director, People & Capability, as required by the Te Puni Kōkiri HR Delegations Policy, it was determined that s 9(2)(a) s 9(2)(a) and s 9(2)(a) s 9(2)(a) (Deputy Secretaries and delegates to the Chief Executive) were best placed to respond to the requestors. Both s 9(2)(a) and s 9(2)(a) as the managers who signed off the appointment of s 9(2)(a) following receipt of a memorandum by the hiring panel, were aware of the circumstances disclosed by s 9(2)(a) and had taken these into account before approving the appointment.

Should any of the requests have raised concerns about the integrity of the Te Puni Kōkiri selection process, this information would have been made available to the Chief Executive to authorise commencement of review procedure and appoint a decision maker, in accordance with the Policy and the HR Delegations.

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s 9(2)(a)

**From:** s 9(2)(a)  
**Sent:** Thursday, 21 December 2023 10:48 am  
**To:** s 9(2)(a)  
**Cc:** s 9(2)(a)  
**Subject:** Review of Appointment -Senior Advisor, Māori Capability

Kia ora s 9(2)(a)

I was notified earlier today of your request to review the appointment of s 9(2)(a) to the role of Senior Advisor, Māori Capability.

The initial request was sent to s 9(2)(a), Director, People & Capability and s 9(2)(a) as Acting, Director, People & Capability. It has been determined it is appropriate for an assessment of the request to review, in accordance with the Review of Appointment Policy, be carried out by myself and s 9(2)(a) Deputy Secretary, s 9(2)(a) s 9(2)(a) as we approved the appointment.

Upon reviewing your request to review, it appears you are seeking review under Section 72 of the Public Service Act 2020. Section 72 of the Act refers to the requirement of appointments to be made based on the person who is best suited to the position.

I have considered the grounds for review that you have put forward, specifically:

s 9(2)(ba)(i)

I am of the view that the grounds provided do not relate to the suitability of the candidate to the position s 9(2)(ba)(i)

s 9(2)(ba)(i)

Te Puni Kōkiri carries out a robust assessment of candidates prior to appointment at Te Puni Kōkiri, this includes Ministry of Justice Criminal History Checks, reference checks and a competency-based interview process.

The Senior Advisor, Māori Capability role is specifically targeted towards supporting the workstreams associated with the Māori Capability kaupapa. The concerns raised do not impact the candidate's suitability for, or ability to carry out, the role.

After consideration of the grounds for review provided, I am of the view that there are no issues within the selection process that would have resulted in a different outcome, and that the appointment remains to be based upon merit. Recruitment processes attract a level of confidentiality; however, I can confirm that all relevant information was provided to myself and s 9(2)(a) prior to the decision to approve the appointment, and consideration was given to all factors prior to approval.

As a result, no formal review will be undertaken.

Ngā Mihi,

s 9(2)(a)  
Deputy Secretary s 9(2)(a)

s 9(2)(a)

Te Tari Matua | Head Office



**Te Puni Kōkiri**  
MINISTRY OF MĀORI DEVELOPMENT

Te Puni Kōkiri, Te Puni Kōkiri House, 143 Lambton Quay, Wellington 6011, New Zealand  
PO Box 3943, Wellington 6140, New Zealand



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20 December 2023

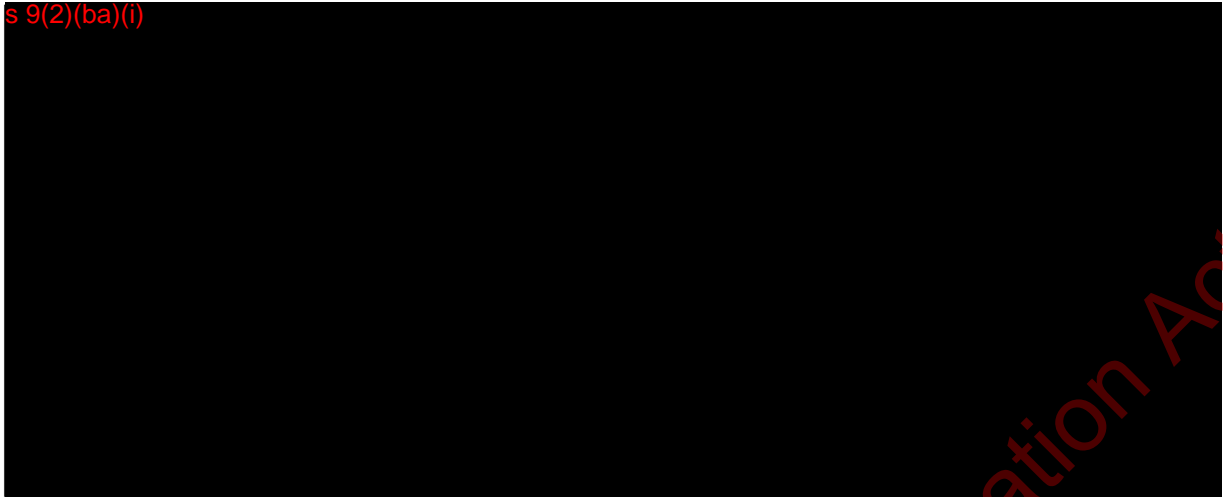
Attention: Appointing Manager

c/- s 9(2)(a) [REDACTED] Director - People & Capability

s 9(2)(ba)(i)

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s 9(2)(ba)(i)



Naku noa nā,

s 9(2)(a)

s 9(2)(a)

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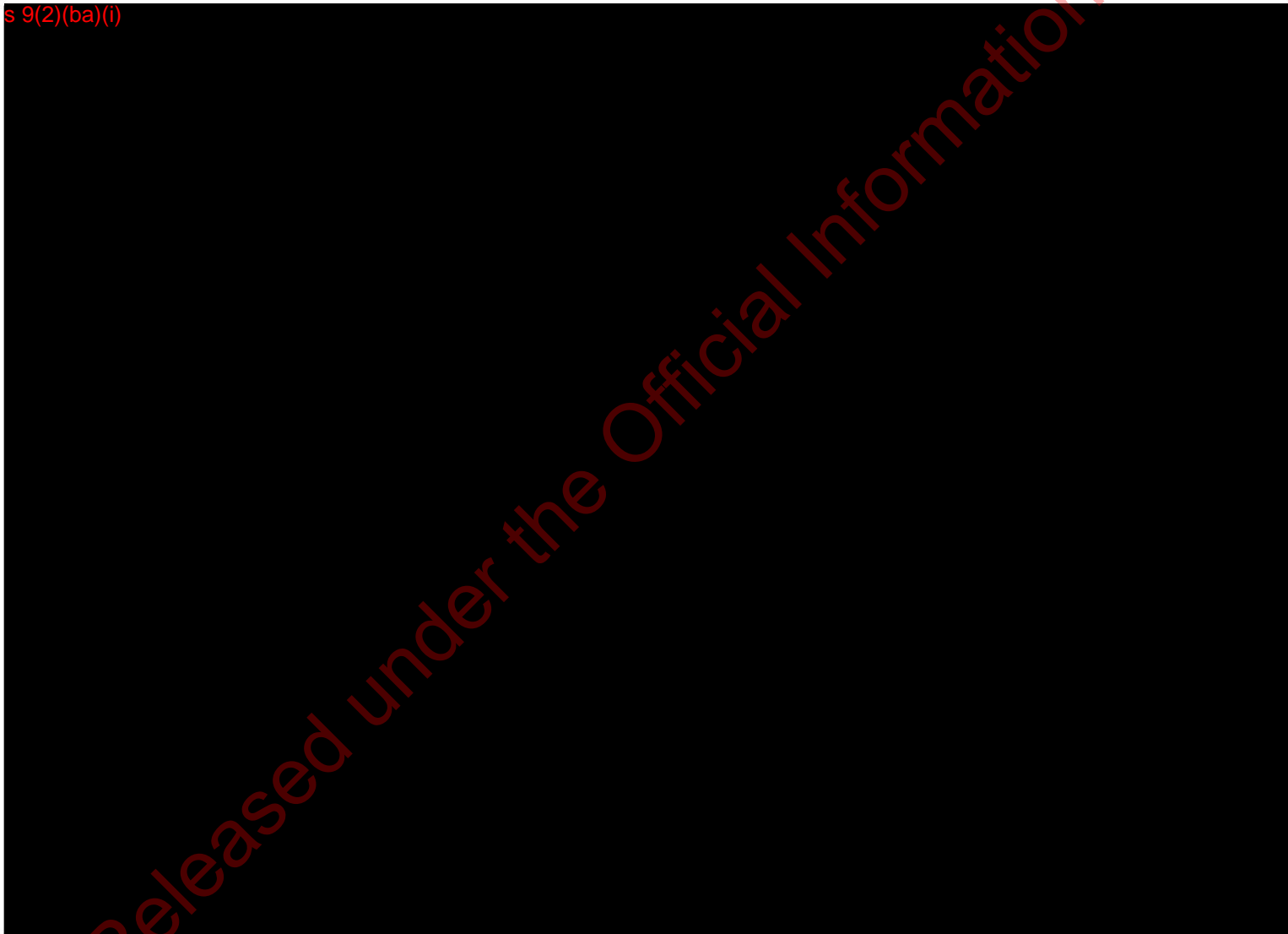
s 9(2)(a)

**From:** s 9(2)(a)  
**Sent:** Monday, 18 December 2023 11:55 am  
**To:** s 9(2)(a)  
**Subject:** SENSITIVE: Promulgation Review  
**Attachments:** CAC-v-s 9(2)(a).pdf

Kia ora anō s 9(2)(a)

Thanks for your response. Based on the information provided I will proceed with my initial intention of contesting this promulgation.

s 9(2)(ba)(i)



s 9(2)(a)

s 9(2)(a)

Te Puni Kōkiri, Te Puni Kōkiri House, 143 Lambton Quay, Wellington  
PO Box 3943, Wellington 6140, New Zealand





From: s 9(2)(a)  
Sent: Monday, December 18, 2023 10:34 AM  
To: s 9(2)(a)  
Subject: RE: SENSITIVE: Promulgation Review

Morena s 9(2)(a)

All good here, thanks. Hope you are well also?

I can't disclose any personal information in relation to an employee but if you believe you have grounds to review an appointment of an employee, I encourage you to read the policy on the intranet and make your own determination whether your concerns should be addressed as per that policy.

Ngā mihi,

---

s 9(2)(a) s 9(2)(a)

National Office

 **Te Puni Kōkiri**  
MINISTRY OF MĀORI DEVELOPMENT

Te Puni Kōkiri, Te Puni Kōkiri House, 143 Lambton Quay, Wellington 6011, New Zealand  
PO Box 3943, Wellington 6140, New Zealand

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From: s 9(2)(a)  
Sent: Monday, December 18, 2023 9:37 AM  
To: s 9(2)(a)  
Subject: SENSITIVE: Promulgation Review

Kia ora s 9(2)

I hope this email finds you well. I am writing in response to a recent promulgation but before I progress with this, I need a few points clarified.

1. What is s 9(2)(a) last name? Is this the person formerly known as s 9(2)(a) ?
2. s 9(2)(ba)(i)
3. Also as Director of People & Capability does this impact your views on this appointment given it is a role within your team?

I am hesitant to step through any further detail as required in the review process based on fairness and accuracy.

I look forward to hearing back from you or if it is more appropriate to have a kōrero I can be available via teams or phone.

Ngā manaakitanga

---

s 9(2)(a) s 9(2)(a)

Te Puni Kōkiri, Te Puni Kōkiri House, 143 Lambton Quay, Wellington  
PO Box 3943, Wellington 6140, New Zealand

s 9(2)(a)

**From:** s 9(2)(a)  
**Sent:** Wednesday, 20 December 2023 1:33 pm  
**To:** s 9(2)(a)  
**Cc:** s 9(2)(a)  
**Subject:** RE: Promulgation review request - Senior Advisor

Tēnā koe s 9(2)(a)

Thank you for your response to the decision not to formally review the appointment of s 9(2)(a)

In accordance with our obligations under the Public Service Act 2020, Te Puni Kōkiri is required to establish a process for employees to request a review of appointment. That process is detailed in the Review of Appointment Policy. The Policy provides that request for reviews will be assessed and an appropriate course of action determined. Further, this policy provides that the review of appointment can be denied following consideration of the request.

We acknowledge your position but due to the fact the appointment was made in accordance with our obligations under the Public Service Act 2020 (including section 75), followed the relevant Te Puni Kōkiri policies and procedure, our position remains that a formal review will not be undertaken.

Ngā mihi,

s 9(2)(a)

Deputy Secretary |

s 9(2)(a)

Te Tari Matua | Head Office



**Te Puni Kōkiri**  
MINISTRY OF MAORI DEVELOPMENT

s 9(2)(a)

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**From:** s 9(2)(a)  
**Sent:** Wednesday, December 20, 2023 10:54 AM  
**To:** s 9(2)(a)  
**Cc:** s 9(2)(a)  
**Subject:** RE: Promulgation review request - Senior Advisor

s 9(2)(ba)(i)

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s 9(2)(ba)(i)

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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From: s 9(2)(a)

Sent: Tuesday, December 19, 2023 5:33 PM

To:

Cc: s 9(2)(a)

Subject: Promulgation review request - Senior Advisor

Kia ora s 9(2)(a)

On 18 December 2023, I was notified of your request to review the appointment of s 9(2)(a) to the role of Senior Advisor, Māori Capability.

The initial request was sent to s 9(2)(a) Director, People & Capability. It has been determined it is appropriate for an assessment of the request to review, in accordance with the Review of Appointment Policy, be carried out by myself and s 9(2)(a) Deputy Secretary, s 9(2)(a) as we approved the appointment.

Upon reviewing your request to review, it appears you are seeking review under Section 72 of the Public Service Act 2020. Section 72 of the Act refers to the requirement of appointments to be made based on the person who is best suited to the position.

I have considered the grounds for review that you have put forward, specifically:

s 9(2)(ba)(i)

Te Puni Kōkiri carries out a robust assessment of candidates prior to appointment at Te Puni Kōkiri, this includes Ministry of Justice Criminal History Checks, reference checks and a competency-based interview process. The Senior

Advisor, Māori Capability role is specifically targeted towards supporting the workstreams associated with the Māori Capability kaupapa. The concerns raised do not impact the candidate's suitability for, or ability to carry out, the role.

After consideration of the grounds for review provided, I am of the view that there are no issues within the selection process that would have resulted in a different outcome, and that the appointment remains to be based upon merit. Recruitment processes attract a level of confidentiality; however, I can confirm that all relevant information was provided to myself and s 9(2)(a) prior to the decision to approve the appointment, and consideration was given to all factors prior to approval.

As a result, no formal review will be undertaken.

Ngā Mihi,

s 9(2)(a)

Deputy Secretary

s 9(2)(a) privacy

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**Te Puni Kōkiri**  
MINISTRY OF MĀORI DEVELOPMENT

s 9(2)(a)

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PO Box 3943, Wellington 6140, New Zealand



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s 9(2)(a)

**From:** s 9(2)(a)  
**Sent:** Monday, 18 December 2023 9:49 am  
**To:** s 9(2)(a)  
**Subject:** RE: : Staff seeking a review of the appointment to position - Kaitohu Matua – Senior Advisor, Māori Capability, People and Capability & Organisational Support

Tēnā koe s 9(2)(a)

Acknowledging receipt of your email.

I intend to respond to your email and it's points either later this afternoon or tomorrow.

Ngā mihi,

s 9(2)(a)

National Office



**Te Puni Kōkiri**  
MINISTRY OF MĀORI DEVELOPMENT

s 9(2)(a)

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**From:** s 9(2)(a)  
**Sent:** Monday, December 18, 2023 9:41 AM  
**To:** s 9(2)(a)  
**Subject:** : Staff seeking a review of the appointment to position - Kaitohu Matua – Senior Advisor, Māori Capability, People and Capability & Organisational Support  
**Importance:** High

Tēnā koe

I am seeking a formal review of the appointment to position - Senior Advisor, Māori Capability, People and Capability & Organisational Support.

s 9(2)(ba)(i)

Thank you for your consideration of this review. Please advise if further information or clarification is required.

Ngā mihi

s 9(2)(a)

s 9(2)(a)

s 9(2)(a)



**Te Puni Kōkiri**  
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Private Bag 4741, Christchurch 8140, New Zealand



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s 9(2)(a)

**From:** s 9(2)(a)  
**Sent:** Wednesday, 20 December 2023 8:29 am  
**To:** s 9(2)(a)  
**Subject:** Fwd: Promulgation review request - Senior Advisor - Māori Capability

FYI

Ngā mihi,

s 9(2)(a)

Te Puni Kōkiri, Te Puni Kōkiri House, 143 Lambton Quay, Wellington 6011,  
New Zealand  
PO Box 3943, Wellington 6140, New Zealand

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**From:** s 9(2)(a)  
**Sent:** Wednesday, December 20, 2023 8:27:59 AM  
**To:** s 9(2)(a); s 9(2)(a)  
**Cc:** [Redacted]  
**Subject:** RE: Promulgation review request - Senior Advisor - Māori Capability

Kia ora s 9(2)(a)

Thank you for the clarification.

Ngā mihi

s 9(2)(a)

**From:** s 9(2)(a)  
**Sent:** Tuesday, December 19, 2023 8:48 PM  
**To:** s 9(2)(a)  
**Cc:** [Redacted]  
**Subject:** Re: Promulgation review request - Senior Advisor - Māori Capability

Kia ora s 9(2)(a)

Yes, you would be correct if a formal review takes place, which one has not. You have merely requested a review for consideration.

I reiterate again, we have considered your request to review this appointment and have declined that request based on the points noted in our initial correspondence.

As a result, the decision remains that no formal review will take place.

Ngā mihi,

s 9(2)(a) privacy

Deputy Secretary |

s 9(2)(a) privacy

Te Tari Matua | Head Office

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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New Zealand

PO Box 3943, Wellington 6140, New Zealand

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From: s 9(2)(a)

Sent: Tuesday, December 19, 2023 4:07 PM

To: s 9(2)(a)

Cc:

Subject: RE: Promulgation review request - Senior Advisor - Māori Capability

Tēnā kōrua

Thank you for your response.

On our behalf, I must point out that in terms of the Review of Appointment Policy – both of you would have had to recuse yourself from the composition of the review panel.

Clause 31 of the policy clearly states:

31. The review may be conducted by senior manager not involved in the appointment, known as the review officer, normally one organisational level above the position under review, or a person from outside the Ministry (with appropriate experience and skill) who was not involved in the appointment. The panel will normally comprise:

- a senior non-appointing manager
- HR&C representative; and
- an external representative.

As you were both involved in the appointment you cannot be part of the panel to review the appointment.

I ask that the review be carried out in line with our policy.

Ngā mihi

s 9(2)(a)

duplication



s 9(2)(a)

**From:** 9(2)(a)  
**Sent:** Monday, 8 January 2024 4:29 pm  
**To:** 9(2)(a)  
**Cc:** 9(2)(a) privacy  
**Subject:** RE: Review of Appointment -Senior Advisor, Māori Capability

Tēnā koe s 9(2)(a)

In s 9(2)(a) absence I am responding to your email.

The response from 9(2)(a) and myself clearly outlines that we both considered all the information prior to making a decision to approve the appointment. I acknowledge your views although I do not agree with them. To be clear, our response to you was not to "convince" you but to respond to your request for a review.

I understand that as the other successful candidate you have not accepted the position. That is your prerogative, and perhaps for the best given your disappointment and apprehension regarding your colleague's appointment.

Mauri ora.

9(2)(a) privacy

9(2)(a) privacy

s 9(2)(a)

National Office



**Te Puni Kōkiri**  
MINISTRY OF MĀORI DEVELOPMENT

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PO Box 3943, Wellington 6140, New Zealand



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**From:** s 9(2)(a)  
**Sent:** Friday, January 5, 2024 1:39 PM  
**To:** 9(2)(a) privacy  
**Cc:** 9(2)(a) privacy  
**Subject:** RE: Review of Appointment -Senior Advisor, Māori Capability

Tēnā koe 9(2)(a)

I have re-visited your reply to my request many times and am still yet to find any answers to the questions I posed.

s 9(2)(ba)(i)

s 9(2)(ba)(i)

Kia ora.  
s 9(2)(a)

s 9(2)(a)

s 9(2)(a)

Paetukutuku W : [www.tpk.govt.nz](http://www.tpk.govt.nz)

Te Puni Kōkiri, 1 BNZ Centre, 120 Hereford Street, Christchurch 8011, New Zealand  
Private Bag 4741, Christchurch 8011, New Zealand

duplication

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duplication

From: s 9(2)(a)  
Sent: Wednesday 20/12/2023 3:35 pm  
To: s 9(2)(a)  
Cc: s 9(2)(a)  
Subject: Review of Appointment -Senior Advisor, Māori Capability

Tēnā koe, s 9(2)(a)

I seek a formal review of the recent appointment to the position of Senior Advisor, Māori Capability, People and Capability & Organisational Support, as announced in the Vacancies and Promulgations section of Te Pū Matua.

s 9(2)(ba)(i)

s 9(2)(ba)(i)

Therefore, I urge you to conduct a formal review-of this appointment.

Thank you for any consideration given to this request.

Kia tūpato, kei raru tātou.

s 9(2)(a)

s 9(2)(a)

s 9(2)(a)

Te Puni Kōkiri, 1 BNZ Centre, 120 Hereford Street, Christchurch 8011, New Zealand  
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22 December 2023



Deputy Secretary s 9(2)(a)  
Te Puni Kōkiri  
143 Lambton Quay  
**WELLINGTON 6011**

**Palmerston North Office**  
Manawatu House  
Ground Floor  
198 Cuba Street  
Palmerston North 4444  
Phone 06 350 6300  
Email: enquiries@psa.org.nz

**By email**

**Attention:** 9(2)(a)

Tēnā Koe 9(2)(a)

The PSA writes on behalf of PSA members following your rejection of a request for a review of an appointment process and comments made by you at the Regional Partnerships and Operations Puni hui in reference to that request. (Monday 18 December 2023).

s 9(2)(ba)(i)

A large, solid black rectangular redaction box covers the majority of the page's content, obscuring the details of the letter. The text 's 9(2)(ba)(i)' is visible at the top left corner of this redacted area.

Please advise.

9(2)(a)

9(2)(a) PSA Organiser s 9(2)(a)

cc s 9(2)(a) Secretary for Māori Development

cc Deputy Secretary

cc PSA Lead Organiser



**Te Puni Kōkiri**  
MINISTRY OF MĀORI DEVELOPMENT

22 December 2023

9(2)(a) privacy

Manawatu House  
198 Cuba Street  
Palmerston North 4444

s 9(2)(a)

Tēnā koe s 9(2)(a)

### **Request for review of appointment**

Thank you for your letter of 22 December 2023 regarding a recent appointment.

With respect to my kōrero with Regional Partnerships & Operations kaimahi on 18 December 2023, I can confirm that my comments were not specific to kaimahi who had requested a review. I had been made aware of kōrero that I consider does not demonstrate Te Puni Kōkiri values and is unsafe for kaimahi. These comments include the inaccurate use of the terms 'child sex offender' and 'criminal'. The intent of my comments at the hui was to set the expectation with kaimahi of how we treat others, regardless of our personal beliefs and that any attitude of self-righteousness and bigotry is a risk to the health and safety of our kaimahi.

I am concerned, as I explained in the hui, that the use of the terms 'child sex offender' and 'criminal' could create a situation of bullying and harassment.

I would appreciate the support of the PSA in reinforcing with your members that public servants are bound by the standards of integrity and conduct issued by Te Kawa Mataaho and as such public servants should not apply an additional moral code beyond those standards when performing our roles.

At the 18 December hui I also reassured kaimahi that the necessary processes had been followed for the appointment in question, including background and reference checks in line with Te Puni Kōkiri policies.

You have asked that I reconsider the decision to review the appointment. The Review of Appointment Policy provides the following grounds for review:

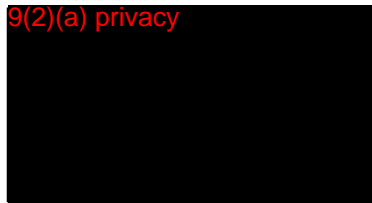
- Merit as per Section 72 of the Public Service Act 2020 (previously Section 60 of the State Sector Act 1988);
- Non-adherence to appointment procedure; or
- Where there is information pertaining to the appointment, which may indicate unprincipled shortlisting or interview practices.

s 9(2)(a) and I have carefully considered any requests we have received and are confident that our decisions have been consistent with the policy.

s 9(2)(a) and I would be happy to meet with you in the New Year to discuss this matter in more detail.

Ngā mihi

9(2)(a) privacy



Deputy Secretary, s 9(2)(a)

cc. s 9(2)(a) PSA Lead Organiser

cc. s 9(2)(a) Deputy Secretary

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s 9(2)(a)

**From:** s 9(2)(a)  
**Sent:** Monday, 18 December 2023 2:54 pm  
**To:** s 9(2)(a)  
**Subject:** Promulgation review request - Senior Advisor - Māori Capability - PART 1  
**Attachments:** Appendix 1 - CV.pdf; Appendix 2a.docx; Appendix 2b.docx; Staff seeking a review of the appointment to position - Kaitohu Matua – Senior Advisor, Māori Capability, People and Capability & Organisational Support; : Staff seeking a review of the appointment to position - Kaitohu Matua – Senior Advisor, Māori Capability, People and Capability & Organisational Support; 03 12 01 Signed Panel Summary Template s 9(2)(a) signed s 9(2)(a) pdf; 2023 11 28 Memorandum Re Appointment of s 9(2)(a) docx; Appendix 1 - Cover letter.pdf

Kia ora kōrua,

I have received three requests for the review of the appointment of s 9(2)(a) to the role of Senior Advisor, Māori Capability, People & Capability.

The three requests seek review of appointment under Section 72 of the Public Service Act 2020:

**72 Appointments on merit**

*When making an appointment under this Act, a chief executive or board must give preference to the person who is best suited to the position.*

The basis for the requests to review are summarised as follows:

s 9(2)(ba)(i)

I have attached these requests for your review and consideration.

Based on the above, are you both please able to assess the complaint and advise whether you consider the rationale impacts the assessment, at the time of appointment, that the candidate was best suited to the position based on merit? I have attached the memorandum regarding the appointment, dated 28 November 2023.

If you consider s 9(2)(a) appointment was merit-based, then you can determine that the request to review the appointment be denied. This can then be communicated to the requesters.

If you consider there is reason to proceed with a review of appointment, then we can proceed with commencing the process, in accordance with the Te Puni Kōkiri Review of Appointment Policy. In short, this would involve appointment of a review officer to look into the matter further.

In your assessment of merit, you may wish to consider:

- the position description (attached);
- the candidates prior experience, skills or capabilities (CV attached); and
- the candidates interview scores and panel summaries (attached).

As the size of the file are large, I'll need to send these in two parts.



Let me know if you need any additional information or guidance on application of the Policy.

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

Te Puni Kōkiri, Te Puni Kōkiri House, 143 Lambton Quay, Wellington 6011, New Zealand  
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s 9(2)(a)

**From:** s 9(2)(a)  
**Sent:** Tuesday, 19 December 2023 7:52 am  
**To:** s 9(2)(a)  
**Subject:** RE: Promulgation review request - Senior Advisor - Māori Capability - PART 1

Kia ora s 9(2)(a)

Thanks for this. I'll await s 9(2)(a) response on this but in terms of next steps, we will draft you both a letter outlining the decision not to review that we can send to the requesters.

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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From s 9(2)(a)

Sent: Monday, December 18, 2023 9:52 PM

To s 9(2)(a)

Subject: RE: Promulgation review request - Senior Advisor - Maori Capability - PART 1

Kia ora s 9(2)(a)

Thanks for sending these emails through.

I have heard various murmurings about this appointment, largely along the lines of "did the panel know his history", "how can we be sure that we will be safe". This afternoon in the all-RPO puni hui I decided to front-foot this issue to prevent it becoming the gossip-fodder it appears to have become.

For your visibility the points I raised at the hui are as follows:

- *I hear there are concerns about a recent fixed-term appointment being promulgated*
- *I want you to know that I had full visibility of this appointment and was one of two deputy secretaries who signed off.*
- *In considering whether to approve this appointment, I need to assure you that our processes provide checks and balances to make sure the people we are welcoming to our organisation will be a good fit for the roles they are taking up.*
- *The checks include meeting public sector wide requirements about conduct, employment history and any potential criminal history.*
- *In appropriate roles and circumstances, I have approved the appointment of lots of kaimahi with behaviour in their history that I certainly don't condone, but I also don't consider a risk to our organisation.*

- *In my time as Deputy Secretary <sup>s 9(2)(a)</sup> I have approved the appointment of several staff with criminal convictions. These have each been carefully considered. That is not the issue here where there are no criminal convictions, nor even any criminal charges laid, but the background of the candidate was carefully considered.*
- *I have heard various murmurings of concern from around the motu, and I wanted to use our time together this afternoon as to what I perceive as the more present risk to the safety of our organisation.*
- *I consider the greater risk to our safety, the safety of all our kaimahi, is an attitude of self-righteousness and bigotry, where we judge our colleagues in a way we would never tolerate our whānau being judged and hold people to a personal standard beyond what is reasonable.*
- *We are the public service, we don't apply an additional moral code. If you have made mistakes, in your personal or work capacity, and have completed any requirements of you, it is not our place to re-judge and continue to punish.*
- *Our mission of thriving whānau includes ourselves, I encourage you to think carefully about the standard you are choosing to hold your teammates to and whether that matches our values.*
- *It is important to check yourself regarding inclusivity – deciding not to engage with colleagues due to your personal beliefs about their historical behaviour is potentially bullying and harassment.*
- *Ask yourself - are we living our values and showing Manaakitanga?*
  - *Are we valuing people and relationships?*
  - *Are we acting with integrity and treating others with respect?*
  - *Are we caring, humble and tolerant?*
  - *Are we co-operative and inclusive?*

I share the above as context for my response to your email.

s 9(2)(ba)(i)

Given the role (specifically, internally focussed and working with staff) I do not believe the appointment will decrease the public's trust and confidence in Te Puni Kōkiri. I also do not believe that the deregistration (and the actions which led to that) make the candidate unsuitable.

I believe that the appointment does uphold public service principles, and see no reason why it wouldn't.

I don't see how this appointment will have a detrimental impact on the Christchurch Māori community and the ability of kaimahi to work across our wider community.

My assessment, at the time of appointment, that the candidate was best suited to the position based on merit, holds.

Happy to discuss further, particularly in relation to what we might do to ensure this new kaimahi is enabled to perform his role successfully.

s 9(2)(a)

**From:**

s 9(2)(a)

**Sent:**

Tuesday, 19 December 2023 8:52 am

**To:**

s 9(2)(a)

**Subject:**

Re: Promulgation review request - Senior Advisor - Māori Capability - PART 1

Kia ora s 9(2)(a) 100% tautoko s 9(2)(a) comments.

I reconfirm the original decision made.

Nga mihi,

s 9(2)(a)

s 9(2)(a)

*Waea Whakaahua F : 0800 875 329*

.....  
**Te Puni Kōkiri**, Te Puni Kōkiri House, 143 Lambton Quay, Wellington 6011,

New Zealand

PO Box 3943, Wellington 6140, New Zealand

.....  
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s 9(2)(a)

---

**From:** s 9(2)(a)  
**Sent:** Tuesday, 19 December 2023, 9:43 am  
**To:** s 9(2)(a)  
**Subject:** RE: Promulgation review request - Senior Advisor - Māori Capability

Kia ora kōrua,

The following email can be sent to s 9(2)(a)

---

**Email:** s 9(2)(a)  
**Subject:** Promulgation review request outcome - Senior Advisor - Māori Capability

Kia ora s 9(2)(a)

On 18 December 2023, I was notified of your request to review the appointment of s 9(2)(a) to the role of Senior Advisor, Māori Capability.

The initial request was sent to s 9(2)(a) Director, People & Capability. It has been determined it is appropriate for an assessment of the request to review, in accordance with the Review of Appointment Policy, be carried out by myself and s 9(2)(a) Deputy Secretary, s 9(2)(a) as we approved the appointment.

Upon reviewing your request to review, it appears you are seeking review under Section 72 of the Public Service Act 2020. Section 72 of the Act refers to the requirement of appointments to be made based on the person who is best suited to the position.

I have considered the grounds for review that you have put forward, specifically:

s 9(2)(ba)(i)

I am of the view that the grounds provided do not relate to the suitability of the candidate to the position, s 9(2)(ba)(i)

s 9(2)(ba)(i)

In the interests of clarity, the behaviour of concern occurred in 2018 to 8 April 2019 and the decision of the NZTDT was dated 4 April 2023.

Te Puni Kōkiri carries out a robust assessment of candidates prior to appointment at Te Puni Kōkiri, this includes Ministry of Justice Criminal History Checks, reference checks and a competency-based interview process. The Senior Advisor, Māori Capability role is specifically targeted towards supporting the workstreams associated with the Māori Capability kaupapa. The concerns raised do not impact the candidate's suitability for, or ability to carry out, the role.

After consideration of the grounds for review provided, I am of the view that there are no issues within the selection process that would have resulted in a different outcome, and that the appointment remains to be based upon merit. Recruitment processes attract a level of confidentiality; however, I can confirm that all relevant information was

provided to myself and s 9(2)(a) prior to the decision to approve the appointment, and consideration was given to all factors prior to approval.

As a result, no formal review will be undertaken.

Ngā Mihi,

s 9(2)(a) Deputy Secretary - s 9(2)(a)  
Deputy Secretary -

---

Released under the Official Information Act

s 9(2)(a)

---

**From:** s 9(2)(a)  
**Sent:** Tuesday, 19 December 2023 8:45 pm  
**To:** s 9(2)(a)  
**Subject:** Re: Promulgation review request - Senior Advisor - Māori Capability

Very happy with the response, thanks both.

---

**From:** s 9(2)(a)  
**Sent:** Tuesday, December 19, 2023 4:39 PM  
**To:** s 9(2)(a)  
**Cc:** s 9(2)(a)  
**Subject:** Re: Promulgation review request - Senior Advisor - Māori Capability

Ka pai, thanks for the draft response s 9(2)(a) I'm comfortable with that response if you are s 9(2)(a)?

Also note, that the email sent out from my inbox had not been re-drafted as me as the sender versus s 9(2)(a) I've requested a recall on the other emails so that a new one can be sent from me noting that the email to s 9(2)(a) can't be recalled now.

Nga mihi,

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

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**From:** s 9(2)(a)  
**Sent:** Tuesday, December 19, 2023 4:35:51 PM  
**To:** s 9(2)(a)  
**Cc:** s 9(2)(a)  
**Subject:** RE: Promulgation review request - Senior Advisor - Māori Capability

Small typo's so use the below:

---

Kia ora s 9(2)(a)

Yes, you would be correct if a formal review takes place, which one has not. You have merely requested a review for consideration.

I reiterate again, we have considered your request to review this appointment and have declined that request based on the points noted in our initial correspondence.

As a result, the decision remains that no formal review will take place.

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

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From:

s 9(2)(a)

Sent: Tuesday, December 19, 2023 4:33 PM

To:

s 9(2)(a)

Cc:

Subject: RE: Promulgation review request - Senior Advisor - Māori Capability

Kia ora kōrua,

s 9(2)(a)

s correct. However, you have both considered the request (which you are able to) and subsequently decided that no formal review would take place.

If a formal review was to take place, then sure. However, one is not taking place so the decision stands.

A little disappointed in s 9(2)(a) response.

The below is deliberately blunt, so feel free to soften where you see fit.

A response back:

Kia ora s 9(2)(a)

Yes, you are correct on the basis that a formal review takes place which one has not. You have merely requested a review for consideration.

I reiterate again, we have considered your request to review this appointment and have declined that request based on the points noted in our initial correspondence.

As a result, the decision remains the no formal review will take place.

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

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s 9(2)(a)  
From [REDACTED]  
Sent: Tuesday, December 19, 2023 4:09 PM  
To: s 9(2)(a)  
Cc: [REDACTED]  
Subject: Fwd: Promulgation review request - Senior Advisor - Māori Capability

See response.

Ngā mihi,

s 9(2)(a)  
[REDACTED]

s 9(2)(a)  
Waea Whakaahua F : 0800 875 329  
-----  
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Wellington 6011, New Zealand  
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-----  
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s 9(2)(a)  
From [REDACTED]  
Sent: Tuesday, December 19, 2023 4:07 PM  
To: s 9(2)(a)  
Cc: [REDACTED]  
Subject: RE: Promulgation review request - Senior Advisor - Māori Capability

Tēnā kōrua

Thank you for your response.

On our behalf, I must point out that in terms of the Review of Appointment Policy – both of you would have had to recuse yourself from the composition of the review panel.

Clause 31 of the policy clearly states:

31. The review may be conducted by senior manager not involved in the appointment, known as the review officer, normally one organisational level above the position under review, or a person from outside the Ministry (with appropriate experience and skill) who was not involved in the appointment. The panel will normally comprise:

- a senior non-appointing manager
- HR&C representative; and
- an external representative.

As you were both involved in the appointment you cannot be part of the panel to review the appointment.

I ask that the review be carried out in line with our policy.

Ngā mihi

s 9(2)(a)

**From:** s 9(2)(a)  
**Sent:** Wednesday, 20 December 2023 8:45 am  
**To:** s 9(2)(a)  
**Subject:** Re: Promulgation review request - Senior Advisor - Māori Capability

I agree.

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

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**From:** s 9(2)(a)  
**Sent:** Wednesday, December 20, 2023 8:41:39 AM  
**To:** s 9(2)(a)  
**Subject:** RE: Promulgation review request - Senior Advisor - Māori Capability

Ka pai, thanks for the update.

s 9(2)(ba)(i)

Probs a kōrero with s 9(2)(a)

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

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**From:** s 9(2)(a)  
**Sent:** Wednesday, December 20, 2023 8:29 AM  
**To:** s 9(2)(a)  
**Subject:** Fwd: Promulgation review request - Senior Advisor - Maori Capability

FYI

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

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From: s 9(2)(a)

Sent: Wednesday, December 20, 2023 8:27:59 AM

To: s 9(2)(a)

Cc: s 9(2)(a)

Subject: RE: Promulgation review request - Senior Advisor - Māori Capability

Kia ora s 9(2)(a)

Thank you for the clarification.

Ngā mihi

s 9(2)(a)

From: s 9(2)(a)

Sent: Tuesday, December 19, 2023 8:48 PM

To: s 9(2)(a)

Cc: s 9(2)(a)

Subject: Re: Promulgation review request - Senior Advisor - Māori Capability

Kia ora s 9(2)(a)

Yes, you would be correct if a formal review takes place, which one has not. You have merely requested a review for consideration.

I reiterate again, we have considered your request to review this appointment and have declined that request based on the points noted in our initial correspondence.

As a result, the decision remains that no formal review will take place.

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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Wellington 6011, New Zealand  
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s 9(2)(a)

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**From:** s 9(2)(a)  
**Sent:** Wednesday, 20 December 2023 1:30 pm  
**To:** s 9(2)(a)  
**Subject:** Re: Promulgation review request - Senior Advisor

Thank you s 9(2)(a)

Nga mihi.

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

---

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**From:** s 9(2)(a)  
**Sent:** Wednesday, December 20, 2023 1:27:32 PM  
**To:** s 9(2)(a)  
**Subject:** Re: Promulgation review request - Senior Advisor

Thank you, I'm confident with that response too.

---

**From:** s 9(2)(a)  
**Sent:** Wednesday, December 20, 2023 12:21 PM  
**To:** s 9(2)(a)  
**Subject:** Re: Promulgation review request - Senior Advisor

Ka pai e hoa, I'm comfortable with that response. Will await s 9(2)(a) agreement.

Aiming to send response out today.

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

---

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**From:** s 9(2)(a)  
**Sent:** Wednesday, December 20, 2023 12:16:05 PM

To: s 9(2)(a)  
Subject: RE: Promulgation review request - Senior Advisor

Kia ora e hoa,

Draft response below for consideration.

Short, shape and considered but removing any reference to s 9(2) points on the s 9(2)(a) role as I don't see it as relevant.

Also, NOI form attached

Kia ora s 9(2)(a)

Thank you for your response to the decision not to formally review the appointment of s 9(2)(a)

In accordance with our obligations under the Public Service Act 2020, Te Puni Kōkiri is required to establish a process for employees to request a review of appointment. That process is detailed in the Review of Appointment Policy. The Policy provides that request for reviews will be assessed and an appropriate course of action determined. Further, this policy provides that the review of appointment can be denied following consideration of the request.

We acknowledge your position but due to the fact the appointment was made in accordance with our obligations under the Public Service Act 2020 (including section 75), followed the relevant Te Puni Kōkiri policies and procedure, our position remains that a formal review will not be undertaken.

Ngā mihi,  
s 9(2)(a)

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

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From: s 9(2)(a)

Sent: Wednesday, December 20, 2023 11:09 AM

To: s 9(2)(a)

Subject: Fwd: Promulgation review request - Senior Advisor

s 9(2)(a)

s 9(2)(a)

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s 9(2)(a)

**From:** s 9(2)(a)  
**Sent:** Wednesday, 20 December 2023 3:48 pm  
**To:** s 9(2)(a)  
**Subject:** RE: Promulgation - Review of Appointment request

Kia ora e hoa,

The request is being sought on s 9(2)(ba)(i) which isn't a ground to undertake the review.

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F: 0800 875 329

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PO Box 3943, Wellington 6140, New Zealand



**From:** s 9(2)(a)  
**Sent:** Wednesday, December 20, 2023 3:38 PM  
**To:** s 9(2)(a)  
**Subject:** FW: Promulgation - Review of Appointment request

FYI

Will need to start this and will need to be another Dep Sec.

s 9(2)(a)

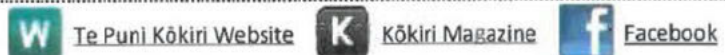
Ngā mihi,

s 9(2)(a)

s 9(2)(a)

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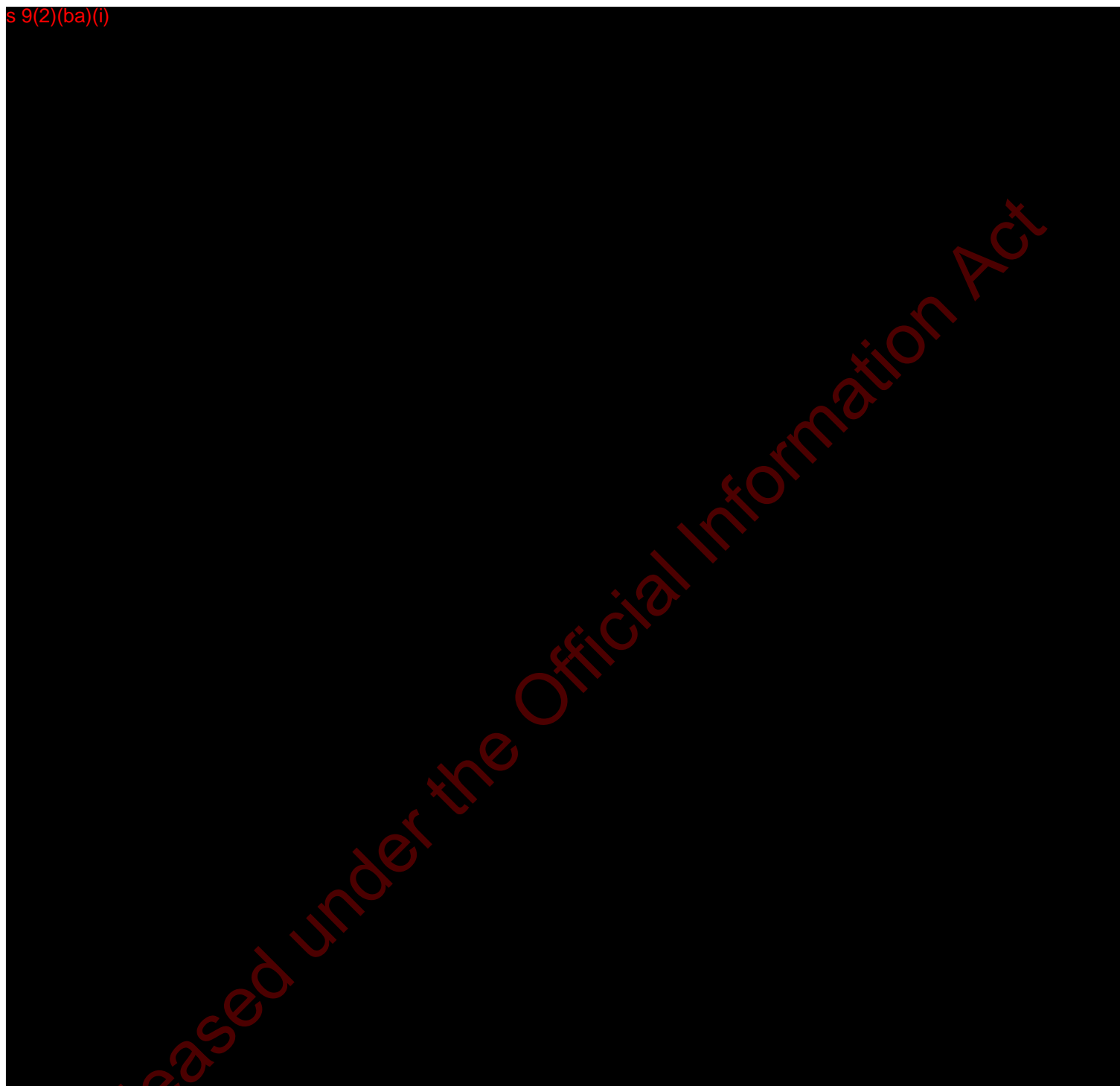


**From:** s 9(2)(a)  
**Sent:** Wednesday, December 20, 2023 3:35 PM  
**To:** s 9(2)(a)  
**Cc:** s 9(2)(a)  
**Subject:** Promulgation - Review of Appointment request

Tēnā koe, s 9(2)(a)

I seek a formal review of the recent appointment to the position of Senior Advisor, Māori Capability, People and Capability & Organisational Support, as announced in the Vacancies and Promulgations section of Te Pū Matua.

s 9(2)(ba)(i)



s 9(2)(a)

s 9(2)(a)

Te Puni Kōkiri, 1 BNZ Centre, 120 Hereford Street, Christchurch 8011, New Zealand  
Private Bag 4741, Christchurch 8011, New Zealand



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s 9(2)(a)

**From:** s 9(2)(a)  
**Sent:** Wednesday, 20 December 2023 4:26 pm  
**To:** s 9(2)(a)  
**Subject:** RE: Promulgation - Review of Appointment request

I recommend we bring in expert advice, maybe our lawyer s 9(2)(a) to undertake the review.

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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**From:** s 9(2)(a)  
**Sent:** Wednesday, December 20, 2023 4:03 PM  
**To:** s 9(2)(a)  
**Subject:** Re: Promulgation - Review of Appointment request

Ka pai s 9(2)(a) agree.

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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New Zealand  
PO Box 3943, Wellington 6140, New Zealand

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**From:** s 9(2)(a)  
**Sent:** Wednesday, December 20, 2023 3:49:21 PM  
**To:** s 9(2)(a)  
**Subject:** RE: Promulgation - Review of Appointment request

Sounds good.

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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s 9(2)(a)

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**From:** s 9(2)(a)  
**Sent:** Wednesday, 20 December 2023 6:08 pm  
**To:** s 9(2)(a)  
**Cc:**  
**Subject:** RE: Promulgation - Review of Appointment request

Kia ora s 9(2)(a)

I agree with the consistency piece.

Draft email to s 9(2)(a) have made small amendment in yellow to the other messages:

Cc'ing s 9(2)(a) to support if there is any further responses from s 9(2)(a)

---

Kia ora s 9(2)(a)

On 20 December 2023, I was notified of your request to review the appointment of s 9(2)(a) to the role of Senior Advisor, Māori Capability. I note that you were an internal candidate that was successful in securing one of the two roles.

The initial request was sent to s 9(2)(a) Director, People & Capability and s 9(2)(a)

s 9(2)(a) As you were not an unsuccessful applicant, there is no automatic right to a review of the appointment, however, it has been determined it is appropriate for an assessment of the request to review, in accordance with the Review of Appointment Policy, be carried out by myself and s 9(2)(a) Deputy Secretary, s 9(2)(a) as we approved the appointment.

Your request to review was made under Section 72 of the Public Service Act 2020 (previously Section 60 of the State Sector Act). Section 72 of the Act refers to the requirement of appointments to be made based on the person who is best suited to the position.

I have considered the grounds for review that you have put forward, specifically:

s 9(2)(ba)(i)

I am of the view that the grounds provided do not relate to the suitability of the candidate to the position, s 9(2)(ba)(i)

Te Puni Kōkiri carries out a robust assessment of candidates prior to appointment at Te Puni Kōkiri, this includes Ministry of Justice Criminal History Checks, reference checks and a competency-based interview process.

As you know, the Senior Advisor, Māori Capability role is specifically targeted towards supporting the workstreams associated with the Māori Capability kaupapa. The concerns raised do not impact the candidate's suitability for, or ability to carry out, the role.

After consideration of the grounds for review provided, I am of the view that there are no issues within the selection process that would have resulted in a different outcome, and that the appointment remains to be based upon merit. Recruitment processes attract a level of confidentiality; however, I can confirm that all relevant information was provided to myself and s 9(2)(a) prior to the decision to approve the appointment, and consideration was given to all factors prior to approval.

As a result, no formal review will be undertaken.

Ngā Mihi,

s 9(2)(a) – Deputy Secretary – s 9(2)(a)  
s 9(2)(a) – Deputy Secretary – s 9(2)(a)

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

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**From:** s 9(2)(a)  
**Sent:** Wednesday, December 20, 2023 5:26 PM  
**To:** s 9(2)(a)  
**Subject:** Re: Promulgation - Review of Appointment request

Sorry, had originally read this on my phone.  
Why are we granting s 9(2)(a) a review when s 9(2)(a) grounds are essentially the same as the others? I thought reviews were only automatically granted for those who were unsuccessful and internal. s 9(2)(a) was successful?  
I think we should decline in order to maintain consistency here.

**From:** s 9(2)(a)  
**Sent:** Wednesday, December 20, 2023 4:25 PM  
**To:** s 9(2)(a)  
**Subject:** RE: Promulgation - Review of Appointment request

I recommend we bring in expert advice, maybe our lawyer s 9(2)(a) to undertake the review.

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

s 9(2)(a)

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Facebook

From: s 9(2)(a)

Sent: Wednesday, December 20, 2023 4:03 PM

To: s 9(2)(a)

Subject: Re: Promulgation - Review of Appointment request

Ka pai s 9(2)(a) agree.

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

Te Puni Kōkiri, Te Puni Kōkiri House, 143 Lambton Quay,

Wellington 6011, New Zealand

PO Box 3943, Wellington 6140, New Zealand

Te Puni Kōkiri Website Kōkiri Magazine Facebook

From: s 9(2)(a)

Sent: Wednesday, December 20, 2023 3:49:21 PM

To: s 9(2)(a)

Subject: RE: Promulgation - Review of Appointment request

Sounds good.

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

Te Puni Kōkiri, Te Puni Kōkiri House, 143 Lambton Quay, Wellington 6011, New Zealand

PO Box 3943, Wellington 6140, New Zealand



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Facebook

From: s 9(2)(a)

Sent: Wednesday, December 20, 2023 3:38 PM

To: s 9(2)(a)

Subject: FW: Promulgation - Review of Appointment request

FYI

Will need to start this and will need to be another Dep Sec.

s 9(2)(a)

s 9(2)(a)

---

**From:** s 9(2)(a)  
**Sent:** Wednesday, 20 December 2023 6:08 pm  
**To:** s 9(2)(a)  
**Cc:** s 9(2)(a)  
**Subject:** RE: Promulgation - Review of Appointment request

Kia ora s 9(2)(a)

I agree with the consistency piece.

Draft email to s 9(2)(a) Have made small amendment in yellow to the other messages:

Cc'ing s 9(2)(a) in to support if there is any further responses from s 9(2)(a)

---

Kia ora s 9(2)(a)

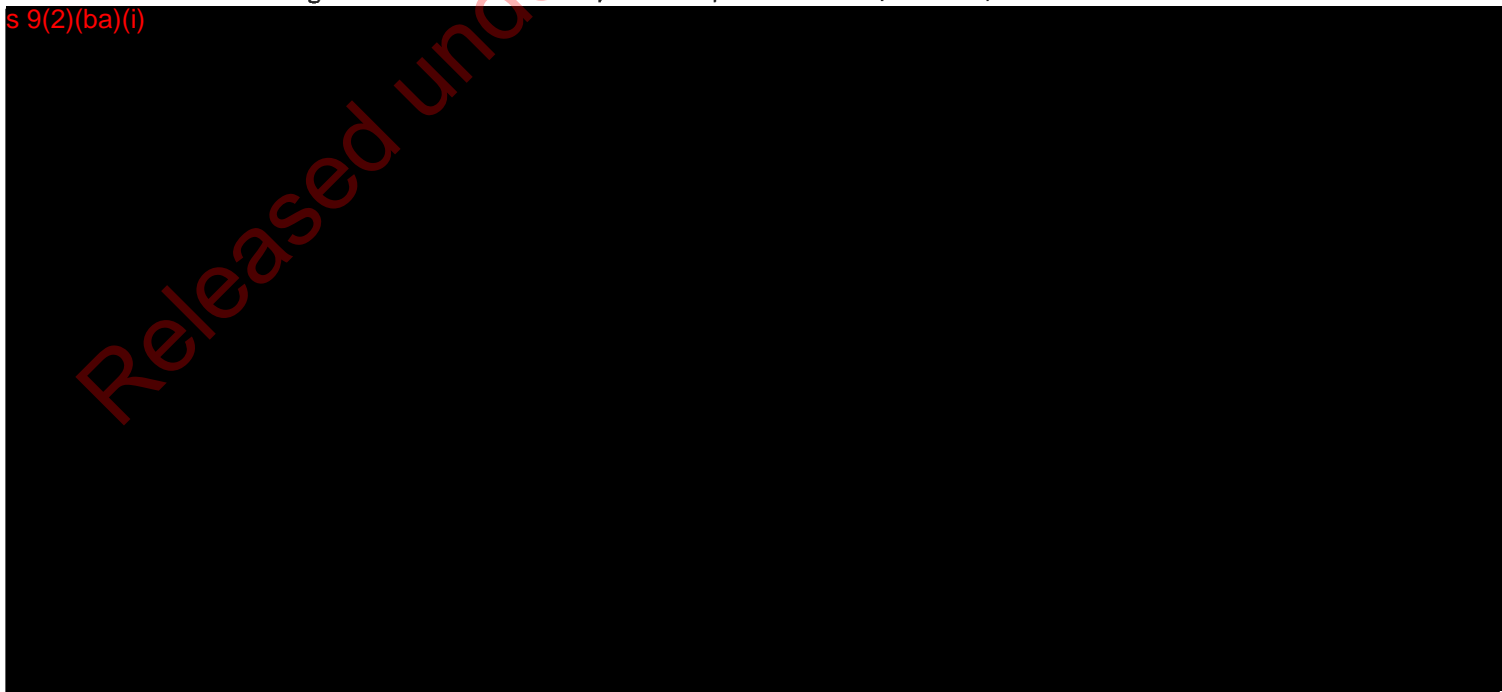
On 20 December 2023, I was notified of your request to review the appointment of s 9(2)(a) to the role of Senior Advisor, Māori Capability. I note that you were an internal candidate that was successful in securing one of the two roles.

The initial request was sent to s 9(2)(a) Director, People & Capability and s 9(2)(a) s 9(2)(a). As you were not an unsuccessful applicant, there is no automatic right to a review of the appointment, however, It has been determined it is appropriate for an assessment of the request to review, in accordance with the Review of Appointment Policy, be carried out by myself and s 9(2)(a) Deputy Secretary, s 9(2)(a) as we approved the appointment.

Your request to review was made under Section 72 of the Public Service Act 2020 (previously Section 60 of the State Sector Act). Section 72 of the Act refers to the requirement of appointments to be made based on the person who is best suited to the position.

I have considered the grounds for review that you have put forward, specifically:

s 9(2)(ba)(i)



s 9(2)(ba)(i)

I am of the view that the grounds provided do not relate to the suitability of the candidate to the position,

s 9(2)(ba)(i)

Te Puni Kōkiri carries out a robust assessment of candidates prior to appointment at Te Puni Kōkiri, this includes Ministry of Justice Criminal History Checks, reference checks and a competency-based interview process.

As you know, the Senior Advisor, Māori Capability role is specifically targeted towards supporting the workstreams associated with the Māori Capability kaupapa. The concerns raised do not impact the candidate's suitability for, or ability to carry out, the role.

After consideration of the grounds for review provided, I am of the view that there are no issues within the selection process that would have resulted in a different outcome, and that the appointment remains to be based upon merit. Recruitment processes attract a level of confidentiality; however, I can confirm that all relevant information was provided to myself and s 9(2)(a) prior to the decision to approve the appointment, and consideration was given to all factors prior to approval.

As a result, no formal review will be undertaken.

Ngā Mihi,

s 9(2)(a) – Deputy Secretary – s 9(2)(a)  
– Deputy Secretary

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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PO Box 3943, Wellington 6140, New Zealand



From: s 9(2)(a)

Sent: Wednesday, December 20, 2023 5:26 PM

To: s 9(2)(a)

Subject: Re: Promulgation - Review of Appointment request

Sorry, had originally read this on my phone.

Why are we granting s 9(2)(a) a review when [redacted] grounds are essentially the same as the others? I thought reviews were only automatically granted for those who were unsuccessful and internal. s 9(2)(a) was successful?

I think we should decline in order to maintain consistency here.

From: s 9(2)(a)

Sent: Wednesday, December 20, 2023 4:25 PM

To: s 9(2)(a)

Subject: RE: Promulgation - Review of Appointment request

I recommend we bring in expert advice, maybe our lawyer s 9(2)(a) to undertake the review.

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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PO Box 3943, Wellington 6140, New Zealand



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To: s 9(2)(a)

Subject: Re: Promulgation - Review of Appointment request

Ka pai s 9(2)(a), agree.

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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PO Box 3943, Wellington 6140, New Zealand

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From: s 9(2)(a)

Sent: Wednesday, December 20, 2023 3:49:21 PM

To: s 9(2)(a)

Subject: RE: Promulgation - Review of Appointment request

Sounds good.

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

Te Puni Kōkiri, Te Puni Kōkiri House, 143 Lambton Quay, Wellington 6011, New Zealand  
PO Box 3943, Wellington 6140, New Zealand



From: s 9(2)(a)

Sent: Wednesday, December 20, 2023 3:38 PM

s 9(2)(a)

To: [Redacted]  
Subject: FW: Promulgation - Review of Appointment request

FYI

Will need to start this and will need to be another Dep Sec.

s 9(2)(a)

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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PO Box 3943, Wellington 6140, New Zealand



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Facebook

From: s 9(2)(a)

Sent: Wednesday, December 20, 2023 3:35 PM

To: s 9(2)(a)

Cc:

Subject: Promulgation - Review of Appointment request

Tēnā koe s 9(2)(a)

I seek a formal review of the recent appointment to the position of Senior Advisor, Māori Capability, People and Capability & Organisational Support, as announced in the Vacancies and Promulgations section of Te Pū Matua.

s 9(2)(ba)(i)

[Large redacted area]

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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Facebook

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I think we should decline in order to maintain consistency here.

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To: s 9(2)(a)  
Subject: RE: Promulgation - Review of Appointment request

I recommend we bring in expert advice, maybe our lawyer s 9(2)(a) to undertake the review.

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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Facebook

From: s 9(2)(a)  
Sent: Wednesday, December 20, 2023 4:03 PM  
To: s 9(2)(a)  
Subject: Re: Promulgation - Review of Appointment request

Ka pato s 9(2)(a) agree.

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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Wellington 6011, New Zealand  
PO Box 3943, Wellington 6140, New Zealand

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s 9(2)(a)



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To: s 9(2)(a)  
Subject: RE: Promulgation - Review of Appointment request

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s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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From: s 9(2)(a)  
Sent: Wednesday, December 20, 2023 3:38 PM  
To: s 9(2)(a)  
Subject: FW: Promulgation - Review of Appointment request

FYI

Will need to start this and will need to be another Dep Sec.

s 9(2)(a)

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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Released under the Official Information Act

s 9(2)(a)

s 9(2)(a)

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**From:** s 9(2)(a)  
**Sent:** Thursday, December 21, 2023 7:45:09 AM  
**To:** s 9(2)(a)  
**Cc:** s 9(2)(a)  
**Subject:** Re: Review of Appointment -Senior Advisor, Māori Capability

Thanks s 9(2)(a) happy with that approach.

**From:** s 9(2)(a)  
**Sent:** Thursday, December 21, 2023 7:42:05 AM  
**To:** s 9(2)(a)  
**Cc:** s 9(2)(a)  
**Subject:** Review of Appointment -Senior Advisor, Māori Capability

Kia ora kōrua,

s 9(2)(a) sent through the attached request to review last night.

The rationale for the request is not dissimilar from previous requests – so my suggestion would be to maintain consistency in our responses. I can draft the response.

Have a read and let me know what you think – happy to pop up to kōrero if that is easier.

CC'ing in s 9(2)(a) as Acting Director.

Ngā mihi,

s 9(2)(a)

s 9(2)(a)

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PO Box 3943, Wellington 6140 New Zealand



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s 9(2)(a)

**From:**

s 9(2)(a)

**Sent:**

Friday, 5 January 2024 1:40 pm

**To:**

s 9(2)(a)

**Subject:**

FW: Review of Appointment -Senior Advisor, Māori Capability

fyi

s 9(2)(a)

s 9(2)(a)

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s 9(2)(a)

**From:**

**Sent:** Friday, January 5, 2024 1:39 PM

**To:** s 9(2)(a)

**cc:**

**Subject:** RE: Review of Appointment -Senior Advisor, Māori Capability

Tēnā koe

s 9(2)(a)

s 9(2)(ba)(i)

Released under the Official Information Act

s 9(2)(a)

**From:**

**Sent:**

**To:**

**Subject:**

s 9(2)(a)

Saturday, 6 January 2024 8:32 am

s 9(2)(a)

Re: Review of Appointment -Senior Advisor, Māori Capability

Happy new year!!

s 9(2)(a)

Thanks for the update. Disappointing, on part and

s 9(2)(a)

s 9(2)(a)

Hope you had a great break!!

Get Outlook for Android

**From:**

**Sent:** Friday, January 5, 2024 1:39:49 PM

**To:**

**Subject:** FW: Review of Appointment -Senior Advisor, Māori Capability

fyi

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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PO Box 3943, Wellington 6140, New Zealand



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**From:**

**Sent:** Friday, January 5, 2024 1:39 PM

**To:**

**Cc:**

**Subject:** RE: Review of Appointment -Senior Advisor, Māori Capability

Tēnā koe

s 9(2)(ba)(i)

[Large redacted area]

s 9(2)(a)

---

**From:** s 9(2)(a)  
**Sent:** Monday, 8 January 2024 4:51 pm  
**To:** s 9(2)(a)  
**Subject:** Re: Review of Appointment -Senior Advisor, Māori Capability

Yes please, will send you an email from s 9(2)(a) too for context re the Director lift

---

**From:** s 9(2)(a)  
**Sent:** Monday, January 8, 2024 4:48:28 PM  
**To:** s 9(2)(a)  
**Subject:** Re: Review of Appointment -Senior Advisor, Māori Capability

Yep, will have that prepped for discussion.

Want me to send to you tonight for a heads up?

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---

**From:** s 9(2)(a)  
**Sent:** Monday, January 8, 2024 4:47:31 PM  
**To:** s 9(2)(a)  
**Subject:** RE: Review of Appointment -Senior Advisor, Māori Capability

Nice work. Also, didn't get a chance to talk to you about ELT tomorrow. Assume s 9(2)(a) did? Just need to confirm the high-level timeframes around the change programme (e.g. in February we will draft a consultation document).

s 9(2)(a)

s 9(2)(a)

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PO Box 3943, Wellington 6140, New Zealand



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---

**From:** s 9(2)(a)  
**Sent:** Monday, January 8, 2024 4:31 PM  
**To:** s 9(2)(a)  
**Subject:** Re: Review of Appointment -Senior Advisor, Māori Capability

s 9(2)(a) and s 9(2)(a) are on board 👍

s 9(2)(a) WFH tomorrow also, and will be in wellington Wednesday 👍

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From: s 9(2)(a)  
Sent: Monday, January 8, 2024 4:29:53 PM  
To: s 9(2)(a)  
Subject: FW: Review of Appointment -Senior Advisor, Māori Capability

Where did s 9(2)(a) end up? s 9(2)(a)




---

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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---

From: s 9(2)(a)  
Sent: Monday, January 8, 2024 4:29 PM  
To: s 9(2)(a)  
Cc: s 9(2)(a)  
Subject: RE: Review of Appointment -Senior Advisor, Māori Capability

Tēnā koe s 9(2)(a)  
In s 9(2)(a) absence I am responding to your email.  
The response from s 9(2)(a) and myself clearly outlines that we both considered all the information prior to making a decision to approve the appointment. I acknowledge your views although I do not agree with them. To be clear, our response to you was not to “convince” you but to respond to your request for a review.  
I understand that as the other successful candidate you have not accepted the position. That is your prerogative, and perhaps for the best given your disappointment and apprehension regarding your colleague’s appointment.  
Mauri ora.  
s 9(2)(a)

---

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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---

From: s 9(2)(a)  
Sent: Monday, January 8, 2024 4:29:53 PM  
To: s 9(2)(a)  
Subject: FW: Review of Appointment -Senior Advisor, Māori Capability

Where did s 9(2)(a) end up? Can we confirm for s 9(2)(a) that the offer is withdrawn?

s 9(2)(a)

s 9(2)(a)

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PO Box 3943, Wellington 6140, New Zealand



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Facebook

From: s 9(2)(a)  
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To: s 9(2)(a)  
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Mauri ora.

s 9(2)(a)

s 9(2)(a)

s 9(2)(a)

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duplicate

s 9(2)(a)

**From:** s 9(2)(a)  
**Sent:** Monday, 29 January 2024 6:09 pm  
**To:** s 9(2)(a)  
**Subject:** FW: Review of Appointment -Senior Advisor, Māori Capability

s 9(2)(a)

s 9(2)(a)

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PO Box 3943, Wellington 6140, New Zealand



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Facebook

**From:** s 9(2)(a)  
**Sent:** Monday, January 8, 2024 4:29 PM  
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**Cc:** s 9(2)(a)  
**Subject:** RE: Review of Appointment -Senior Advisor, Māori Capability

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The response from s 9(2)(a) and myself clearly outlines that we both considered all the information prior to making a decision to approve the appointment. I acknowledge your views although I do not agree with them. To be clear, our response to you was not to "convince" you but to respond to your request for a review.

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Mauri ora.

s 9(2)(a)

s 9(2)(a)

s 9(2)(a)

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PO Box 3943, Wellington 6140, New Zealand



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Facebook

**From:** s 9(2)(a)  
**Sent:** Friday, January 5, 2024 1:39 PM



To: s 9(2)(a)  
Cc: [Redacted]  
Subject: RE: Review of Appointment -Senior Advisor, Māori Capability

Tēnā koe s 9(2)(a)

s 9(2)(ba)(i)

[Large redacted area]

s 9(2)(a) [Redacted]

From: s 9(2)(a)  
Sent: Thursday, December 21, 2023 9:30 AM  
To: s 9(2)(a)  
Cc: s 9(2)(a)  
Subject: Review of Appointment -Senior Advisor, Māori Capability

Kia ora s 9(2)(a)

On 20 December 2023, I was notified of your request to review the appointment of s 9(2)(a) to the role of Senior Advisor, Māori Capability. I note that you were an internal candidate that was successful in securing one of the two roles.

The initial request was sent to s 9(2)(a) Director, People & Capability and s 9(2)(a) s 9(2)(a). As you were not an unsuccessful applicant, there is no automatic right to a review of the appointment, however, it has been determined it is appropriate for an assessment of the request to review, in accordance with the Review of Appointment Policy, be carried out by myself and s 9(2)(a) s 9(2)(a) as we approved the appointment.

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I am of the view that the grounds provided do not relate to the suitability of the candidate to the position,

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As you know, the Senior Advisor, Māori Capability role is specifically targeted towards supporting the workstreams associated with the Māori Capability kaupapa. The concerns raised do not impact the candidate's suitability for, or ability to carry out, the role.

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As a result, no formal review will be undertaken.

Ngā Mihi,

s 9(2)(a)

s 9(2)(a)

Waea Whakaahua F : 0800 875 329

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PO Box 3943, Wellington 6140, New Zealand



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Facebook

From: s 9(2)(a)

Sent: Wednesday 20/12/2023 3:35 pm

To: s 9(2)(a)

Cc:

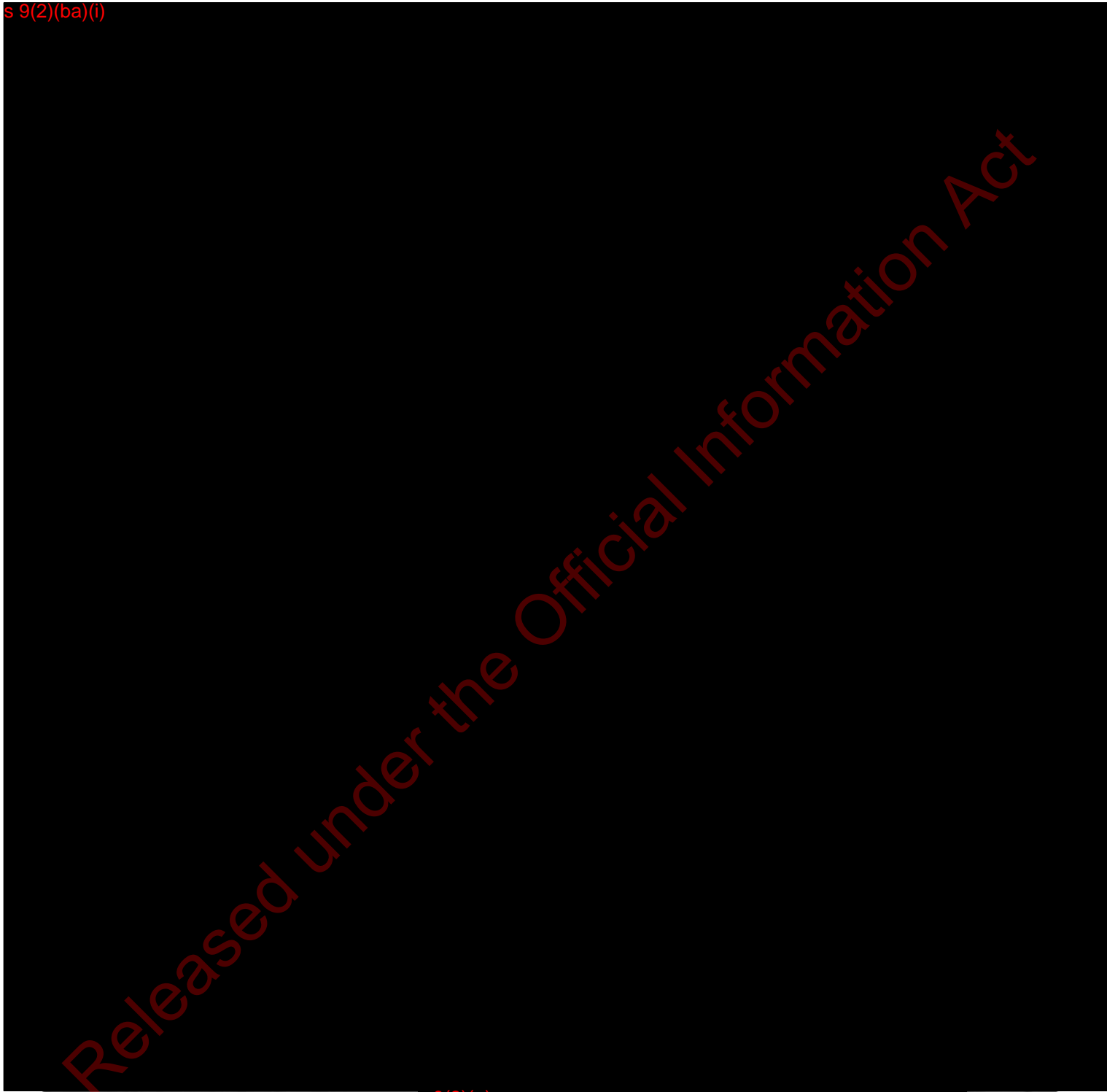
Subject: Review of Appointment -Senior Advisor, Māori Capability

s 9(2)(a)

Tēnā koe

I seek a formal review of the recent appointment to the position of Senior Advisor, Māori Capability, People and Capability & Organisational Support, as announced in the Vacancies and Promulgations section of Te Pū Matua.

s 9(2)(ba)(i)



Released under the Official Information Act

s 9(2)(a)

s 9(2)(a)

Te Puni Kōkiri, 1 BNZ Centre, 120 Hereford Street, Christchurch 8011, New Zealand  
Private Bag 4741, Christchurch 8011, New Zealand



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**TEXT COMMUNICATIONS NOT ALREADY COVERED BETWEEN TPK**

Date	Author / Recipient	Content
12/09/2023	s 9(2)(a)	FYI I have spoken with s 9(2)(a)
12/09/2023		Thank you s 9(2)(a) – how was he?
12/09/2023		He's fine, upbeat and appreciative.
12/09/2023		Is the name s 9(2)(a)
12/09/2023		Yup
12/09/2023		Ok, I remember this name popping up. Lets discuss on Thursday.
12/09/2023		[thumbs up emoji]
24/11/2023		Morena, s 9(2)(a) s 9(2)(a) Decision back next week.  In the interim, could I get a sense check on the memo I'll send to you and s 9(2)(a)  I'm good with it but you might find something to add :) Hope you've had a good week!
24/11/2023		Just landed in Stewart Island – here looking at housing! Yes, happy to review the memo, feel free to send through. Will review over the weekend.
24/11/2023		Thanks heaps, will send through.
24/11/2023		s 9(2)(a) wanted an update. Told him recommendation coming to us Monday.
28/11/2023		Is that memo coming to s 9(2)(a) and I today?
28/11/2023		Yep, just finished the call with s 9(2)(a) and high enables me to fill the blanks
28/11/2023		[thumbs up emoji]
28/11/2023		Memo sent
28/11/2023		[thumbs up emoji]
28/11/2023		Kia ora rā, ko s 9(2)(a) Thank you for the phone call this morning. As discussed, s 9(2)(a) is one of my references, and I will change s 9(2)(a) to s 9(2)(a). His details are below:

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	s 9(2)(a)	s 9(2)(a)
29/11/2023		<p>Ka pai, [redacted]</p> <p>Reference checks completed.</p> <p>s 9(2)(a) will be in contact with you later in the week to progress through to the offer stage.</p> <p>Congratulations and look forward to you joining the team</p>
29/11/2023		E mihi nui ana, e kara! Really looking forward to it. Hei ākuanei 🙏😊
29/11/2023		s 9(2)(a) been notified and very thankful and excited
29/11/2023		[thumbs up emoji]
29/11/2023		Excellent work
06/12/2023		He āta mārie, s 9(2)(a) I haven't heard from s 9(2)(a) yet, so I'm just checking in to see if he or yourself need anything from me to progress through the offer stage. I'd love to get everything signed and sorted before people start to wrap up for the year. Nā s 9(2)(a)
07/12/2023		<p>Morena s 9(2)(a)</p> <p>Thanks for letting me know.</p> <p>I'll chase up with s 9(2)(a) when he arrives as I approved everything last week.</p> <p>Will get back to you today</p>
18/12/2023		Receive 2 more reviews re s 9(2)(a)
18/12/2023		I'm talking about it at the all puni hui at 1pm
18/12/2023		<p>Have given my message to the puni. s 9(2)(a)</p> <p>s 9(2)(g)(i)</p>
18/12/2023		Do you think there is value in doing a review anyway?
18/12/2023		Nā, not at all. All we have to do is consider it. s 9(2)(a)
18/12/2023		s 9(2)(a) Case closed
18/12/2023		[thumbs up emoji]

- s 9(2)(a)

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