

*Hipokingia ki te*

# KAHU AROHA

*Hipokingia ki te katoa*



**EMBARGOED UNTIL  
11AM TODAY**

Te Pūrongo tuatahi a te Poari Arataki ā-Minita o Oranga Tamariki Hōngongi 2021

Embrace with the cloak of love, embrace all within it.

**NĀ LOUIS MIKAERE TE TOI UHI** | e whakaatu ana te toi uhi i ngā tamariki o tētahi whānau, kua hipokingia ki te aroha, kua korowaitia hoki ki ngā pūmahara me te aroha o ō rātou tūpuna. E whakaatuhia ana te aroha o ngā tūpuna ki ā rātou mokopuna i te puna – te puna waiora – te puna i takea mai ai te tikanga o te tūpuna me te mokopuna. E whakaatu ana i te taiāwhio tonu o te aroha me te atawhai e paihere ana i neherā ki muri nei.

# NGĀ IHIRANGI

KUPU TAKAMUA .....	2
WHAKARĀPOPOTONGA MANA WHAKAHAERE .....	5
TE AU O TE KANOHI MĀORI .....	9
ME WHAKAKAHA AKE TE PUNAHA .....	13
Ā MĀTOU TIKANGA WHAKAHAERE.....	15
TŪTOHUNGA PANONITANGA .....	22
1. Hononga ki te whānau whāiti, te whānau, te hapū, te iwi me ngāi Māori .....	22
2. Te whakapai tonu i te pūnaha e whaitake ai ngā mahi tauwhiro .....	25
3. Ahurea o te whakahaere me te haere kōtui ki tua .....	37
4. Te whakatau take i runga i te taunakitanga .....	40
RIPANGA TŌPŪ O NGĀ TŪTOHUNGA .....	45
TAKAHANGA A TE POARI KA WHAI AKE .....	48

## HOAHOA

Hoahoa 1: Mōhiotanga Māori – Te Au o Te Kānohi Māori .....	12
Hoahoa 2: Te tokomaha o te tamariki e atawhaitia ana, e makamarumarutia ana me te āhua o te mahi tahi a Oranga Tamariki ki a rātou (ā-tohanga, ā-tūāoma).....	30
Hoahoa 3: Te tokomaha o te tamariki kei te paepīkau a te kaimahi tauwhiro – horonga me te toharite .....	31
Hoahoa 4: Te maha o ngā tau e mahi ana i Oranga Tamariki mō te kaitauwhiro me te ōwhehenga o te Poumahi Matua .....	32
Hoahoa 5: Te tokomaha o te tamariki kei te paepīkau a te kaitauwhiro (2017 me te 2021).....	32
Hoahoa 6: Te tokomaha o te tamariki kei te paepīkau a te kaitauwhiro ā-tūāoma (2017 me te 2021).....	32

## RIPANGA

Ripanga 1: Whakaheinga o ngā Tikanga Whakahaere .....	18
Ripanga 2: Tūtohunga e pā ana ki te hononga ki te whānau whāiti, te whānau, te hapū te iwi me ngāi Māori .....	45
Ripanga 3: Tūtohunga e pā ana ki ngā tikanga mahi tauwhiro ngaio .....	46
Ripanga 4: Tūtohunga e pā ana ki te ahurea o te whakahaere.....	47
Ripanga 5: Tūtohunga e pā ana ki te whakatau take i runga i te taunakitanga .....	47

# KUPU TAKAMUA

*Kia hiwa rā, kia hiwa rā. Kia hiwa rā ki tēnei reanga tamariki, kia hiwa rā ki tērā reanga mokopuna. Kia tika te tauwhiro, kia tika te whakamarumarū, e tū tangata ai, e tū pakari ai, e tū ai ā tōna wā ki te tuku iho i ēnei pūmanawa ki ā rātou ake. Kua tōnui rātou katoa, kua tōnui tātou katoa, otiia, kua tōnui te ao.*

Kua inoikia e koe te Poari Ārahi ā-Minita o Oranga Tamariki kia whakaheingia koe mō ētahi take e pā ana ki a Oranga Tamariki. Ka tāpaea e tēnei pūrongo tētahi taumata whakaheinga mō ngā wāhi i inoi koe kia uia e mātou, tā mātou uruparenga, ka mutu, i ngā wāhi kāore e taea e mātou te whakahei i a koe, he aha tā mātou i tūtohu ai.

## HE AHA NGĀ MAHI KUA MAHIA E MĀTOU MOHOA NEI?

I whakaturia te Poari ā-Minita i te 1 o Kohitātea 2021. Mai i taua wā, he nui ngā mahi kua mahia e te Poari. Ko tāku, tā te Manukura, he wāwāhi i te hōtaka mahi ki waenga i ngā mema o te Poari e tūturu ai tā mātou toro ki te whānuitanga ka taea, e kapi ai ngā Tikanga Whakahaere, e torohia ai ngā iwi, ngā hapū, ngā kaiwhakarato, ngā hāpori me te hunga whai whakaaro ki te kaupapa ka taea.

Ko te mahi a Tā Mark Solomon he ārahi i tā mātou tirohanga ki roto atu i ngā raraunga, ki te taha whakahaere, ki ngā pūnaha o roto o Oranga Tamariki me ngā kaiwhakarato. Ko tā Dame Naida Glavish he mahi ki te taha o ngā hāpori Māori, ngā iwi, ngā hapū me ngā kaiwhakarato Māori, ko tā Shannon Pakura, he whaiwhai ake i ngā āhuatanga katoa o te kāhui kaimahi, te mahi tauwhiro, ngā tikanga mahi me ngā papamahi.

Ko tāku, tā te Manukura, he titrotiro i ngā wāhi katoa o te mahi nei, e hua ai te tutuki o ngā mahi ki tā mātou rārangi wā, kua huri takirua (neke atu) te Poari ki te motu. I rite tonu te hui a te Poari, ka mutu, i roto i ā mātou mahi kua tautokohia mātou e tētahi Taituarā motuhake.

Neke atu i te 70 ngā hui i whakahaerehia ki ngā kaiwhakarato mahi, ki ngā hapū, ngā iwi, ngā hāpori, ngā upoko umanga kāwanatanga me ngā whakahaere ā-ture. Neke atu i te 23 ngā papamahi a Oranga Tamariki kua toroa e mātou, neke atu hoki i te 750 ngā kaitauwhiro, ngā kaiwhakahaere me ngā kaimahi i ngā papamahi a Oranga Tamariki kua kōrero atu mātou. Kua āta whakaaroarohia e te Poari te tini tānga, te tini pūrongo, neke atu i te rau tau te hoki whakamuri, me te arotakehia anō o ngā rautaki a te whakahaere o tēnei wā, ngā mahere, ngā tauaki pūtea, te kāhui kaimahi, te taha whakahaere me ngā rauemi tangata.

Kua toro hoki mātou ki ngā whānau me te hunga kua toro mai ki te Poari, me te rite tonu o tā rātou kōrero hāngai mai i ngā kōrero whaiaro mō rātou. I ētahi take, kua mahi te Poari ki te tuku i ērā ki a Oranga Tamariki hei tiro tiro tonu mā rātou.

## HE AHA TĀ TE PURONGO NEI MĀU?

Ko tā te pūrongo nei he arotahi ki ngā kōrero kua kite, kua pānui, kua rongu mātou i ngā hapori, i ngā whakahaere me te hunga whai wāhi ake, i ngā whānau me te hunga whai wheako tūturu. Ka whakaatu anō i ngā whakaaro o te maha atu o ngā kaitauwhiro kua tūtaki atu mātou. Ka tāpaea anō ki a koe ētahi wāhi uiuinga e arotahi ana ki te āhua ki te kāhui kaimahi o tēnei wā me ō rātou hiahia ki tua, ki ngā pūnaha me ngā ara mahi e whāia ana i tēnei wā, me te nekehia o te rauemi ki te whakapakari i te raukaha me ngā pūkenga i ngā whakahaere Māori me ngā hapori.

I runga i tērā whakaaro, i runga anō i te whakaaro ki ā mātou tikanga whakahaere, ka arotahi te pūrongo nei ki ētahi wāhi mātāmua e toru – te hononga ki te whānau whāiti, te whānau, te hapū, te iwi me ngāi Māori, ngā tikanga mahi o te mahi tauwhiro ngaio me te ahurea o te whakahaere.

Putā noa i te pūnaha mō te atawhai me te whakamarumarū, i waenga i te 1 o Paengawhāwhā 2020 ki te 31 o Poutūterangi 2021, e 77,500 ngā Pūrongo Māharahara i tae ake ki a Oranga Tamariki hei aromatawai tuatahi. I tae mai ēnei i ētahi wāhi whānui pērā i te ao mātauranga, te hauora me ngā pirihihana, tae atu ki ngā mema whānau me te hapori whānui tonu.

Waihoki, ka hua ake i tōna haurua nei o ngā Pūrongo Māharahara ko te aromatawaitanga whāiti ka whakahaeretia e Oranga Tamariki, ko ētahi aromatawaitanga e 41,300 i oti i ngā marama 12 ki te 31 o Poutūterangi 2021. I roto i taua wā anō, e 8,500 ngā Family Group Conference i tū, neke atu i te 800 ngā tamariki i tukua kia atawhaitia, i te 31 o Poutūterangi 2021, e 5,400 ngā tamariki i tukua ki raro i te Mana Atawhai me te Whakamarumarutanga o te Tumu Whakarae o Oranga Tamariki

Kia tōhua i te tīmatanga tonu o te pūrongo nei te hiahia kia neke kē te aronga mai i te whakaritenga kōwhiri ki te āraitanga e heke ai te tūkinohia o te tamariki, e heke anō ai te rahi o te tamariki ka tukua ki te pūnaha i te mea kua tūkinohia, e kaha ana rānei te tūponotanga ka tūkinohia. Kia āta kōrerohia i konei te hiranga o te whakatau tahi, te tōkeke o te tuari rauemi me te hiahia kia kaua a Oranga Tamariki e whanake rautaki noa ka tautoko, ka whakamana i te tamariki, i te whānau me te hapori anake, engari kia āta whāia aua rautaki ka whakatinana ai i roto i ngā mahi ake. Ka kōrero anō tā mātou pūrongo mō te whakakaha ake i te taha mana ārahi tika e tutuki ai tēnei.

Kua tautuhia anō e mātou te hiahia kia āta tirohia ngā take taha pūnaha, taha hanganga. E whai tahi ana tēnei kia neke te arotahinga ki te ārai i te tūkinohia o te tamariki me ō rātou whānau, ki te whakapakari anō i te raukaha me ngā pūkenga o te kāhui kaimahi.

## NGĀ TAKAHANGA KA WHAI AKE

Pērā i tērā kua tohua i tā mātou reta kōrero hou ki a koe o te 30 o Paengawhāwhā, e marohi ana te Poari kia neke ia ki ngā mahi aroturuki i te tūāoma ka whai iho, ki te tiro tiro me te arataki i te whakatinanatanga o ngā tūtohunga kei te pūrongo nei. Ka marohi anō mātou kia whakawhānuitia tā mātou uiuinga kia tīmata ai te mātai ētahi atu āhuatanga o te pūnaha, me te mōhio anō me whakawhānui ā mātou tikanga whakahaere e taea ai tēnei.

E whakaponono ana mātou mā tō mātou whakaaro kia riro mā mātou e tiroiro te whakatinanahia o ā mātou tūtohunga i roto i te rua tau ki a mātou, ka kawea mai te ngākau titikaha kua taka atu nei i ngā uruparenga ki ngā arotakenga o mua atu, i a mātou ka hāpai ake i te kawenga ki te whakahei tonu kei te koke tonu a Oranga Tamariki, kei te ahu whakamua, kei te pai ake te noho a te hunga e tukua ana kia atawahitia, kia whakamarumarutia; ā tātou tamariki, mokopuna, rangatahi me ō tātou whānau.

Hei whakatepe ake, e te Minita, e hiahia ana au ki te whakamihī i ngā mema o te Poari, a Tā Mark Solomon, a Kahurangi Rangimarie Naida Glavish me Shannon Pakura i tā rātou pukumahi ki te whakaputa i te pūrongo nei. Ka mihi anō ki tō mātou Taituarā kua tautoko i a mātou i roto i ngā mahi. Ahakoa te whānui o ā mātou mahi, e mōhio ana mātou arā noa atu ngā mahi hei pīkau, heoi, kia kaua e ngaro noa tēnei huarahi e tohua ai te ara ahu whakamua.

Ka hoki aku mahara ki ngā kupu mōhio a Tā James Henare “Kua tawhiti kē tō haerenga mai, kia kore e haere tonu, he nui rawa ō mahi, kia kore e mahi tonu”

Kia tawhiti kē atu te haere, kaua mō tātou anake engari mō ā tātou tamariki, ahakoa te iwi me ngā kōrero mō rātou, kei hea e noho ana, ngā āhuatanga taha pāpori, taha ōhanga, e hiahia ana kaua ki ō rātou mātua me ō rātou whānau anake, engari i ōna anō wā ka hiahia kia atawhaitia, kia whakamarumaruhia e ētahi atu. Katoa tātou ka hiahia, ina pā mai tēnei āhua, kia whakaratoa ko te atawhaitanga me te whakamarumarutanga whai tikanga katoa, haumarua katoa, whakamanawa katoa ka taea.

Nā runga i te pūrongo nei me ōna tūtohunga e kite ana mātou i tētahi huarahi e whakatūhia ai he pou tawhā ki tēnei haerenga ka hia ngahurutanga tau nei e takahia ana. Kia kaua e ngaro tēnei huarahi ki a tātou – ā-tangata, ā-hapori, ā-motu.

I runga i te whakahau a te Poari Ārahi ā-Minita, ka tāpaea te pūrongo nei hei whakaaroaro māu me te titiro whakamua anō ki te mahi tahi ki a koe ki te whakatinana i ā mātou tūtohunga.

Ngā mihi nui

Matthew Tukaki

**Manukura o te Poari Ārahi ā-Minita**

Oranga Tamariki – the Ministry for Children



Matthew  
Tukaki

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Kahurangi  
Rangimarie Naida  
Glavish

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Tā Mark  
Solomon

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Shannon  
Pakura

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# WHAKARĀPOPOTONGA MANA WHAKAHAERE

Nā roto i ā mātou tikanga whakahaere, kua inoihia mātou e te Minita o Oranga Tamariki kia whakaheingia, kia tāpaea anō he kupu ārahi ki a ia mō ētahi wāhi mātāmua e toru. Ko ērā ko te ahu whakamua a Oranga Tamariki mō te āhua ki:

1. Te hononga ki ngā whānau whāiti, ngā whānau, ngā hapū, ngā iwi me ngāi Māori;
2. Ngā tikanga mahi o te mahi tauwhiro ngaio; me
3. Te ahurea o te whakahaere

Ū pūmau ana ēnei tikanga whakahaere e toru ki te hinengaro i a mātou e whakariterite ana i te pūrongo tuatahi nei. He tuatahitanga te pūrongo nei i te mea e whakaputaina ana i te paunga o te whā marama o te rua tau ki a mātou me tana whakaata i ngā mea i taea e mātou te tiroiro ki tōna hōhonutanga e tika ana, e tāpaea ai he uruparenga ki te tono whakahei a te Minita. I te pūrongo tuatahi nei kua ū tā mātou aronga ki te atawhai me te whakamarumarū, ko te atawhai me te whakamarumarū hoki te nuinga atu o te pūnaha i tēnei wā.

I tēnei wā kāore e taea e mātou te tuku whakaheinga taumata tiketike hei urupare ki ngā Tikanga Whakahaere i whakaritea e koe mā mātou. Waihoki, ka tūtohu panonitanga mātou mō te āhua ki te whakapai ake i ngā pūnaha o roto o Oranga Tamariki, tae atu ki ngā pūnaha o te rāngai pāpori whānui kei roto ia e noho ana. Ko tō mātou tūmanako mā konei e taea ai e mātou te tāpae whakaheinga taumata tiketike tonu i mua i te ekena o te wā ki a mātou.

E taea ai ō mātou whakaaro, kua wherawherahia e mātou ngā whārangi o ētahi puka whānui tonu, kua whai whakaaro ki ngā kitenga o te maha atu o ngā arotakenga o mua atu, heoi, ko te mea hiranga katoa ko tā mātou kōrero ki te tini me te whānui o te māngai hapori me ētahi whakahaere Māori, ki ngā kaimahi o Oranga Tamariki tae atu ki ngā kaitauwhiro. Hei āwhina tēnei i tā mātou noho mārama ki te āhua o te pūnaha i tēnei wā, me ngā kōwhiringa e kakama ai te ahu whakamua.

Ko te mea e tino mārama ana ki a mātou i roto i ā mātou mahi mohoa nei, ko te hiahia kia āta arotahi atu ki te ahunga o te whakahaere e pai ake ai ngā putanga ki ngā tamariki me ō rātou whānau, ka tautoko ai i te hunga ka taea e rātou te āta whakatutuki wawe hāngai tonu i te wero nei. E whakapono ana mātou me tino mārama te kōrerohia o te arotahinga nei, i te mea ko te hītori o te whakahaere me te pūnaha mohoa nei ko te hokihoki tonu ki ngā tukanga mahi kōwhiri ki te whakahaere i ngā mahi inamata mā te tamariki kua whākina ki a Oranga Tamariki, me te kore e eke, te whāiti rānei o te arotahi ki te kaupare atu i te mate ki te whāki i te tamariki ki te mana whakahaere o te motu i te tuatahi. E whakapono mātou nā te hokihoki tonu ki tērā āhua, e rua ngā tino āhuatanga i rehurehu ai ngā kawenga: tuatahi, kua whakarite te Karauna māna e hautū ngā mahi tautoko i te tamariki me te whānau ahakoa tana kore e mōhio me pēhea e whaitake ai tāna i mahi ai; tuarua, kua āta whakaruhia te wāhi ki ngā hapori, ina koa te hapū me te iwi, ki te arataki i ō rātou ake hapori.

Mārama ana te kōrero a ngā hapori ki a mātou kia tautokohia rātou ki te hautū i ngā mahi ārai atu i te tūkinohia o te tamariki me ō rātou whānau. E whakaae ana mātou koia nei anō te huarahi whaitake ki te whakapiki ake i ngā putanga atawhai, whakamarumaru ki te tamariki me ō rātou whānau, e heke ai te wawaonga a te mana whakahaere o te motu. Kua pai te whakamārama i te wāhi ki te mana whakahaere o te motu ki te tautoko i ngā kaihautū o te hapori, me tāna ārahi i ngā wāhi anake e whai tikanga ana ki a ia motuhake nei.

Nā runga i tēnei, e toru ngā tūtohunga whānui ka takoto ki tā mātou pūrongo. Koia ēnei:

1. **E taea ai te hautū ngā mahi ārai i te tūkinohia o te tamariki me ō rātou whānau, me whakakaha ake, me whakahoki ake te kawenga me te mana tōpūtanga Māori** kia rite ai mō ngā mahi i te horopaki o te ao hou me āpōpō atu, ko te wāhi nui ki te Karauna ko te whakaāhei i tēnei. Kei te kite hoki kāore he rautaki kua rurukutia i tēnei wā mō te āhua o te haere kōtui a Oranga Tamariki ki a ngāi Māori me ētahi atu, e taea ai te neke ki te ārainga, ka mutu, e totoa ana te hiahiatia o tētahi rautaki hei whakatika i tēnei.

2. **Me mātua whakamārama te kaupapa tūturu o Oranga Tamariki.** Ka uru atu ki tēnei te whakamārama ko wai mā te hunga i whakatūria ai a Oranga Tamariki ki te manaaki. Hei wāhanga o te tūtohunga nei, e whakaaro ana mātou kia whakahokia mai te Tari o te Kaitauwhiro Matua hei tūranga matua ki roto o Oranga Tamariki, kia nui atu tōna mana me āna kawenga puta noa i te umanga. E hiahiatia ana tēnei e tirohia ai te unuhia atu o te ngaioletanga o ngā kaimahi o Oranga Tamariki i te mahi tauwhiro.

E mārama ana ki a mātou te nui whakaharahara o ngā pēhitanga kei runga i ngā kaitauwhiro o Oranga Tamariki. Ka hē kē atu i te korekore o te hautūtanga kaha me te kaupapa whakapakari, te auau, te hē rānei o te whakataki i te wā tika puta noa i te whakahaere, me te ngoikore o ngā hanganga ngaio me ngā punaha e puna ana i a Oranga Tamariki. Kātahi ka hē kē atu i te rongotanga e mahi taratahi ana ngā kaitauwhiro o Oranga Tamariki me te hiahia kia hihiri kē te āhua o te mahi tahi a ētahi atu umanga ki a rātou, e whakatikaina ai te tūpono tūkinohia o te tamariki me ō rātou whānau. Hei āwhina ki te whakamāmā i ngā pēhitanga, e tūtohu ana mātou kia noho take tōmua te whakatakoto mahere whanake kāhui mahi ka whakakaha anō i te mana o ngā kaitauwhiro, ka whakatupu hoki i te kāhui mahi rāngai pāpori tautoko whānui i roto, i waho atu anō o Oranga Tamariki.

3. **Kia whakatūria tētahi Poari Mana Ārahi ā-Motu mō Oranga Tamariki hei tiro tiro i ngā rerenga kētanga me te hōhonu o ngā panonitanga e hiahiatia ana** me te ārahi i a rātou i roto i ngā wero ka tūtū mai ki ō rātou aroaro i roto i ēnei haerenga roa. E whakapono ana mātou me āta whai tēnei kia tautokona ai te ū pūmau a ngā haumitanga ki te ara tōtika mō te roa e tika ana kia pai ake ai ngā putanga ki ngā tamariki me ō rātou whānau, kia tutuki anō ai ngā painga ka hua mai ki ngā hapori me te motu nui tonu. Me noho kē mai te kawenga ki te Poari Mana Ārahi ki te ārahi i a Oranga Tamariki ki te tuku iho i te mana me ngā rauemi ki ngā tōpūtanga Māori me ngā rōpū hapori, hei tā te rautaki haere kōtui o tā mātou tūtohunga tuatahi, e tūturu ai te tautoko i a rātou ki te ārahi i te āraihia atu o te tūkinohia o te tamariki me ō rātou whānau.



I te tūtohunga tuatoru whānui nei, e mōhio ana anō mātou ki te hiranga o te āta whakamārama i ngā kawenga o te pūnaha a te mana whakahaere o te motu mō te tamariki me ō rātou whānau ā-tōpū nei, kua ko ērā anake o Oranga Tamariki. Nō reira, e tūtohu ana anō mātou kia whai mana, kia whai pūkenga, kia whai raukaha te Poari Mana Ārahi o Oranga Tamariki ki te toro atu puta noa i ngā umanga e hāngai ana, e herea ai rātou tōpū katoa me Oranga Tamariki ki te whakapai ake i ngā putanga ki ngā tamariki me ō rātou hapori. E taea ai tēnei me whanake tētahi anga putanga pānga tahi. Kua noho kē mai ki te Rautaki Tamariki Ora te taiao whakamana e hangaia ai tēnei, kei reira te papa e tīmata inamata ai te huaranga panonitanga ki te pūnaha.

I raro i tēnā me tēnā tūtohunga whānui, kua takoto mai tētahi raupapa tūtohunga whāiti hei hāpai ake; ko tā ēnei he whakariterite i ētahi takahanga whai tikanga e kōkiritia ai, e tere kitea ai ngā panonitanga. Kua takoto mai ēnei ki tētahi ripanga kotahi, kia kitea ā-tōpūtia, i runga anō i tā mātou koromaki kia tautoko, kia taunaki ā mātou tūtohunga tētahi i tētahi.

E koromaki ana mātou mā ngā tūtohunga nei e tautoko te whakapakarihia o ngā hapori kia noho anō hei papakāinga e hiahia ana te tamariki, ki te āwhina anō i a Oranga Tamariki e tū mai ai rātou hei tomokanga e whakaponohia ana ki tētahi kōpaki whai tikanga mō ngā tautoko a te kāwanatanga e hāngai ana ina hiahiatia tērā.

He wero auroa te whai kia tutuki ngā panonitanga nui tonu e hiahiatia ana e pai ai, e koke auroa ai te ahunga whakamua me te rongō a ngā tamariki me ō rātou whānau i ēnei painga. Me ngākau pūmau te katoa kia ū tonu ki te huarahi ka takahia, e kore rānei e taea e tātou te whakatutuki ngā panonitanga e matea ana. Otirā, ka mau tonu te hiahiatia o te pūnaha o Oranga Tamariki, nō reira me āta whakapiki ake tāna noho hāngai ki ngā mahi mā ngā hapori e whakaratoa ana e ia.

Kāti, ka katia tā mātou pūrongo i runga i te whakamārama i te āhua o nāianei mō te whakamahi raraunga ki te whakatau take i Oranga Tamariki i runga i te taunakitanga. E whakapono ana mātou he nui whakaharahara te tiki atu me te whakamahi i te raraunga me te pārongo e tika ai ngā whakatau i ngā kaupapa here me ngā tikanga mahi i ngā taumata katoa o Oranga Tamariki, mō te āhua anō o tā tātou tautoko i ngā hapori ki te whakariterite tahi me te haumi-tahi. Ko tētahi wero o te whakatinana i ā mātou tūtohunga katoa ko te āta whai kia hāngai pū ngā raraunga ka kohia e Oranga Tamariki ki ngā mahi, ka taea hoki te whakamahi hei tautoko i ngā whakatau a ngā hapori, me te tautoko hoki i te puatatanga o te whāki i te ahunga whakamua ki ngā putanga.

Atu i tā mātou aroturuki i te whakatutukitanga o te koromakinga o ā mātou tūtohunga, ka āta whai mātou i ngā tau e rua e toe ana ki a mātou ki te arataki i te whakahaere ki te neke ki te hopu me te whakamahi raraunga e rite ana mō te mahi. Ka uru atu ki tēnei te āhua o te whakatutuki matea matatapu ina whakaaetia te āhei atu a ngā hapori ki ngā raraunga e hiahia ana rātou ki te hoahoa i ā rātou uruparenga, me te noho mārama ki ngā haumitanga e hiahiatia ana, kia inea ai e te pūnaha ngā panonitanga tika.

Āpiti atu ki ēnei mahi ārahi i a Oranga Tamariki, ka tahuri anō mātou ki te mātai i ngā putanga o te Youth Justice e whakaaroarohia ai ngā pou tawhā taha ture mō

Oranga Tamariki me te pūnaha kāwanatanga mō te tamariki me ō rātou whānau, e arotakehia ai te tukanga mō te kōwhiri me te aroturuki kāinga noho atawhai, ki te āta tiroiro anō i ētahi huarahi hei whakapai ake i ngā putanga ki ngā tamariki he wero ā-hinengaro, ā-tinana rānei ō rātou kāore nei e tino tautokohia ana e te pūnaha.

Ka rite tonu tā mātou whāki atu ki a koe, te Minita o Oranga Tamariki, me tō mātou mōhio ko to mātou tūmanako me tā mātou koromakinga ko te mahi kōtui ki te kāhui hautū me te Tumu Whakarae o Oranga Tamariki mō te roanga atu o te wā ki a mātou. E pēnei ana kia āhei ai mātou i te paunga o te rua tau ki a mātou, ki te tuku whakaheinga taumata tiketike hiranga mō ngā take kua tonu koe kia arotakea e mātou.

Kei te mārama te nui o ngā wero – mā te mahi kōtui, te haere kōtui a te katoa e whai wāhi atu ana ki te tautoko i te tamariki me ō rātou whānau ka tere ake, ka tawhiti kē atu te haere tēnā i te mahi taratahi. Ko te haere kōtui anake te kōwhiringa tūturu ki te whakatutuki i te whakakitenga o te noho haumaruru, te arohatia me te atawhaitia o te tamariki me te whānau, me te whakatinana anō hoki i ngā tūmanako o ō tātou tūpuna katoa i tā rātou haerenga mai ki Aotearoa New Zealand ki te waihanga anamata papai ake mō ā rātou tamariki mokopuna. Koia nei anō te whakaaetanga me te kī taurangi tino mārama o te Tiriti o Waitangi.

# TE AU O TE KANOHI MĀORI

1. Tēnā kia whakaaro tātou ki te wā ko te tamariki te iho o te hapori, me te arotahi a te katoa o te hapori ki te atawhai, ki te aroha atu, ki te whakaako me te whakatupu i te tamariki kia tū tangata, kia kahikatoa, kia ngākau harakoa, kia tau te noho ki te iho o te rātou hapori, me te tauwhirotia kia tū hei pakeke, hei mātua, hei kaumatua mō āpōpō atu. I tautokohia ngā mātua e te hapori ki te whakatupu i ā rātou tamariki kia pai ai tā rātou whakatutuki i ā rātou kawenga whānui ki te katoa; i tino tata te hononga i waenga i te kaumātua me te mokopuna, me te noho taonga a te mokopuna hei waka kawē i te mātauranga ka heke iho i ngā kaumātua ki ā rātou i ngā wā katoa ka taea - pērā tonu i te tukua iho e te rātou kaumātua ki ā rātou i ā rātou e ohi ana, pērā tonu i te heke iho i ngā tamariki o nāiane ki ā rātou mokopuna āpōpō atu. He taura here horomata tēnei i whiria ki te aroha me te mātauranga e tukua ai ki tua. I mōhio te katoa ki ā rātou kawenga ki ngā whakatipuranga, ahakoa ora, ahakoa riro ki tua, me te wāhi ki tēnā me tēnā e pūmau ai ngā whakaaro ki te tōnuitanga o te hapori. He kawenga ā te katoa ki te hapori, i tōna iho nei ko te arotahi ki te whakatupu ake i te reanga ka whai iho. He wāhi tō te katoa ki tēnei, whaea kēkē mai, teina tukana mai, rangatira mai, toa whawhai mai, karangatahi mai, mātua o te rā mai, o āpōpō atu rānei.
2. Me pēhea e uaua ai te whakaaro ki tēnei, inā rā, koia nei te tūturutanga mō te tamariki Māori i atawhaitia, i noho taonga mai ki te iho, te pou aukume o te porihanga Māori i mua i te taenga mai o tauīwi. Āna, koinei tonu te āhua i ngā wāhi e pūmau tonu ana te āhua o te noho tahi ā-tōpū nei. Arā noa atu ngā taurira o te mātua hiranga i roto o ngāi Māori o Aotearoa i ēnei rā, heoi, kīhai i tino mihiā, i tino whakanuia.
3. Āe, e mōhio ana tātou kāore i whāiti atu ki te ao Māori te noho taonga a te tamariki, ko rātou nei hoki te whirikoka me te iho o te rātou ao, o te rātou ōhanga, o te tōnuitanga me te hauora o te rātou anamata katoa. Rere ana tēnei āhuetanga i ngā tāngata katoa, ina koa i ngā ōhanga o mua atu i te ao ahumahi, te wā i noho mātāmua ai ko te hauora o te katoa. Heoi, turakina ana tēnei āhua e ngā tukanga o te tāmi a te iwi tawhiti i te iwi taketake, te hekenga o te iwi taketake ki te taone noho ai, me te hoko a te tangata i ōna ringa raupā. Me pēhea e kore ai tēnei āhua e tau mai ai ki Aotearoa i te taha o ngā tawhiti i haere mai i te ao ahumahi o Ūropi, me te whakariterite kia takitahi te whānau, ko ngā tamariki he huinga i roto i tērā – ki te titiro hoki a ētahi karu Wikitōriana, kia kitea, kia kaua e rangona, tēnā i te noho iho o te ao.
4. Nā wai ā, noho ana tēnei tūāoma ahumahi hei āhuetanga tūturu, wareware ana te āhua o mua. I te kaha pā mai o tēnei āhua kua kore he pūmahara o te iwi auraki ki te wāhi ki te tamariki i ngā hapori Māori o mua atu o te taenga mai o tauīwi, kua hoki aunoa ki tirohanga kē – e kaha nei te whakatairangahia i te ao pāpāho me ngā tautohe tōrangapū mō ētahi kaupapa whānui tonu kāore nei i hāngai i ngā wā katoa ki te noho ora o te tamariki – arā, ko tā te ao Māori he whakatairanga i te tūkinotanga, i te toa whawhai, taka iho tēnei ki ā rātou tamariki. Kua kitea tēnei i te whakaatu whāitihia o te hiranga o te tū a te toa i roto i te ao Māori hei tangata matua i te hapori, me te tino hē o tēnei. Ahakoa

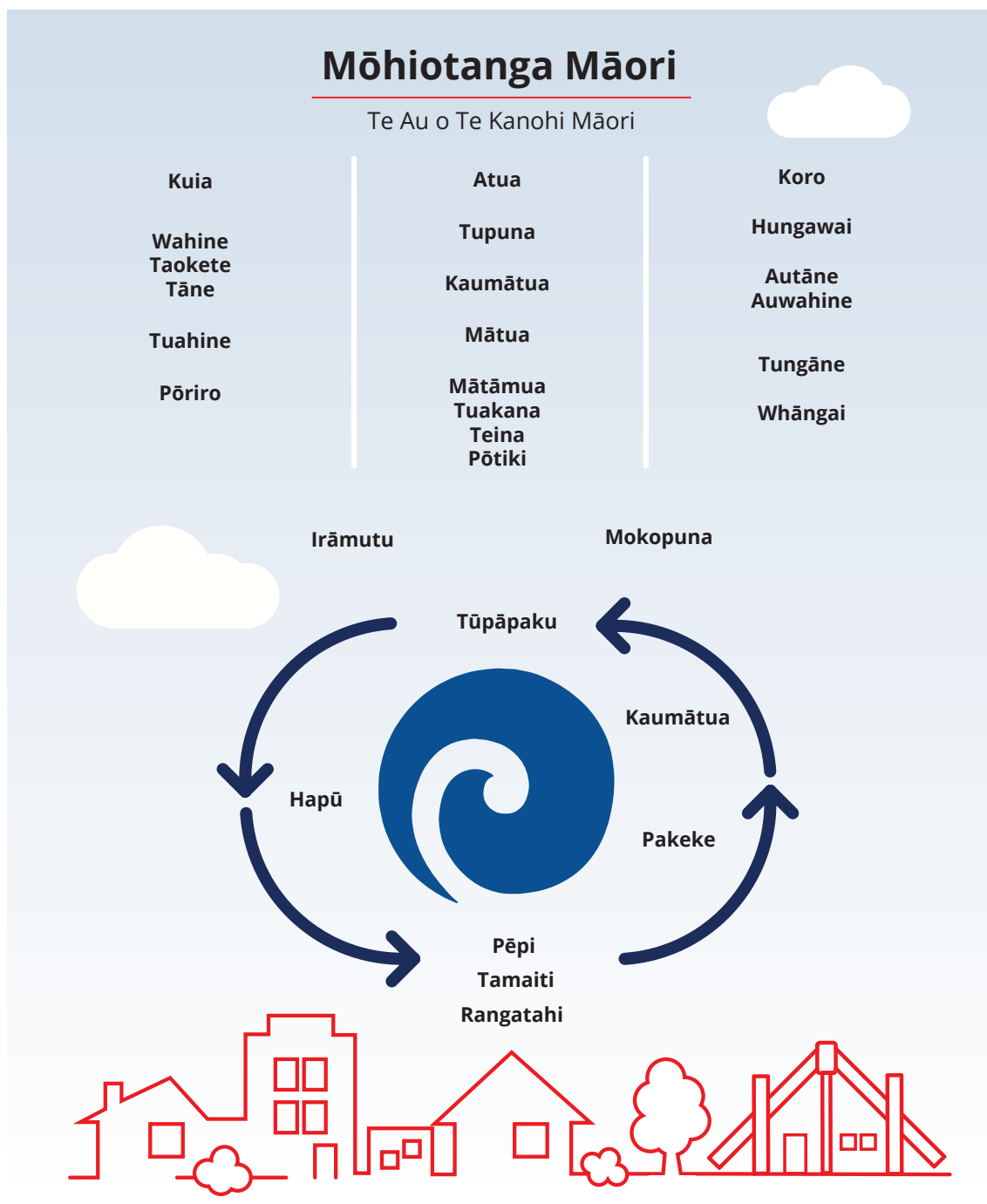
te whai pea a ētahi ki te whakatinana i tēnei tauira, kia mārama tātou ko te mahi matua a te toa me ngā tāne katoa ko te whai oranga mō te hapori, me te whakamarumarū i te hapori. Tae atu tēnei ki te tiaki i te tapu o te whakapapa, ina koa ngā wāhine, ngā kaipupuri me ngā kaituku i te whakapapa, ngā whare tangata, ngā whakatinanatanga o ngā hononga ki mua, haere ake, ngahoro kau te hapori ki te kore rātou.

5. Inā rā, ko ngā toa ngā tūmau o ō rātou hapori, mātāmua mō rātou ko te whakamarumarū i te tamariki, ko te tiaki me te whāngai i te whakapapa. Kua wareware te mahi mātāmua a te toa ki te whakamarumarū me te kimi oranga, kua ki te riri, kua wareware hoki āna kawenga hiranga katoa i roto i te hapori ki te whakamarumarū me te atawhai tamariki.
6. Kia tīkina atu i konei ngā kupu o te pakirehua Wai 262 a te Taraipiunara o Waitangi i te kōrerohia o ngā wawata o ētahi iwi e rua i tohunga ki te takahi haere i te au moana, ko ngā 'tāngata a Kupe' me ngā 'tāngata a Cook', e whakakotahi ana ki te waihanga anamata kaha ake mō ō rātou uri. Ehara, he tini noa atu ngā tawhiti kua ū mai ki Aotearoa i ōna anō whenua mai i te tau 1840, tae atu ki ērā i whai tonu i ngā tikanga takahi i te au moana o Te Moana-nui-a-Kiwa e pai ake ai ngā rā ki tua mō ō rātou uri. Āna, ko te pai ake o ngā rā ki tua hoki te kaupapa matua i takahia ai e ō tātou tūpuna ngā moana me te rangi ki Aotearoa, pare ana te tuarā ki ngā reanga noho rarau ki tawhiti e hangaia ai he kāinga pai ake ki konei. Me ārahi tonu taua wawata i a tātou, tōpū katoa.<sup>1</sup>
7. Kua takahi nei te katoa i te au moana kia ū mai ki konei, kua oke te katoa ki te whakatakoto tūāpapa, whakatū pou rānei ki te whenua e waihangatia ai ngā rā ki tua. E whakaae ana mātou me te pūrūa anō i te tirohanga a te pūrongo Wai 262 a Te Taraipiunara o Waitangi, arā, kei te nui tonu te wawata mō tō tātou anamata tōpū katoa, me te nui o te pai kua hua tahi mai i tētahi iwi ki tētahi.<sup>2</sup> Mō te āhua ki te atawhai tamariki i ngā whānau tōnui, ka uru atu anō te reo tūhonohono, i te reo Ingarihi o Aotearoa hoki me te reo Māori, e whakaata ana i te hiranga o te hononga. Kua uru atu ki te reo Ingarihi o Aotearoa ētahi kupu mō te hononga whanaunga e whiri nei i te ariā Māori ki te ariā Pākehā – ko ētahi tauira ko te 'cuzzie', te 'bro', te 'auntie', ka mutu, i te rite tonu o te whakamahia o te kupu Māori e te tokomaha o Aotearoa i ā rātou ake horopaki ahakoa kāore i Māori; hei tauira e rite ana te rangona o te kupu 'whānau', te 'aroha', te 'tamariki', te 'rangatahi' me ētahi atu kupu Māori maha tonu i ngā whakawhitinga kōrero o Aotearoa i ia rā.
8. Ahakoa te mārama kē, te whakamahia kē ki taumata kē ina whakawhitihia ngā kupu aroha, ngā kupu hononga nei, e tohu ana te whakamahia i te rangona o te kauanuanu, me te mārama ki te nui o te aroha kei te pūtake o ngā kupu nei. I te hanumitanga o te kupu me te reo, e kite ana tātou i te kaha ki te whakamārama i te hononga e hāngai ana ki ngā iwi o Aotearoa o ēnei rā, me te whakapau kaha anō i runga i te ngākau pai ki te tautuhi i a tātou ake mā ngā ariā me ngā kīanga e whakaata ana i a Aotearoa New Zealand, kua ngā ahurea taketake o Peretānia/Ūropi, o ētahi tūpuna o Poronīhia anake rānei.

1 Ko Aotearoa Tēnei: A Report into Claims Concerning New Zealand Law and Policy Affecting Māori Culture and Identity, Te Taumata Tuatahi (justice.govt.nz), whārangi 1-14

2 [https://forms.justice.govt.nz/search/Documents/WT/wt\\_DOC\\_171027305/He\\_Paharakeke\\_W.pdf](https://forms.justice.govt.nz/search/Documents/WT/wt_DOC_171027305/He_Paharakeke_W.pdf)

9. Nō reira mō te roanga atu o te pūrongo nei, ka whakamahia e mātou ko te Aotearoa New Zealand ki te kōrero mō tō tātou kāinga nei i Te Moana-nui-a-Kiwa, i a tātou ka kimi ki te whakahou i te tirohanga ki ngā mea e hāngai ana ki a tātou o konei, i te rangi nei me āpōpō ka **whakahoki mai ai i te wāhi ki te katoa ki te rauhi i ā tātou whakatipuranga o āpōpō atu.**
10. 'E mihi ana mātou ki te pūrongo a te Taraipiunara o Waitangi mō Oranga Tamariki, *He Pāharakeke, he Rito Whakakīkinga Whāruarua*, ina koa the arotahi a te Taraipiunara ki te hiranga o te rangatiratanga o te kāinga. E kite ana matōu i te hiahia kia waihangatia anō tēnei. Nā roto i te Te Au o te Kanohi Māori (te kau rānei o te kanohi Māori) i mārama ai te Poari ki te wāhi ki te kāinga, e whakaatuhia nei ki te hoahoa 1 te hanganga o te whānau/hapū ka tautoko i te mana motuhake:



11. Ahakoa te rerekē o te horopaki o te rau tau rua tekau mā tahi i tērā o te pā Māori o mua atu i te taenga mai o tauwiwi, e whakaaro ana mātou ko te whāinga tiketike rawa ko te waihanga anō i ngā tūranga me ngā kawenga o ngā mema katoa o te whānau kia whai mana motuhake anō ai te whānau. I ngā torotoronga kua whakahaeretia e mātou mai i te Huitanguru kia mārama ai mātou ki ngā whakaaro o ngā hapori, kua rongo mātou i te tangi a te ngākau Māori kia whakaaehia, kia tautokohia te tōpūtanga Māori – pērā i tā te Tiriti i kī taurangi ai - kia whakakahangia te tūāpapa o ō rātou hapori e waihangatia ai he papakāinga, he hapori tōnui hei tautoko i te whānau tōnui, ko ngā tamariki e whakaahurutia ana i te iho.<sup>3</sup>

3 Tirohia te ripanga mō tā MAB i rongo ai, ina koa mō te āhua ki te kaupapa 3 'Te waihanga anō i te papakāinga'.

# ME WHAKAKAHA AKE TE PŪNAHA

12. Ahakoa ngā wawata o ō tātou tūpuna katoa, kua kore ngā wheako o mua i noho hei wheako mō ēnei rā, ka mutu, ko ētahi o ā tātou tamariki, Māori mai, tauiwi mai, e noho tūraru ana, e rongu ana rānei i te tūkinotanga haere he rā, haere he rā. Ina whakatairitea ki ētahi atu whenua kua whanaketia, ko Aotearoa New Zealand tētahi whenua tino hē nei ngā putanga mō te tamariki ora<sup>4</sup>, nāna anō ētahi pāpātanga tiketike katoa mō te tūkinotanga tamariki<sup>5</sup>. He āhuatanga tēnei me ngākau pūmau tātou katoa ki te takahuri. Ko ngā pāpātanga mō ngāi Māori kei runga rawa, engari kāore hoki i pērā rawa te pai mō ngāi tauiwi. Ko te wero me te ara hei whai ko te whakanoho mai anō i te tamariki ki te iho o ō tātou papakāinga, o ngā hapori me te porihanga e tūteihia ai e te karu matatū o te katoa, e haumarū tūturu ai, e atawhaitia ai, e arohaina ai, e āta tiakina ai rātou.
13. Kāore e taea, kāore hoki i tika kia riro mā te mana whakahaere o te motu tēnei e ārahi. Ko ōna hītori mō te ārahi i ngā mahi atawhai tamariki o roto i ngā tau, kāore e neke atu te pai i te pai kōhikohiko; e mārama ana ngā taunakitanga a te Royal Commission<sup>6</sup>, waihoki i ētahi tukanga e rite ana huri i te ao ki te uru, ahakoa te whai kia kua tētahi e tūkinohia, kāore tonu e taea e te mana whakahaere o te motu te whakapūmau te haumarutanga auroa me te oranga o te tamariki, ka mutu, ehara i te tohu ka hāngai tūturu te taiao e tōnui ai te tamariki i tāna noho mai ki raro i te maru atawhai o te mana whakahaere o te motu.
14. Kei te mārama, e ai rā ki tā mātou i rongu ai, (kua whakaatatia ki te *ētahi momo kōrero e hopukia i ā mātou torotoronga*) ahakoa te koromakinga papai katoa, e ngoikore ana ngā wāhi punga mō ngā pūnaha i roto o Oranga Tamariki o ēnei rā, kāore e rurukutia ana e rite rānei mō ngā mahi. I te korekore tahi o tētahi rautaki kāhui kaimahi rāngai pāpori me tētahi huarahi rautaki e haere kōtui ai ki a ngā Māori me te hapori, tērā e pūhia ai te whakahaere i te ara tōtika e te haupāuma e kore nei e taea te karo, inā rā, he take hoki te whakamarumarū tamariki kia munaia. Waihoki, kua rongu mātou he kaupapa tōmua kē ā Oranga Tamariki, kei te āhua tonu o te wāhi kei reira ngā kaimahi kei tēhea wāhanga rānei o te umanga. Hei tauira, I rongu kōrero mātou i ngā kaimahi kapamua ko rātou e arotahi ana ki te tamariki, engari ki tā rātou titiro e aro kē ana te tari matua ki te whakahaere tūraru me ngā kōrerorero tarāwhare tēnā i ngā pāpātanga o waho. Āpiti atu ki tēnei, kua rongu mātou i te āta nui o ngā momo take, ngā hōtaka me ngā kaupapa a te tari matua, he mahi nui te whaiwhai haere tonu e mōhiotia ai ko tēhea te mea o tēnei wā nei, e kitea ai rānei he aha te otinga atu o ngā panonitanga katoa.
15. E whakatikahia ai ngā ngoikoretanga nei, e whakapono ana mātou e totoa ana te hiahiatia o tētahi rautaki kāhui mahi rāngai pāpori me tētahi rautaki mō

4 UNICEF Innocenti Report Card 16 2020

5 OECD Family Database 2013

6 Royal Commission of Inquiry into Historical Abuse in State Care and in the Care of Faith-based Institutions, tirohia te Home | Abuse in Care - Royal Commission of Inquiry

te haere kōtui ki a ngāi Māori me ngā hapori. Ka āwhina tēnei ki te punga i te whakahaere kia tutuki ai i a ia te wāhi ki a ia i te uruparenga a te motu ki te wero o te whakaheke iho i te tūkinohia o ā tātou tamariki me ō rātou whānau.

16. Nā ō tātou tūpuna te whakapaunga kaha nui katoa kia noho ora ō rātou uri ki tua, mahue atu ana te whenua tupu o te hia reanga nei, e hangaia ai he anamata pai ake mō ā rātou tamariki mokopuna – ahakoa wehe mai i Hawaiiiki, i Whitby, i Savai'i, i Mumbai, i Seoul, i haere iho kia pai ake ai ngā rā ki tua mō ō rātou uri. Ka pōhara ake, ka ngoikore ake te whakaaro kotahi o te Aotearoa New Zealand o āpōpō atu ki te kore tātou e mahara ake ki tēnei ka oke ai mō te hemo tonu atu kia tūturu pai ake ngā rā ki tua mō ā tātou tamariki mā te whakahoki mai i taua wawata.
17. E taea ai tēnei me tino rite te mana whakahaere o te motu ki ngā mahi, me tautoko hoki ngā mātua ki te whakatinana i te mahi hiranga katoa ka mahia e rātou, me tautoko anō ngā kuia koroua, ngā whaea kēkē matua kēkē, ngā teina tuākana me ngā karanga tahi ki te hāpai ake i ō rātou kawenga kia hua mai ai ki a tātou katoa te tamariki tōnui ka tupu hei pakeke tōnui e heke tonu ai ngā whakapaunga kaha ki a rātou hei painga mō te katoa ki tua.



# Ā MĀTOU TIKANGA WHAKAHAERE

18. Ka tīmata ake mātou ki tirohanga kē i te arotahinga tērā tonu e tīmata ai tētahi tari kāwanatanga. I āta whai tonu mātou kia pēnei, kua rongu hoki mātou i ngā taumahatanga o te rerekē o ngā putanga ki a ngāi Māori me te kaha hiahia kia āta whakaatuna tēnei, kia tīwerawera tonu ai te reo o te tini tamariki, te tini whānau kua kōrero tahi mai i ō rātou mamae me ō rātou wawata ki a mātou.
19. Ko te āwhina ki te whakatikatika i ēnei rerekētanga kei te tumu o ā mātou mahi o te Poari. He take matua hoki tēnei i whakaae ai tēnā me tēnā o mātou ki te kawae ake i te wāhi ki a mātou o te Poari, ka ngākau pūmau ai ki te whakapau kaha, ki te whakapau ngoi ki te kaupapa nui whakaharahara nei.
20. E mōhio ana mātou kei te kimi āwhina, kei te kimi kupu ārahi a Oranga Tamariki hei tautoko i tāna neke ki te whakarato i te atawhai me te marumarutanga whai tikanga katoa ka taea e te pūnaha a te mana whakahaere o te motu. Ka tahuri mātou ki te titiro ki tērā i muri i tēnei, engari kua tau tūturu o mātou whakaaro, arā, ehara ko Oranga Tamariki te tihi o te maunga - e whakaponu nei mātou ko te ārai kē atu i te pānga tuatahi o te tūkinotanga, kia tokoiti ai te tamariki ka mate te whāki ki a Oranga Tamariki mō te tūpono tūkinohia.
21. Me tino eke te whai tikanga o te pūnaha a te mana whakahaere o te motu mō te tautoko i te haumarutanga o te tamariki, heoi, i whakatūria a Oranga Tamariki nā runga i ngā āputa i ētahi atu pito maha nei. Ko ētahi o ngā āputa nei, āpiti atu ki ngā pākahatanga o ngā rau tau e rua ka taha ake nei o te tāmihia o te iwi, o te ao ahumahi me te hekenga ki ngā taone, ngā tūkinotanga e whiua ana i roto i ngā whānau/ whānau whāiti/ haporī, me te kore o te tautoko torowhānui e whakaratoa ana e ētahi umanga kāwanatanga, i waho atu hoki o te kāwanatanga.
22. Kia tohua i konei, ahakoa tā mātou āta whai i ā mātou tikanga whakahaere me te arotahi anō ki tāu i inoi mai ai i a mātou kia whakaheia koe, kia ārahina koe i ngā tūtohunga kei raro iho nei, ko te mea nui kē ia kia kaua e noho mai tētahi pūnaha whai tikanga mā te mana whakahaere o te motu, me te rite tonu o te tuku i te tamariki ki raro i a ia. Ki te kore tātou e āta tiroiro ki ngā take i taka tonu ai te tamariki ki roto i te pūnaha, heoi anō tā tātou mahi ko te whakamātau i runga i te uruparenga kōwhiri ki te tautoko i te hunga kei roto i te pūnaha, kaua te whakaheke iho i te pānga atu o te tūkinotanga i te tuatahi.
23. E kore tērā e eke ki ngā taumata o te wawata ahakoa pēhea te titiro, kāore hoki e kauanuanutia ngā whakapaunga kaha a ō tātou tūpuna katoa ki te hanga kāinga, ki te hanga anamata mō ā tātou tamariki o konei, o Aotearoa New Zealand.
24. Kei te whakaponu mātou ko te whai kē kia kaha ake, kia tōnui ngā haporī mō āpōpō atu, tae atu ki te āta whakakaha i ngā tōpūtanga Māori – me noho tūāpapa mai ko te hononga tātai me te whai whakaaro anō ki te hautūtanga ā-takiwā. Me mātua whai tēnei kia puta ai ko te haumarua ake, ko te hauora ake,

te uruhau ake o te tamariki me te whānau. Ki te kore tātou e tata ki tērā, ka noho hiranga tonu te hiahiatia o te pūnaha atawhai, whakamarumarū a te mana whakahaere o te motu me te tautokohia anō o te kaimahi tauwhiro hiranga hei wāhanga mō tērā - engari kāore i tika kia whāinga whakamutunga tēnei.

25. E whakapono ana mātou ki te tūturu, ki te matatū ngā panonitanga, me pūrua te ara hei whai ki te:
- a. whakarite tahi i te hononga tātai me ngā kawenga a ngā kaihautū tōpū me ngā rauemi hei whakarato i ō rātou whānau, me te
  - b. whakapakari ake i te whai tikanga o te pūnaha atawhai, whakamarumarū kia rite ai ki ngā mahi mā ngā haporī e whakaratoa ana e ia.
26. Me whakarara te rere o ngā ara nei, hāunga ia te tihoi o te haere i ōna wā, ka mutu, me rerekē anō te wā ka tohua mō tēnā me tēna ara. E whakahau ana mātou kia āta tautokohia ngā ara e rua mō te rerenga auroa, e mea ana mātou kia kaua e poto iho i te whakatipuranga kotahi, nō reira me mātua whakarite tā tātou anga inenga ki te pae o te 25-ki te-30-tau. E rua ngā take i tino hiranga ai tēnei:
- a. ka kotahi whakatipuranga neke atu e whakatutukihia ana ngā panonitanga ki ngā putanga e tino tika ana me te whakaaro anō ko ngā nekehanga tōrangapū ki te pūnaha atawhai, whakamarumarū i ngā tau e 30 ka taha, kīhai i whai painga ki te tangata, tae atu ki ā tātou tamariki katoa; ka mutu
  - b. me ngākau pūmau ngā rōpū tōrangapū, a Oranga Tamariki me ētahi atu tari kāwanatanga maha, ngā hapū, ngā iwi, ngā rōpū kaitiaki, ngā tōpūtanga me ētahi atu rōpū haporī ki te oke mō te hemo tonu atu, e ērā e tika ana mō te mahi, e taea ai te huri kē ki te whānau haumarū, te whānau atawhai e mōhio ana ki te wāhi ki a rātou me ā rātou kawenga ki tua me te tautokohia ki te whakatutuki mā te reanga e piki ake ana.

## TĀU I ĀTA INOI AI KIA WHAKAHEINGIA

27. Kia whakamāramahia i konei tā mātou titiro i tēnei wā ki te taumata whakaheinga e whakapono ana mātou ka taea te whakarato ki a koe i ngā wāhi e toru o ā mātou tikanga whakahaere i whakamiramirahia e koe. Koia ēnei ko:
- 1. Te hononga ki ngā whānau whāiti, ngā whānau, ngā hapū, ngā iwi me ngāi Māori
  - 2. Ngā tikanga mahi tauwhiro ngaio
  - 3. Te ahurea o te whakahaere

28. Ko te whakahehi i konei, ko ō mātou whakaaro ki te rawaka me te whai tikanga o te taha whakahaere me te mana tarāwhare, te kaupapa here me ngā hōtaka kia whakaponono ai mātou ka taea e Oranga Tamariki te whakatutuki ngā putanga e tika ana me te whai painga anō. Ko te taumata o tā mātou whakahehi ka whai i tētahi o ngā āhua e toru ka whai ake nei:

- **Tauaki whakaheinga tūturu** – *kāore he ngoikoretanga hiranga kua whākina.* E mōhio ana mātou kāore e taea e mātou tēnei taumata whakaheinga, i tēnei tūāoma whā mārama rā o te rua tau ki a mātou, mō ngā pātai kua īnoi mai koe kia whakaaroarohia e mātou.
- **E kitea ana te koke o te mahi** – *e āhau koke ana me te tupu haere o te mārama whānui, heoi, e kitea tonuhia ana ētahi ngoikoretanga hiranga tonu, kāore anō rānei i pūmau te panonitanga – ka whakaata anō tēnei tērā pea he tauira kei reira o te tikanga mahi papai, te kaupapa here papai rānei, engari kāore tēnei i auau puta noa i te whakahaere me te noho raru tonu o te koke ki te whai ara kē.*
- **Kua tautuhia he āputa** – *e kitea ana te whānui me te nui o te raruraru; hāunga anō ngā wāhi pea e whai hua ana tā rātou hāpai i ngā mahi, taratahi ana ērā me te pikauhia e te tangata takitahi, ka mutu, kāore te Poari e kite ana i tētahi rautaki mō te whakapūmau i te kokenga a ngā wāhi taratahi nei.*

29. Kua takoto mai ki te ripanga e whai ake nei ō mātou whakaaro ki te nui, te iti rānei o te whakaheinga ka tāpaea i tēnei tūāoma o ā mātou mahi ā-Poari nei. I tēnei wā kāore e taea e mātou te whakarato whakaheinga taumata tiketike o te whakamanawa ki ō pātai. Waihoki, ka takoto ētahi tūtohunga panonitanga mō te āhua ki te whakapai ake i ngā pūnaha o roto o Oranga Tamariki me ngā pūnaha whānui a te rāngai pāpori e noho mai nei a Oranga Tamariki. Kō tō mātou tūmanako ka taea e mātou te whakarato whakaheinga taumata tiketike ki a koe i mua i te ekenaga o te rua tau ki a mātou.

30. Ka whakamāmāhia e mātou te taumata hāhaka o ā mātou whakaheinga i te whānui o ngā momo hōtaka mahi a Oranga Tamariki, te tikanga ka whakarerekētia ēnei i roto i te wā mō ētahi o ngā āputa kua tautuhia. Ka mutu, i te mea nāu mātou i kopou ki te āwhina i te tere ake o te koke ki ngā take tōmua, e koromaki ana mātou ko ā mātou tūtohunga kē te arotahinga o tā mātou whakaheinga me ā mātou kupu ārahi, tēnā i te taumata whakahehi e taea ana i tēnei wā. E pēnei ana i te mea e aro kē ana ā mātou tūtohunga ki tua, kaua ki te ara i whāia kia tae mai ai ki tēnei āhua.

# RIPANGA WHAKAHEINGA

## Ripanga 1: Ngā Whakaheinga o Ngā Tikanga Whakahaere

Tikanga Whakahaere	Taumata Whakaheinga
<b>1: Relationships with families, whānau, hapū, iwi and Māori including but not limited to:</b>	
<p>1.a Mehemea, e pēhea ana rānei te whakapakari ake a te whakahaere i ōna pūkenga ki te torotoro ki a ngāi Māori, tae atu ki te āhau o tana mahi tahi ki a ngāi Māori i tēnei wā, me te āhau o tana tuku iho i te mana whakatau ki a ngāi Māori, mō ngāi Māori</p>	<b>He mahi e haere tonu ana</b>
<p>E kitea ana ētahi mahi papai, Engari arā noa atu te kaha e hiahiatia ana. E hiahiatia ana kia rurukuhia ngā whakapaunga kaha mā roto i tētahi rautaki whaitake ki te haere kōtui ki ngā wawata me te tautoko i ngā wawata o ngāi Māori.</p>	
<p>1.b Mehemea, e pēhea ana rānei te whakapiki ake i te noho mārama me te komokomohia o te ao Māori ki roto i āna mahi, me te arotahi ki te kapamua</p>	<b>He mahi e haere tonu ana</b>
<p>E kitea ana ētahi mahi papai, engari arā noa atu te kaha e hiahiatia ana. E hiahiatia ana kia rurukuhia ngā whakapunga kaha mā roto i tētahi rautaki whaitake ki te haere kōtui ki ngā wawata, me te tautoko i ngā wawata o ngāi Māori.</p>	
<p>1.c Mehemea, e pēhea ana rānei te mihia o ngā whāinga me ngā wawata o ngāi Māori o te haukāinga me ō rātou hapori, he aha ngā mahi e mahia ana i te taumata ki te haukāinga me te rohe e haere kōtui ai ki te whakatutuki i ngā wawata nei.</p>	<b>Kua tohua he āputa</b>
<p>E tino pai ana ētahi hononga me ētahi tikanga mahi i ētahi papa, engari e motumotu ana, me te hiahia i ētahi papa maha tonu kia tino piki te taumata ārahi e tāpaea ana kia pakari ake ai ngā pukenga ki te whakatutuki mahi mā ō rātou hapori. Ka tautoko tahitia tēnei e te whanakehia o tētahi rautaki kāhui kaimahi, mā roto anō i te rurukuhia o ngā whakapaunga kaha me te whanaketia o tētahi rautaki mō te haere kōtui ki a ngāi Māori.</p>	
<p>1.d He aha ngā huarahi kua noho mai hei whakapiki ake i te wheako me te uaratia o te kaitauwhiro Māori i te whakahaere, me pēhea anō te whakapiki ake i ēnei.</p>	<b>Kua tohua he āputa</b>
<p>E hiahiatia ana kia kaha ake te whakapakarihia o Oranga Tamariki me te kāhui kaitauwhiro. Ko taua kōrero anō, e hiahia ana mātou kia tautoko tahitia tēnei e te whanakehia o tētahi rautaki kāhui kaimahi, mā roto anō i te rurukuhia o ngā whakapaunga kaha me te whanaketia o tētahi rautaki mō te haere kōtui ki a ngāi Māori.</p>	

Kupu Tāpiri

Tikanga Whakahaere		Taumata Whakaheinga	
<b>2: Tikanga mahi a te kaitauwhiro ngaio, t/ētahi engari kāore e whāiti mai ki ēnei:</b>			
Kupu Tāpiri	2.a	Te whakahei kei te whakatauirā te whakahaere i te tikanga mahi tauwhiro kōunga e whakaata ana i te paerewa e tika ana mō te ao mahi, i te kaimahi i te 2020	Kua tohua he āputa
	Me arotahi anō te whakahaere ki te mahi tauwhiro hei āhuatanga matua o te pūnaha e tāpiri uara motuhake atu ai a Oranga Tamariki.		
	2.b	Te āhua o te āta whai a te whakahaere kia kauanuanutia te whakaaro ngaio i ngā whakatau ā-ture	Kua tohua he āputa
	Ahakoa ngā taunakitanga o te whai tikanga o ngā whakatau a ētahi kaitauwhiro, e motumotu ana, e kōhikohiko ana me te whakaatu i te pēhia o te kaimahi me te korekore o te hautūtanga ngaio.		
	2.c	Mehemea, te āhua anō o te peke katoa o ngā tikanga mahi me te kauanuanutia o te whakaaro me te kupu ārahi ngaio, tae atu ki te wā e taupatu ai te whakaaro	Kua tohua he āputa
	E mārama ana te ngaro o te whakaaro tikanga mahi ngaio me te wheako i ētahi taumata whakatau, ka mutu, kua memeha noa te reo o te mahi tauwhiro i roto o Oranga Tamariki.		
	2.d	Te ngākau pūmau o Oranga Tamariki ki te whakangungu kaimahi mai i te ekenga atu ki te whakapakari kaimahi	Kua tohua he āputa
	E hiahiatia ana kia take tōmua te taha whakataki me te haere tonu o te hautūtanga ngaio me te whakapakari kaimahi, me te auau ake o te whakangungu kaitauwhiro. Me mātua uru atu anō te hiki ake i te whakaratoa o te whakangunguhia me te tautokohia o te kaitohutohu.		
	2.e	Te whakahei kua ū ki te hinengaro ki te whakapiki tonuhia o ngā mahi, e tautuhia ai ko hea ngā wāhi e haere pai ana, ko hea kāore i pai – kua whakaritea he tikanga kia pai ai te whakahoki ake i ēnei akoranga ki te whakahaere kia pakari ake ai ia	Kua tohua he āputa
	Hāunga anō ngā paparanga whakaheinga kua waihangatia i ngā tau e whā ki a Oranga Tamariki, te āhua nei kāore i tino mārama mā wai e ārahi, e kōkiri te taha whakaheinga, e pēhea ana hoki te nui o te akoako tonu e whakatairangatia ana, e tiritirihia ana puta i te whakahaere.		
2.f	Te whakahei kei roto anō i te haere tonu o ngā mahi whakapaipai te whakapakari me te whakangungu kaimahi e tika ana	Kua tohua he āputa	
Kei te ngoikore te whakapakari me te whakangungu kaimahi, kia totoa tonu te whakahoki hei kaupapa tōmua.			

Tikanga Whakahaere		Taumata Whakaheinga
<b>3: Ahurea o te whakahaere, t/ētahi engari kāore e whāiti mai ki ēnei:</b>		
Kupu Tāpiri	3.a Te whakahei kei te whakatinanahia, kei te ū pūmau te whakahaere katoa ki te Positive Workplace Behaviours Model Standards	<b>Kua tohua he āputa</b>
	E tono ana mātou kia komokomohia e Oranga Tamariki te ū tono ki te Positive Workplace Behaviours Model Standards ki ngā whakaritenga katoa o te whakahaere, kia pono hoki te pērā anō mō ngā umanga o ngā ratonga tūmatanui katoa.	
	3.b Ngā whakapaipai e hiahiatia ana hei whakakaha ake i te hononga me te hāngaitanga i waenga i te taha hauutu, te taha whakahaere me ngā kaimahi kapamua	<b>Kua tohua he āputa</b>
	E mārama te motu o te here i waenga i ngā papamahi, ngā rohe me te tari matua, engari te āhua nei ko te nui, te iti rānei o te āputa kei ngā hononga whaiaro me te ngākau tuwhera ki te taiāwhio i ngā pūnaha me ngā tukanga e whakararu ana i te rurukuhia. Kāore i tika kia mate ngā papamahi me ngā rohe ki te rapu huarahi e taiāwhiotia ai ngā tukanga, me hoahoa kē ēnei kia taea ai e ngā papamahi me ngā rohe te whakarato mahi tauwhiro whaitake ki ā rātou hapori.	
	3.c Te whakahei kua noho mai he tikanga pakari ki te whakahaere katoa e whakapono ai te kaimahi e pai ana tana 'whakaputa whakaaro' i runga i te haumaruru	<b>Kua tohua he āputa</b>
	Ki tō mātou mōhio e haere ana te mahi ki te whakatakoto tukanga mō te amuamu tarāwhare, e whakapono ai ngā kaimahi kei te pai tā rātou 'whakaputa whakaaro' i runga i te haumaruru. Kia whai tikanga, kia haumaruru hoki ngā tukanga nei mō ngā kaimahi i ngā taumata katoa, ina koa mō erā kei waho atu o te tari matua.	
3.d Te taumata o te noho mārama a te kapamua i te taumata anō ki ngā rohe ki te tauira whakahaere, te whakakitenga o te heke iho o te mana whakatau mō āpōpō atu, me te wāhi ki tēnā me tēnā e tutuki ai taua whakakitenga	<b>Kua tohua he āputa</b>	
Te āhua nei e whakaae whānuitia ana te hiahia kia tukua iho te mana whakatau me ngā whakaritenga rauemi, engari me whakapau kaha tonu ki tēnei e tūturu ai te noho mārama me ngā whāinga a Oranga Tamariki, te rerekē o tēnā me tēnā mahi āna, me te whai wāhi atu a ngā mahi a ia rōpū, a ia tīma me te kaimahi takitahi ki tērā. Mā tētahi rautaki mō te haere kōtui ki a ngāi Māori me ngā hapori tēnei e āwhina.		

## Ā MĀTOU RANGAHAUTANGA

31. I ngā marama e rima mai i te kopounga o te Poari, kua tae mai ētahi raraunga me ētahi kōrero mai i ētahi hui 70 neke atu ki ngā mana ā-iwi, ki ngā marae, ngā kaiwhakarato, ngā umanga Kāwanatanga, te tangata takitahi rānei, i tonoa rānei e Oranga Tamariki, i rangahaua rānei e te Taituarā e tautoko ana i te Poari. Kua kohia anō e te Poari ētahi mōhioranga i ngā toronga ki ētahi papamahi e 22, i tētahi kāinga atawhai, tētahi whare taiohi hara me ētahi whare kaitauwhiro mariko 12 nō Oranga Tamariki ā rātou kaimahi kapamua. I hui atu te Poari ki ētahi tāngata i ngā wāhi e whai ake nei i ngā rā kua tohua (tae atu ki Te Whanganui-a-Tara/Wellington) i raro iho nei.

Te Wāhi	
Rotorua	Ōtautahi
Kirikiri	Taranaki
Tāneatua	Tauranga
Tāmaki Makaurau ki te Tonga	Kaitiaki
Whangārei	Kaikohe
Tūranga-nui-a-Kiwa	Ōtepoti
Wairoa	Te Awakairangi
Heretaunga	

32. I ngā toronga hapori i āhei te whānau, te hapū, te iwi me ngā kaiwhakarato ki te whakaputa whakaaro mō te whakapiki ake a Oranga Tamariki i te tautoko me te whakamana i ngā whānau. I tuhia he taipitopito kōrero mā te Poari i tēnā me tēnā hui. Kua whakarōpūtia, kua tātaritia ngā kaupapa me ngā whakaaro o ngā toronga katoa e te Poari me tōna Taituarā, e whakaatatia i te *ētahi momo kōrero e hopukia i ā mātou torotoronga*.
33. Ko ngā raraunga whakahaere i whakamahia i tēnei pūrongo i tāpaea mai e Oranga Tamariki. Kua hiatongia ngā raraunga katoa i kōrerohia e te Poari Ārahi ā-Minita, nō reira kāore he tūraru matatapu mō ngā tamariki ki ngā kaimahi rānei o Oranga Tamariki. Ko ngā raraunga i tiritiria ki te Poari Ārahi ā-Minita kua rokirokihia ki roto o te whatunga a Oranga Tamariki, ka mutu, e āhei atu ana ko ngā mema anake o te Poari me ngā mema o te Taituarā e tika ana. Hei wāhanga o te tukanga whakaheinga mō te tātari me te pūrongo, kua toro atu mātou ki ētahi mema o te hapori tātari o Oranga Tamariki e tūturu ai, inā hāngai, te tika o te whāwhāhia o ngā raraunga me te whakaū i te tika pū o ngā putanga.
34. Kua oti nei te paku whakamārama atu i te ara i whāia ki te whakarite i tā mātou pūrongo ki a koe, kua tahuri ake ki ā mātou tūtohunga. I ngā wāhi e taea ana, e arotahi ana ēnei ki ngā panonitanga kia tīmata te whakatinanahia inamata. Kia toaitia tā mātou o runga ake nei, arā, kia auroa te whakatinanahia, kua i ngā tau e rua o te wāhi ki a mātou, engari ki te pae-tawhiti. Ki te kore, ka tino nui te tūraru ka moumou noa te haumitanga.

# TŪTOHUNGA PANONITANGA

## 1. HONONGA KI TE WHĀNAU WHĀITI TE WHĀNAU, TE HAPŪ, TE IWI ME NGĀI MĀORI

35. E mōhio ana mātou ko tā mātou tikanga whakahaere tuatahi i inoi kia tāpaea e mātou te whakaheinga ki a koe mō te āhua o te hononga o Oranga Tamariki ki ngā whānau whāiti, ngā whānau, ngā hapū, ngā iwi me ngāi Māori. Pērā i tērā kua takoto mai ki te Ripanga Whakahehi (Ripanga 1) ka taea noa e mātou te tuku whakaheinga taumata hāhaka nei, ko ētahi mahi kei te whāia haere tonu, ko ētahi atu ka tohua he āputa nui tonu, kāore ōna huarahi ahu whakamua mārama ki te tāpiri tonu ki te mahi pai, e mahia taratahitia ana engari kua tautuhia ki a mātou.
36. Kua oti kē tā mātou kī ake i runga nei, ki te āraihia atu te tūkinotanga, ki te pai ake ngā putanga ki te tamariki me ō rātou whānau, ina koa mō ngāi Māori, me whakakaha ake, me whakarauora ngā kawenga me te mana o te tōpūtanga Māori mā roto i ngā hanganga pāpori o mua, o muri nei anō. Me mātua whai tēnei e rite ai ki te horopaki o nāiane, me te tautoko a te Karauna i a ngāi Māori me ngā hapori ki te hautū i te ārai raruraru.
37. E tutuki ai tēnei, me mātua ōrite te tiritirihia o te rauemi ki a ngāi Māori. Kia rere whakarara anō ki te hautū a ngāi Māori me te hapori e whakatikaina ai ngā āhuatanga e tūpono tūkinohia ai te tamariki, me ngā kaupapa ārai matua, e whakahau ana mātou, ko ētahi o ngā ratonga me ngā mahi tautoko i te tamariki me ō rātou whānau e whakaratoa ana i tēnei wā e Oranga Tamariki, i roto i te wā, kia whakaratoa kēhia e ngāi Māori me ngā rōpū hapori. I konei kua noho kaupapa tōmua ki ngā kaitauwhiro a Oranga Tamariki te urupare ki ngā āhuatanga whawhati tata e ārahina atu ai ngā tamariki me ngā whānau e raru inamata ana ki te āwhina e hiahiatia ana e noho haumarua ai rātou, atu i reira ki ngā mahi tautoko ka āwhina i tā rātou hono tonu ki te whānau me te hapori, me te āta tautokohia anō o te whānau ki te whakarite mai i a rātou mō te wā e hoki atu ai te tamariki ki raro i tō rātou maru.
38. Kei te marama te hiahiatia o te tiritiria o te kawenga me te ōrite o te rauemi, pērā anō i tā te *Pūao Te Ata Tū* o te tau 1986 me ngā arotakenga o te pūnaha atawhai, whakamarumarua tae noa ki ngā kitenga a te Taraipiunara o Waitangi i te tīmatanga o tēnei tau. Inā te nui o te taunakitanga e tohu ana kāore e whakarato paitia ana ngā hiahia o ngā tamariki Māori me ō rātou whānau i te pūnaha o tēnei wā, ka mutu, i te takanga mai ki raro i te pūnaha atawhai, whakamarumarua, ahakoa wā poto, tērā e auroa ai te hē ki te tamariki me ō rātou whānau, tae atu hoki ki te kotahitanga pāpori whānui. Ko te rongoā pai katoa ko te ārai atu i te whākina o te tokomaha ki te mana whakahaere o te motu, ka mutu, me anga kē ngā haumitanga ki te arotahi ki te ārainga.
39. Tēnā i te harangote o te mahi, e hiahiatia ana kia rerekē ano ngā mahi whakatutuki me ngā putanga e tutuki ai te huringa kētanga. Kāore i tutuki pai ngā putanga i wawatatia i ngā panoitanga harangote a ngā umanga



kāwanatanga i te ngoikore o te whakatinanahia me te kore e ū ki te huarahi. E mārama ana tēnei i ngā tutohu hiranga whānui o te noho ora, o te whai whare, te mātauranga, te whai mahi, te hauora me te taha ture. Kāore e mauroa, ehara hoki i te hua pai ki ngā whakapaunga moni tāke a te iwi tūmatanui, ki te haumi tonu i tētahi huarahi e mārama ana ki te katoa kāore ngā painga e tika ana kia kitea, e hoki mai ana i aua whakapaunga.

40. Nō reira, **ko tā mātau tūtohunga whānui i raro i ā mātou tikanga whakahaere tuatahi ko te whakakaha ake i te riro mā te mana tōpūtanga Māori me te hāpori e ārahi te arai atu i te tūkinohia o te tamariki me te whānau.** Me āta tautoko tēnei mā te panoni i te āhua o te haumi, kia tōkeke, kia auroa te pūtea ka whakaritea mō ngāi Māori me ngā rōpū hāpori hei hautū i te āraitanga, kia pai ake anō ngā hua ka puta ki te katoa o Aotearoa.
41. E ora mai ai te tūtohunga whānui nei, e āta tūtohu ana te Poari kia:
- a. Maheretia inamata e Oranga Tamariki tētahi raupapa toronga ā-rohe e tautuhia ai he rongoā mō te haukāinga me ngā rauemi, ngā tāngata, me te haumitanga e tika ana e angitu ai te whakatinanahia i ērā mō te pae-tata me te pae-tawhiti. Me takoto mai tēnei ki tētahi mahere tōpū mā te rohe, ki raro anō i te mana o te rohe me te huawaeretia e Oranga Tamariki.
  - b. Ka tūtohu anō mātou māu, mā te Minita o Oranga Tamariki, e arataki te torotorongā nei, kia tautokohia, kia huawaeretia e te Tumu Whakarae o Oranga Tamariki.
  - c. Me whakawhirinaki kē ngā torotoronga ki ngā hononga ā-rohe a Oranga Tamariki me ngā kaiwhakahaere hōtaka, e whakapakiritia ai ngā hononga mahi ngātahi i waenga i a Oranga Tamariki me ngā iwi, ngā tōpūtanga me ngā hāpori, kia tautuhia anō, kia whakakotahitia ngā apa maha o te hāpori i roto i ngā rohe e tika ana kia whai wāhi atu ki te rongoā.
42. E whakaaaro ana mātou ki tēnei i runga i te mōhio ki ngā pāngā o te Tekiona 7AA o te Ture o Oranga Tamariki 1989. I runga i te mōhio mō ngā whakapaunga kaha a Oranga Tamariki ki te haere kōtui i raro i te tekiona 7AA, e mōhio ana mātou - e āia ana e te kupu o te Ture - he mahi kōwhiti. Waihoki, kāore he rautaki ruruku hei tohu me pēhea te whakaheke iho a Oranga Tamariki i te rauemi me te mana. E whakawhāiti ana tēnei i te āhua o te tiritiri i te rauemi me te mana ki ngā hoa kōtui i te mea e harangote ana te āhua o te mahi, me te aha, noho pōkaikaha ana a roto o Oranga Tamariki mō te āhua ki te wāhi ki ngā kaimahi a Oranga Tamariki me ngā papamahi me ngā hoa kōtui.
43. Me uru atu ki te whanaketanga o tētahi rautaki haere kōtui te āta whakaarohia o te take matatapu, ka hiahia toro atu hoki ngā hoa kōtui ki te pārongo muna kia taea ai e rātou te whakariterite tā rātou uruparenga me ngā haumitanga hei whakatinana. Ko tā mātou i mōhio ai mō te Ture Tūmatanui 2020, māna e āhei ai ki te āta whakamahi tika i te pārongo e hāngai ana tēnā i te aukati whānui i te toro atu i ngā take katoa. He ara arotau tonu kei te kite mātou e ahu whakamua ai, ko te pōwhiri i te Tari o te Kaikomihana Matatapu kia mahi ngātahi mai ki a mātou me Oranga Tamariki e tūturu noho mai ai ētahi kōwhiringa mō te tiki haumaruru i te raraunga ka titiri haumaruru ai ki ngā hoa kōtui, e ai ki te ture.

44. Kei te hiahia hoki mātou kia mahi tata ki a koe ki te tautoko i ō toronga ki ngā hapori i tō mātou whakaaro ka whakaahei tēnei i a tātou ki te kawae ake me te kōkiri i ngā whakaaro maha mō te uruparenga hapori kua whakamāramahia ki a mātou puta noa i ā mātou torotoronga ki ngā hapori mai i te Huitanguru. Kei te whakapono hoki mātou mā tā mātou whai wāhi atu ki ngā kōrerotanga e haere tonu ana, ka āwhina tēnei i te āta whai kia tutuki ngā koromakinga o ā mātou tūtohunga, waihoki ka āwhina i ngā hapori ki te āta whakapono kua rangona ō rātou wawata me tō rātou ngākau pūmau, ka mutu, ka tautokohia ki tōna angitu. E kite ana mātou ko tētahi wāhi nui ki te Poari ko te tautoko i te hautūtanga a te hapori ki te mahere me te tīmata ki te whakatinana i ō rātou rongoā i roto i ngā marama 18 ka takoto ake nei.
45. Me haere tahi anō ki te tautuhia o te kaupapa hapori me te whakakotahi i ēnei ki tētahi mahere ā-rohe, ki tētahi tukanga taunaki hei whakamārama pū i te wāhi ki te tīma o te Oranga Tamariki ā-rohe, me pēhea tōna hanganga, ka mutu, he aha ngā mea kia noho ki roto o te hapori ka pīkau tahitia rānei e tētahi tīma o te Oranga Tamariki ā-rohe me te hapori (hei tauira te wāhi ki ngā kairaranga ngā kaimahi rangatahi rānei). Me mātua uru atu ki tēnei te whakaaetanga i te taumata ā-rohe me pēhea te hanumitanga kaimahi mō tētahi takiwā, mō Oranga Tamariki tahi me te hapori. Tērā e uru atu ai ki tēnei te haere tonu o te hōpara huarahi mō Oranga Tamariki me te hapori kia whakakotahi ai ki te karapiti me te mahi ā-tīma ki te whakatutuki tahi i ngā hiahia o ā rātou tamariki me ō rātou whānau, kia noho mai ai te tautoko tika mai i te puna tika ina hiahiatia, e taea ai te tere tautuhi i te ara tautoko tonu me te hononga ki te whānau me te hapori.
46. Ki tō mātou mōhio e whai ana a Oranga Tamariki ki te neke ki tētahi ara arotahi ā-rohe mō te rautaki, te whakarato me te haere kōtui, ko te wāhi ki te tari matua ko te whakaahei. E tautoko ana mātou i tēnei ahunga, ka mutu, ka aroturukihia e mātou te āhua o te koke ina hiahiatia.
47. Me tīmata ngā whakawhitinga kōrero i ngā rohe ki te hunga kua rite ki te tīmata ki te whai i tā rātou uruparenga ki te wero. Me uru atu anō te whakakaha ake i ngā reo ake o te tamariki me te rangatahi, me mātua tautoko hoki rātou ki te ārahi i te uruparenga a Oranga Tamariki me te hapori ki ō rātou hiahia me ō rātou wawata.
48. I ā mātou torotoronga mohoa nei kua rongo kōrero mātou mai i ētahi hapū, i ētahi iwi, tōpūtanga me ētahi kaihautū hapori maha kua āta mahi kē ki te whakariterite i a rātou ki te whai i ā rātou tūranga hautū me ā rātou kawenga tōpū. E whakapono ana mātou kei te rahi ngā mahi e mahia ana, e whakaritea ana ka taea te huaranga mō te putanga ā-hapori ki te pae-tawhiti, e noho tauira ai rātou ki te hunga kāore anō i tau ngā whakaaro mō te huarahi.
49. Mai i ngā whakawhitinga kōrero nei, kua tautuhia e mātou tētahi whakaaro e hiahia ana mātou kia whakaarohia e ngā rohe me ngā hapori i a rātou ka whakatakoto mahere. Āe rānei ka kitea e ngā rohe me ngā hapori te whaitake o te whakarite tau waea āwhina i te haukāinga, ka tiki atu ai i ngā kaimahi i te hapori tonu, e hopukina ai ngā tonu āwhina i ngā whānau e pēhia nuitia ana, ka ārahi atu ai i a rātou ki te hunga tautoko o te haukāinga, ki roto anō i ngā

kaiārahi me ngā whatunga a Whānau Ora. Āe, me haere tonu te whakamōhio i ngā tūraru o te tūkinotanga ka pā mai inamata tonu ki a Oranga Tamariki, me noho tōmua hoki ki te katoa te haumarutanga o te tamariki, engari kia kaua tēnei e noho hei pae tīmatanga anake ina ara ake he take kāore i whawhati tata. Ko te whāinga kē ia ko te āta arataki atu i ērā e hiahia āwhina ana ki te hapū, ki te iwi, ki ngā whakahaere o waho atu i te kāwanatanga, ki ngā tōpūtanga me ngā rōpū kaitiaki e mahi ana i te rohe, ka taea nei e rātou te tautoko i te taha ki te waka, ki te whai mahi, te kimi whare, te taha hauora, ētahi atu tautoko rānei ka whakamāmā ake i te taumahatanga ki te whānau, ko te mea hiranga katoa ko te whakapono atu a ngā whānau ki a rātou me tā rātou rongo ka pai noa iho tā rātou kimi āwhina i mua i te taumaha ake o ngā pēhitanga e tangi ai te waea i te mea kua tūkinohia te tamariki.

50. Kua tāpaea te whakaaro nei i te mea e mārama ana ki a mātou me āwhina ētahi whānau kia hoki ake ki te ora, engari kāore rātou e āta tautokohia ana ki te pēnei e tētahi umanga kāwanatanga kotahi nei. I tana arotahi ā-ture ki te tamariki, kāore a Oranga Tamariki e tino mārama ana ki te tikanga o tērā i raro i āna here ki ngā whānau. Ka mutu, kāore e taka mai ki raro i tētahi umanga kotahi te kawenga ki te tautoko whānui i ngā whānau, ko ngā ratonga mō te whānau e hōrapa ana ki ētahi umanga kua whakaritea i raro i tētahi kōpaki rāngai, kaua i runga i ngā hiahia whānui o te whānau. E whakapono ana mātou ka taea inamata ngā mahi tautoko i te āhei atu ki te tautoko i te haukāinga.

## 2. TE WHAKAPAI TONU I TE PŪNAHA E WHAITAKE AI NGĀ MAHI TAUWHIRO

51. E inoi ana tā mātou tikanga whakahaere tuarua kia whakaheingia, kia takoto he kupu ārahi i a mātou mō ngā tikanga mahi tauwhiro ngaio. Ko ngā pātai whāiti kua āta whakaurua atu e koe ki raro i te takiwā arotahi e aro ana ki te whakahei kei te whakatauiria a Oranga Tamariki i ngā tikanga mahi tauwhiro kouniga, e kauanuanu ana ki te whakaaro ngaio mō ngā whakatau taha ture, ka mutu, e whakarato ana i te kaupapa whakangungu me te kaupapa whakapakari kaimahi e whakatinanahia ai tēnei, me te whakatairanga anō i tētahi ahurea o te ako tonu me te whakapaipai tonu. Kua takoto ki te Ripanga Whakaheinga (Ripanga 1) kāore e taea e mātou te whakarato whakaheinga taumata tiketike ki a koe mō te tikanga mahi tauwhiro ngaio a Oranga Tamariki nui tonu.
52. Mō tēnā me tēnā o ō pātai i raro i tēnei tikanga whakahaere, ko te taumata whakaheinga ka taea e mātou te whakarato i tēnei wā ko te kī ake 'kua tohua he āputa'. Ko te tikanga whānui o tēnei, ahakoa te mōhio he wāhi tonu e pai ana te hāpai i ngā mahi me te kitea o ōna kokenga pai nei, e whakapono ana mātou kei te whānui, kei te nui ngā āputa, kei te taratahi te kokenga, ka mutu, e mahia ana e te tangata takitahi. Kāore hoki i mārama ki a mātou kua noho mai tētahi rautaki mārama e mārama ana ki te katoa hei whakapūmau i te panonitanga papai, te whakatupu rānei i tēnei mai i te tauira papai.
53. E māharahara ana mātou ki te noho ora o (ina koa) ngā kaimahi atawhai, ngā kaimahi whakamarumarū, me te whakawāteatia o te kaupapa whakangungu me te kaupapa whakapakari, kua pākaha nei te whakahekea o te wātea o ēnei

āhuatanga mai i te tau 2017 ki te raukaha o ngā kaitohutohu me ngā kaihautū tikanga mahi e whai painga ai tā rātou i mahi ai.

54. I te kōrerohia o te whakaheinga taumata hāhaka whānui, e hiahia ana anō mātou ki te whakaū e whakaaro ana mātou ko te hiahia kē ia ko te neke inamata atu i te whakawā, ki te mahi i te mahi me te arotahi o te whakapaunga kaha ki te totoa o te whakapai ake. Kua whānui kē te whakawākia o Oranga Tamariki, whānui ake i ōna hoa umanga (me tā mātou kite hoki i roto i ā mātou tūrangā whānui, kāore he putanga pai ake e puta ana i a rātou, ina koa mō ngā whānau Māori e maha ana ngā pēhitanga kei mua i a rātou, me te kore e kitea tonu o tā rātou whakarato rongoā ahakoa ō rātou kawenga kia pērā). Me mātua aro kē ki te whakatutuki putanga ā-hapori auroa.
55. E whakaponu ana mātou kāore tēnei taumata whakaheinga e whakaohorere i ngā kaimahi o Oranga Tamariki, kua rongo kē rātou i tēnei i ngā arotakenga e rima o ēnei tau nei, o mua atu i a mātou (tae atu ki ngā arotakenga 10 neke atu o mua atu i te tau 2017), kua āta tautuhia kēhia ngā raruraru e ētahi kaimahi o Oranga Tamariki tonu ki a mātou.<sup>7</sup>
56. Ahakoa te kite atu i te nui o te wero, kua kāha anō te kōrero mai a ngā kaimahi o Oranga Tamariki mō tō rātou ngākau pūmau ki te whakapai ake i ngā pāpātanga o tā rātou i mahi ai. Kei te mōhio mātou ki te uaua o ngā mahi a Oranga Tamariki, me te ahotea o te ngākau kaitauwhiro i te tohe tonu o te mahi. Kia pai ake te tautokohia me te uaratia o ngā tāpaenga a ngā kaimahi a Oranga Tamariki, ina koa ngā kaitauwhiro me ngā kaimahi kei te kapamua. Ka āwhina pea tēnei ki te whakapiki ake i te noho ora o ngā kaimahi kapaua, me tā rātou whakaponu ka taea te whakahoki mai te mana ngaio o ngā kaitauwhiro a Oranga Tamariki ki te ara tika, ka mutu e arotahi ana te tari matua ki te tautoko i tēnei.
57. Āpiti atu ki ngā wero kua hau whānui mō Oranga Tamariki, kua tautuhi mātou he take tino hiranga te noho rangirua ki te take matua a Oranga Tamariki me te whakawhitinga o tēnei ki te noho mārama ki ā rātou mahi. He maha ngā pōreareatanga puta noa i Oranga Tamariki i te kore e hāngai o ētahi hōtaka maha, ētahi kaupapa here, ētahi kaupapa, tīma, takiwā arotahi me ngā kōwhiringa pūtea kua noho mai kāore anō i whakahāngatia tētahi ki tētahi, me te inea o te pānga ā-takitahi nei, ā-tōpū anō. Ka pākaha tēnei ki te āhei o te kapamua ki te arotahi ki ā rātou mahi hiranga me a rātou mahi noa e whai painga ai, ki te whakatau tika rānei hei tā te ngaio. Āpiti atu ki te matatini o te mahi, te maha o te hunga pūrongo, te nui o te tonu me te nui o te apa tohutohu kīhai i rurukutia e auau ana te ahu mai i te tari matua, te korekore o te rongoā taha hangarau, taha whai kiko e wātea ana ki a rātou, me te pēhia tonuhia e te pīkaunga matatini, ka pākaha katoa ēnei ki tā rātou arotahi ki ā rātou mahi hiranga. Ka mutu, kua rongo mātou, ko te aronga kē ia o te tari matua ki ētahi kaimahi ko te whakahaere tūraru tarāwhare, kua ki te wāhi tika, ki ngā hiahia motuhake o te tamariki, te rangatahi me ō rātou whānau.
58. Nō reira ko tā mātou tūtohunga whānui mō te tikanga whakahaere tuarua nei ko te **āta whakamārama i te kaupapa tūturu o Oranga Tamariki**. Ka uru atu

7 Reviews and Inquiries | Oranga Tamariki — Ministry for Children: <https://www.orangatamariki.govt.nz/about-us/reviews-and-inquiries/>

ki tēnei te āta whakaū **ko wai te hunga matua e whakaratoa ana e Oranga Tamariki**. Ki te mārama tēnei kua noho mai he ahunga mō Oranga Tamariki e whakaritea ai e rātou te kaupapa tōmua me te whakapūmau paetīmata. I roto anō i tēnei, kia mārama ake te tautuhia o te wāhi ki te mahi tauwhiro ā-ture; ka āwhina tēnei ki te tautuhi i te hanumitanga o te pūmanawa, te raukaha me ngā pūkenga e hiahiatia ana i roto i te kāhui kaitauwhiro.

59. Ka whai iho te take i pēnei ai tā mātou tūtohunga whānui, me ngā ara ka taea te whai e tīmata ai te neke pērā atu inamata.

### He aha mātou i tāpae ai i ngā tūtohunga nei

60. I tā mātou reta poto whakamōhio i a koe o te 30 o Paengawhāwhā (Āperira) 2021, i kite mātou i ētahi kaupapa tino mārama e maea ake ana mō ngā pēhitanga kei runga i ngā tikanga mahi tauwhiro a Oranga Tamariki, me te mārama o te hononga kore i waenga i te tari matua, ngā rohe me ngā papamahi. I whakaūngia ēnei whakaaro i ā mātou whakawhitinga kōrero mai i te Paengawhāwhā ki ētahi papamahi maha tonu o Oranga Tamariki, ki ngā kaimahi anō o te tari matua. Nā konei mātou i māharahara ai ki ngā pēhitanga – ina koa te taha atawhai, whakamarumaruru - e rongoa ana ētahi kaitauwhiro a Oranga Tamariki. Kāore hoki ngā kaitauwhiro e uhia ana ki te atawhai me te whakamarumarutanga e hiahiatia ana mai i tō rātou rangatira e eke ai ngā painga ka taea e rātou ki ō rātou hapori, e hiahia ana rānei rātou kia noho ora tonu ai ko rātou.
61. E whakaaro ana mātou he wāhi nui tonu o tēnei e ahu mai ana i te kore e uaratia o te reo o te kaitauwhiro i roto o Oranga Tamariki me te hua mai o te neke kē atu o te aronga i te kaitauwhiro ngaio ki te iho o ngā mahi a Oranga Tamariki. Kua uru atu anō te heke iho o te mana me te kawenga a te Tari o te Kaitauwhiro Matua, inā rā, i raro i te tauira o Oranga Tamariki o te tau 2017, nōna tētahi o ētahi reo 11 i te taumata ki te Tumu Whakarae Tuarua o te kāhui kaihautū o Oranga Tamariki. He rerekē anō tēnei i te āhua o mua atu i te whakatūnga o Oranga Tamariki, te wā i noho mai ai te Kaitauwhiro Hapori Matua hei iho mō te kāhui kaihautū, me te haere kōtui o ā rāua mahi ko te Tumu Whakarae, ko tā te tari o te Kaitauwhiro Matua, me ngā kaitauwhiro whānui, he kawekawe i ngā whakatau me ngā kaupapa tōmua puta noa i te umanga.
62. E whakapono ana mātou me whakahoki mai te tūranga matua o te Kaitauwhiro Matua kia mahi kōtui anō ai ia ki te Tumu Whakarae, arā, hei kaiwhakahaere tuarua mō te umanga, ki a ia te kawenga mō te whakangaiotanga anō i ngā mahi tauwhiro a Oranga Tamariki. Me āta whakaata te tirohanga mahi tauwhiro kua i ngā rōpū e mahi ana i ngā mahi tauwhiro anake, engari puta noa i ngā āhuetanga katoa o te umanga. Me uru atu ki, kua a tikanga mahi noa nei, te rangatahi kua taka ki te hē, te atawhai (me ngā whare atawhai) me te ratonga ki te tamariki me te whānau, engari ki te kaupapa here, te whakahaerenga rangatōpū, ki te mana ārahi me te torotoronga, ki te hoahoa i ngā mahi whakangungu me te whakapakari kaimahi, tae atu ki ētahi mahi a te tari i muri. Kia mātua tiwerawera te reo o te kaitauwhiro, kua te tautoko kia tiwerawera noa, engari i runga i te ngākau pūmau o te umanga ki te whakarongo me te komokomo i te mātanga mahi tauwhiro.

63. Me noho mai ngā matea o te kapamua o Oranga Tamariki ki mua tonu i ngā tohanga rauemi me ngā whakaritenga mahere a te umanga. E whakapuaki ana mātou i tēnei i tā mātou rongo kōrero i ētahi kaimahi kapamua tokomaha me ngā kaimahi o te tari matua mō te korekore o te tautoko e rurukuhia ana mō ngā āhuatanga hira o te mahi tauwhiro, ka mutu, ko te tari matua kē ka whakatau mō ngā kaupapa tōmua me te tuku iho i ēnei ki ngā rohe me ngā papamahi, engari kāore ngā rohe e pātaihia ana he aha ō rātou hiahia ki te mahi i te mahi.
64. Kua kite hoki mātou kāore e mārama ana ki te katoa te hononga i waenga i te Pokapū Whakapā ā-Motu (NCC) me ngā papamahi me ngā rohe mō te āhua ki te hunga whakauru atu me te tukanga arotake. He mea nui whakaharahara te tere tāpae ki ngā tamariki me ō rātou whānau te uruparenga e rite ana, kia kua e whakaroaroa te whakawhiti atu i te NCC ki ngā papamahi nā rātou te kawenga ki te hautū i te uruparenga tuatahi, ka taea anō e rātou te kukume mai ngā whatunga hāpori kua noho kē mai ki te āwhina. Nō reira e tohu ana mātou kia arotakea te kaupapa matua me ngā mahi a te NCC e Oranga Tamariki i ēnei marama e tū mai nei.
65. E whakaaro ana mātou mā te āta whakamārama i te kaupapa tūturu o Oranga Tamariki kua noho mai he huarahi whakamārama i te tikanga o te mahi tauwhiro a Oranga Tamariki, waihoki he aha te mahi tauwhiro ā-ture i roto o tērā. E mea ana mātou kei te pūtake o te mahi tauwhiro ko te tautoko me te ārahi ki te ara e hiahiatia ana e whakatinanahia ai te panonitanga papai mō te hāpori, inā rā, kia noho hei ringa panoni papai mō te tamariki me te whānau i ō rātou hāpori.
66. He huinga whāiti te mahi tauwhiro ā-ture o tēnei; he mahi tēnei ko te whakahaere me te whakatinana i te Ture o Oranga Tamariki 1989, te Ture Tiaki Tamariki 2004 me te Ture Whāngai ā-Ture 1955 kei tōna tūāpapa. E whai tikanga ai te whakahaeretia o te Ture kia mārama kehokeho ki te Ture, me pēhea hoki te hāpai ake i te mana kei raro i a ia. He tino hira tēnei, inā rā, kei te Ture o Oranga Tamariki te kaha whānui katoa e puritia ana e tētahi umanga kāwanatanga e ētahi rānei o ngā tari o te mana whakahaere o te motu.
67. E āhua ngoikore ana te taha whakangungu me te taha tautoko i ngā marama tōmua e eke atu ai ētahi kaitauwhiro ki a Oranga Tamariki e mārama tūturu ai rātou ki te ture me ō rātou here i raro i taua ture, me pēhea rānei te whakamahi i te Ture ki te tautoko i te auhatanga. I runga i te mōhio ki nga whakahounga o tēnei wā ki te mahi whai oranga e arahina ana e te Komihana Mātauranga Kura Tuatoru, e whakaaro ana mātou kua parahia he ara e hāngai ake ai ngā mahi whakangungu a Oranga Tamariki, te tikanga rānei ka whakaratoa, mō te āhua ki ngā tono ā-ture me te marautanga mahi tauwhiro e whakaakona ana e ngā kaiwhakarato kura tuatoru.
68. Ina whakaarohia te tini momo mahi e pīkauhia ana e te hunga mahi tauwhiro, kāore i uaua te kite iho i ngā apa o te matatini me te pōkaikaha e mārama ai ki te tikanga o ngā mahi a te kaitauwhiro.
69. Kātahi ka rangirua kē atu i te tūturutanga o te matatini ki te whai i te tukanga atu i te whākina o te māharahara ki te uru atu, ki te aromatawaitanga, ki te hui ā-whānau, te Family Group Conference ahu atu ki te Kōti Whānau, ina

whai tikanga, kia atawhaitia – ka mutu, kia atawhaitia e wai. Ka pōkīkī tonu te whakaaro i te inakinaki tonu, i te tāruarua anō o te tini takahanga, i te rerekē o te ara hei whai i tēnā me tēnā papamahi, me te iti noa o ngā wāhi ka kitea e puta ai te ihu ki te whakamāmā i te māharahara me te ārai atu i te raruraru. Te āhua nei hoki, e āhei atu ai ki ngā rauemi e tika ana ki te whakatinana i ngā mahere kua whakaaetia, he rite tonu te tohua ko te whakapiki ake i te take ki te taha ture ōkawa te ara whai tikanga, te ara anake rānei ka taea.

70. I mārama ngā wero o te nui o te takahanga o te tukanga i rongo mātou i ngā kaitauwhiro, i ngā kaitohutohu me ngā kaiwhakahaere i ngā papamahi anō.<sup>8</sup> Waihoki, i mārama te kōrero a te tokomaha mō tō rātou pōkaikaha me te taumaha o te mahi i ōna anō wā, ki ōna anō papamahi, i te maha o ngā paparanga taha pūrongo, taha whakahaere. E rongo ana rātou i te takahanga o te mana o te haukāinga e ngā paparanga matai rerekē, i te taumaha rawa o ngā mahi pūrongo i ngā papamahi me te kore e arohia atu o tēnei e te tari matua, ka mutu, kāore e auau ana te pātaihia o ngā papamahi e te tari matua he aha ngā mea e hiahiatia ana ki te whakaoti pūrongo, ki te whakarato tika rānei i ō rātou hapori. E rongo ana rātou kāore rātou i te whai tāima ki te whakaaro anō ki ngā mahi, kei te ngoikore te taha arataki me te taha whakangungu, kei te taumaha rawa ngā mahi atawhai, whakamarumarua a ngā kaitauwhiro, engari kei te āhua māmā tonu ngā pīkaunga i ētahi atu papamahi – arā, kei te karawhiti, kei te kōhikohiko ngā pīkaunga, ka mutu, te āhua nei kāore te hunga whakatau i Te Whanga-nui-a-Tara e mōhio ana ki tēnei, kia pai ai te whakatika.
71. Hāunga anō te rerekē o ngā taumata mārama i waenga i ngā papamahi, ko te mea kē e mārama ana puta i ngā papamahi i toro atu ai mātou ko te hiahia inamata kia pai ake te tautokohia o Oranga Tamariki e mārama ai ia ki ngā mahi hei mahi mā ngā kaitauwhiro o Oranga Tamariki ake nō reira me eke ō rātou pūkenga e tino eke ai ngā mahi.

### Tātaritanga taumata-tiketike o te raukaha kaitauwhiro kei te atawhai me te whakamaru

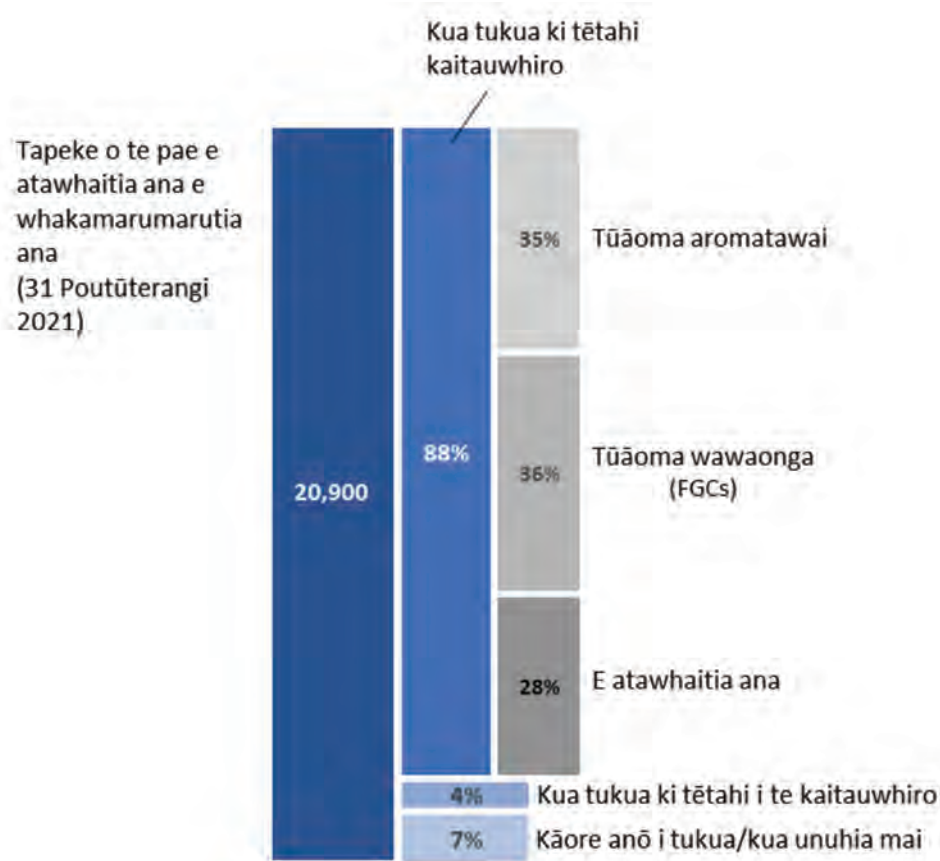
72. I tēnei wāhanga ka whakarāpopotohia te tātaritanga o te raukaha kaitauwhiro kapamua kei te pūnaha atawhai, whakamarumarua. Ka whakamahia e te tātaritanga nei ngā raraunga a CYRAS me ngā raraunga kāhui kaimahi hei mātāi i te ia o te rahi o ngā kēhi atawhai, whakamarumarua me te rahi o ngā kaitauwhiro atawhai, whakamarumarua mai i te whakatūnga o Oranga Tamariki i te tau 2017.
73. E whakaatu ana te Hoahoa 2, o ngā tamariki 20,900 katoa kei raro i te pūnaha atawhai, whakamarumarua ki te 31 o Poutūterangi 2021, e 88% (18,400) o ērā tamariki ka tukua kia atawhaitia, kia whakamarumaruhia e te kaitauwhiro. Ko te toenga atu ka tukua ki te tangata ehara i te kaitauwhiro<sup>9</sup> (e 900 tamariki), kāore

8 Tirohia ngā kaupapa mai i te ripanga torotoro; e mōhio ana hoki mātou kua uru atu he takahanga tukanga whai painga i te Āpitianga 8: Tukanga tiaki me te whakamaru i te Hereturikōkā (Ākuhata) 2020 i te pūrongo a te Chief Ombudsman, He *Take Kōhukihuki* | *A Matter of Urgency*

9 Ko te nuinga he kaimahi kua whakangungua, e whai wheako ana i ngā mahi tauwhiro pērā i te kaitohutohu, te kaihautū tikanga mahi, te kairuruki rānei. Ka uru atu te kaitauwhiro mai i ētahi atu rārangi whakarato pērā i te tamaiti whāngai ā-ture te youth justice rānei.

anō rānei i tukua, kua unuhia mai rānei i te kaimahi matua (1,500 tamariki)<sup>10</sup>. O ngā tamariki ka tukua ki te kaitauwhiro atawhai, whakamarumaruru, e āhua ōrite ana te tokomaha kei te āwhinatia i ngā tūāoma o te aromatawai me te wawaonga o te mahi (e 35% mō tētahi, e 36% mō tētahi) ko tōna 28% o ngā tamariki e atawhaitia ana.

*Hoahoa 2: Te tokomaha o te tamariki e atawhaitia ana, e whakamarumarutia ana me te āhua o te mahi tahi a Oranga Tamariki ki a rātou (ā-tukutanga, ā-tūāoma)*



74. E whakaatu ana te Hoahoa 3 i te rahi o te paepīkau i roto i te wā. E whakaatu ana kua heke iho te paepīkau toharite (te pae toharite o ngā tamariki kua tukua ki ia kaitauwhiro) i roto i te wā, ka mutu, kua heke iho i roto i te wā te ōwehenga o te kaitauwhiro e tino taumaha ana te paepīkau. Tērā pea e whakaatu ana tēnei i te ahunga whakamua o te whakaheke iho i te tokomaha o ngā tamariki kua tukua ki te kaitauwhiro, i tēnei wā, kei te tata tonu ki te 40% ngā kaitauwhiro neke atu i te 20 tamariki kua tukua ki raro i a rātou.

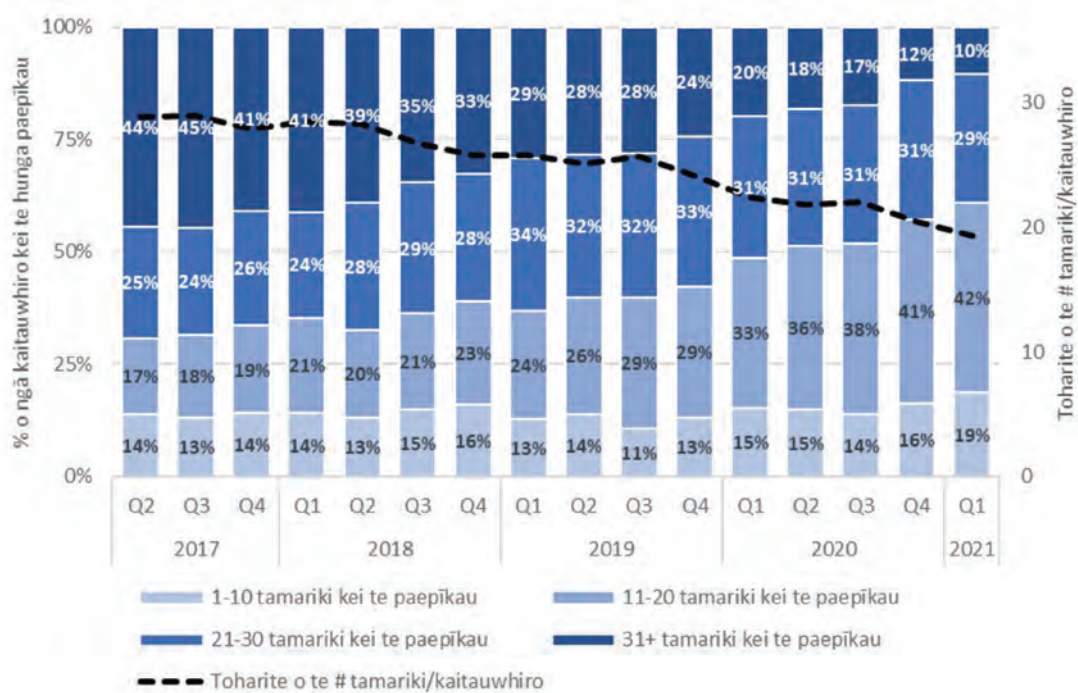
10 E tohu ana te 'kāore anō i tukua i ngā tamariki kāore anō i tukua ki tētahi kaimahi matua, ko te 'kua unuhia mai' ko ngā tamariki kua unuhia mai i tētahi kaimahi matua. Kāore e uru atu ki tēnei tau ngā Pūrongo Māharahara kua noho mai ki te rārangi a te Pokapū Whakapā ā-Motu engari kāore anō i tukua ki te papamahi



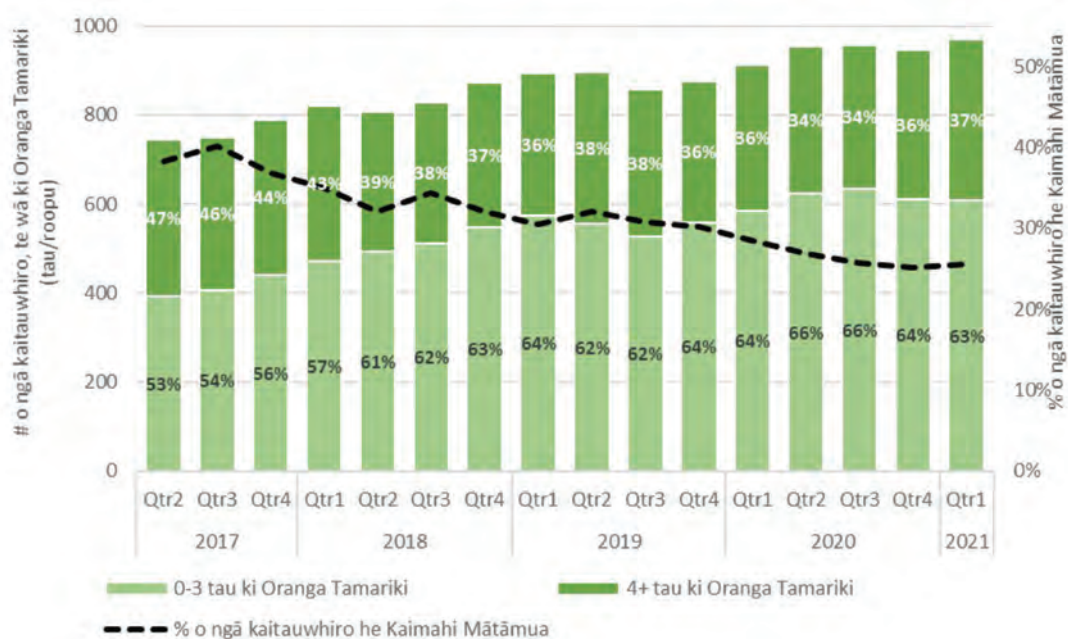
75. E whakaatu ana te Hoahoa 4 i te tokomaha o ngā kaitauwhiro atawhai, whakamarumarū me te taumāta o ō rātou wheako i roto i te wā. E whakaatu ana tēnei:

- a. kua 30% te piki ake o te rahi o ngā kaitauwhiro mai i te tau 2017,
- b. ina whakatairitea ki te tau 2017, kua iti iho te whai wheako a te kāhui kaitauwhiro whānui. Mai i te tau 2017 ko te ōwehenga o ngā Kaimahi Mātāmua (ngā kaitauwhiro mātāmua) kei roto i te mahi kua heke iho i te 38% ki te 26%, waihoki kua heke iho anō te ōwehenga kaitauwhiro e whā tau neke atu te whai wheako mai i te 47% ki te 37%. Ko te take i pēnei ai te panoni i te kāhui kaimahi ko te pāpātanga paheko o te tiki atu i te rahi o te kaimahi hou i tōna wā poto nei me te whakaruhitia e te wehe atu o te kaimahi whai wheako.

Hoahoa 3: Te tokomaha o te tamariki kei te paepūkau kaitauwhiro – horanga me te toharite

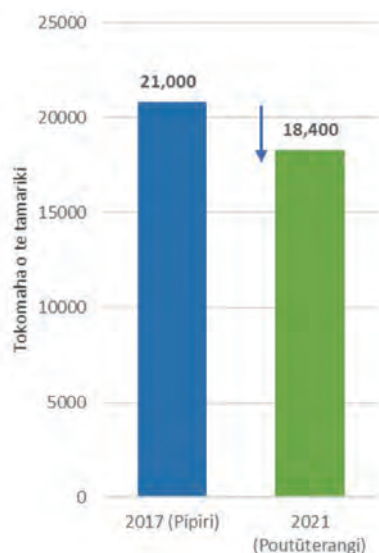


Hoahoa 4: Rahi o ngā tau e mahi ana ki Oranga Tamariki mō te kaitauwhiro me te ōwehenga o te Kaimahi Mātāmua

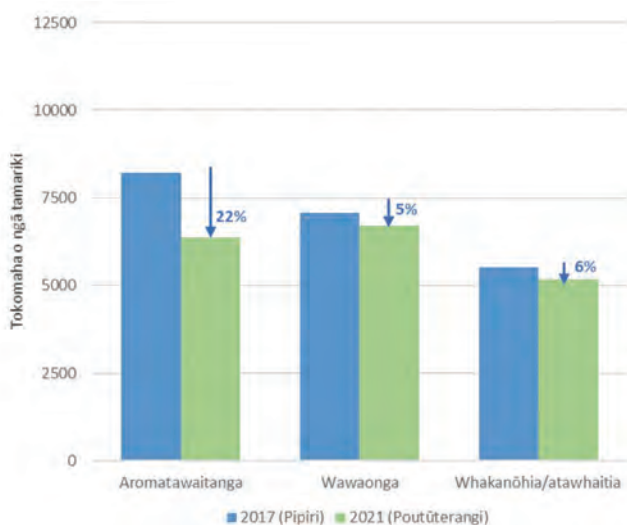


76. E whakaatu ana ngā hoahoa e whai ake nei kua heke iho te tokomaha o te tamariki kua tukua ki te kaitauwhiro mai i te 2017 (hoahoa 5) ka mutu, e āia nuitia ana tēnei e te 22% o te heke iho o ngā tamariki kei te tūāoma aromatawai<sup>11</sup> (hoahoa 6). Kua heke iho anō te tokomaha o te tamariki kei te wawaonga tuwhera (tamariki kei te FGC whai mahere FGC) me ngā tamariki e atawhaitia engari he iti iho te heke.

Hoahoa 5: Te rahi o te tamariki kei ngā paepūkau a te kaitauwhiro (2017 me te 2021)



Hoahoa 6: Te rahi o te tamariki keu ngā paepūkau a te kaitauwhiro ā-tūāoma (2017 me te 2021)



11 Mō ēnei tamariki kua whiwhi a Oranga Tamariki i tētahi Pūrongo Māharahara, kua aromatawai tuatahitia, kua whakatau e hiahiatia ana kia aromatawaitia anō ki te whakatau mehemea me wawao ā-ture

77. Nā runga i ngā Hoahoa 2 ki te 6, e whai ake nei ō mātou mōhioranga tōmua:
- a. kua heke iho ngā paepūkau i roto i te wā, e āia nuitia ana e te tino nui o ngā kaimahi hou e eke atu ana me te piki o te rahi o te kaitauwhiro ki te 30% neke atu i roto i te whā tau.
  - b. 12% te heke iho o te tapeke o te tamariki kei ngā paepūkau kaitauwhiro mai i te 2017. He wāhi anō kei te 12% o te heke iho o ngā pūkanga tuwhera ki te whakaheke iho i ngā paepūkau, e āta āia ana tēnei e te heke iho o te rahi o te tamariki kei te tūāoma aromatawai, waiho ana ko tōna ōwehenga teitei ake o ngā mahi e arotahi ana ki te wawaonga me te atawhai. Arā, ahakoa te iti iho o ngā tamariki ki ia kaitauwhiro, ko ngā tamariki e mahi ana i te taha o ngā kaitauwhiro, tērā tonu e whai wāhi atu ana ki te FGC e atawhaitia ana rānei. Tērā tonu e kaha ake ai te matatini o te mahi, he tamariki hoki ēnei kua eke ki te pae mō te wawaonga ā-ture.
  - c. ko ngā paepūkau hāhaka ake ka kīia pea tōna uara mata he waitohu hira o te kokenga. Heoi, e hiranga ana te whakaaro e āia ana te heke iho o te paepūkau e te tīkina atu o ētahi atu kaimahi i tōna wā poto nei. Ka roa tonu e whakatakihia ana, e whakangungua ana i te kaimahi iti iho te wheako, ka mutu, e kore pea rātou e tino matatau ki te pūkanga matatini, ka kaha kē atu tēnei i ngā wero kua kōrerohia i tōna anō wāhi o te pūrongo nei, arā, kei mua i te aroaro o Oranga Tamariki mō te whakataki me te whakangungu kaitauwhiro. Hāunga ia te heke iho o ngā paepūkau, he rahi ake te ōwehenga kaitauwhiro atawahi, whakamarumarū he iti iho te wheako.
  - d. Kia eke rā anō te kāhui kaimahi ki tōna waikanaetanga mō te taumata wheako whānui, (arā, ka iti iho te tītaha atu ki te kaitauwhiro iti te wheako) kia tūpato te titiro ki te heke iho o te rahi o te paepūkau me te whakapae ka ahu atu tēnei ki te piki ake o te mahi kōunga me ngā putanga. E rite ana tēnei mōhioranga tōmua ki te tirohanga kua tuhia whānuitia mō te haere tonu o te pēhia nuitia o te kaitauwhiro. E hiahiatia ana ētahi atu taunakitanga mō te pāpātanga o te heke iho o ngā paepūkau ki ngā mahi whānui, ka mutu, ka whakaurua atu tēnei ki ā mātou mahi atu i te Hōngongi o tēnei tau.

### Me mātua whakamārama te wāhi ki a Oranga Tamariki

78. Me āta whakamārama te wāhi ki a Oranga Tamariki kia arotahi ai ia ki āna mahi matua. Kua tino whānui te wāhi ki, me ngā mahi a Oranga Tamariki, e whakaatatia ana e tōna ingoa tonu, e tohu nei i whakatūria ia ki te tautoko i te oranga o ngā tamariki katoa.
79. Taka mai ki te tau 2021, 1.16 miriona ngā tamariki kei Aotearoa New Zealand,<sup>12</sup> kei tōna hauwhā tēnei o te taupori o te motu. O tēnei 1.16 miriona, i tētahi tau noa, kei tōna 5% ka whākina ki a Oranga Tamariki ā-Pūrongo Māharahara nei,<sup>13</sup> kei tōna 0.5% e atawhaitia ana.<sup>14</sup>

12 Pae tukutuku a StatsNZ, utauta InfoShare

13 56,600 tamariki takitahi atu i te 1 o Paengawhāwhā 2020 ki te 31 o Poutūterangi 2021

14 5,400 tamariki e atawhaitia ana i te 31 o Poutūterangi 2021

80. I runga i ēnei tau, me whakapono mātou ka taea e te nuinga atu o ngā whānau i Aotearoa New Zealand te atawhai, te whakamarumaru i ā rātou tamariki, ā rātou rangatahi. Engari tērā ētahi tamariki, ētahi whānau ka kaha ake te hiahia tautoko, nā te wero taha whanonga, taha whanaketanga pea, nā te tūpono tūkinohia rānei i te taiao e noho ana te tamariki, tae atu ki te hanumitanga matatini o ngā pēhitanga kei runga i te whānau. He rite tonu te ngaro atu o ngā matea nei ki ōna anō piere kei ngā whakaratonga whānui ka taea e te kāwanatanga tōpū, ka mutu, kāore i tētahi umanga kotahi nei te kawenga mō ngā hiahia torowhānui o te whānau.
81. Ko ngā pēhitanga kei runga i te whānau ka rite tonu te taumaha ake i te pāhekeheke o te whare pūmau, te mahi me te utu, me te māharaha taha hauora, taha noho ora; ko ngā kawenga hoki mō ēnei take e noho mai ana ki ētahi umanga kāwanatanga whānui tonu. Ka ara ake anō te pēhitanga ki te whānau i te korekore o te hononga papai me te whatunga hei tautoko i te tū kaha, te whakawhitinga haumarua rānei rere noa i ētahi tūāoma matua atu i te ohinga ā, pakeke noa.
82. Ko te tukutahi o ngā pēhitanga nei te take i tūtohu ai mātou kia āta whakamāramahia te kaupapa tūturu o Oranga Tamariki. Me uru atu ki tēnei te āta whakamārama ko wai mā te hunga matua i whakatūria ai a Oranga Tamariki ki te tautoko. Ka āwhina tēnei ki te tautuhi i ngā pūkenga me te raukaha e hiahiatia ana i te kāhui kaimahi, me pēhea te whakariterite i ngā tūranga i te taumata ki te haukāinga me te motu. Ka āwhina hoki ki te whakamārama he aha te wāhi ki a Oranga Tamariki i roto i te pūnaha a te kāwanatanga, he aha anō te wāhi ki ētahi atu umanga ki te hautū ki te tautoko rānei.
83. He mea nui anō te whakaū i te wāhi ki, me ngā mahi a ngā kaitauwhiro o Oranga Tamariki, ka āwhina hoki tēnei ki te whakamārama he aha ngā mahi e hiahiatia ana i roto i ngā hapū, i te tōpūtanga me ngā whakahaere hapori hei hautū i te uruparenga a te hapori. Mā konei anō e āta noho mai ai tētahi paiherenga kāhui kaimahi me tētahi kāhui kaitaunaki e rite ana ki ngā hiahia me ngā mea ka taea e te wāhi ka whakaratoa e te kāhui kaimahi.
84. E tūtohu ana mātou kia whakakotahitia tēnei ki roto i tētahi rautaki kāhui kaimahi mā Oranga Tamariki. Ki te haere tahi tēnei ki tā mātou tūtohunga i tā mātou tikanga whakahaere tuatahi mō te mahere ā-hapori, e whakapono ana mātou ko tōna otinga atu ko te taunaki a tētahi rautaki kāhui mahi a Oranga Tamariki, me te taunakitia ōna, i te tautuhia o ngā hiahia o te kāhui kaimahi hapori.

### **Me whakapai ake te taha arataki, te taha whakangungu me te taha whakapakari kaimahi**

85. E whakaaro ana mātou e hiahiatia ana kia totoa te whakapaingia o te taha kaitohutohu. Ka uru atu ki tēnei te whakarite piki tūranga me te whakangungu kaitohutohu hou, me te āta whai kia whai wā, kia whai rauemi ngā kaitohutohu me ngā Kaihautū Tikanga Mahi e arotahi ai ki te kaitohutohu huritao me te kore e mate ki te whaiwhai ake i te paepīkau. He mea nui anō te whai wā a te kaitohutohu ki te huritao me te tohutohu anō, kia kaua e mate ki te kawē i ngā mahi ina ngaro te kaimahi. E taea ai tēnei me whakapiki te raukaha mā te tiki kaimahi kē atu, me te whai kia hangore ake ngā papamahi ki te whakaaro me

pēhea - kei āwhea, me te whai whakaaro anō ki ngā pēhitanga o waho atu o ngā haora mahi i ētahi papamahi maha – kia whakapaua te rauemi e tino whai tikanga ai ngā mahi.

86. I runga i te mōhio ki ngā pēhitanga kei runga i te kaitohutohu mahi tauwhiro ki te pīkau i ngā kawenga o te paepīkau o te wā, me te kore e eke o ngā rauemi i te papamahi, me te whakatakihia, te whakangungua rānei o te kaitauwhiro (e tatari ana rānei kia pēnei), e whakaaro ana mātou e totoa ana te hiahia kia pai ake ngā paerewa me te whakaratoa o te whakangungutanga a Oranga Tamariki mō te kaimahi hou, ina koa ngā kaitauwhiro hou e āta mōhio ai he aha te mahi tauwhiro, tae atu ki ngā pou tawhā ā-ture o te Ture.

### **Te neke atu i te whakaritenga paepīkau e mārama ake ai te tautoko e hiahiatia ana, mā wai hoki e mahi**

87. Hei wāhanga nui tonu o te whakapakari ake i te raukaha me ngā pūkenga o ngā kaitauwhiro, e mārama ana te hiahia kia whakapikihia te tōriretanga o te aroturuki i ngā mahi e pīkauhia ana, kia neke atu i te tau toharite o te tamariki ki ia kaitauwhiro. Ko tōna āhua pea ko tētahi kohinga waitohu e hāngai ana, ko tētahi waitohu pīkaunga mahi kotahi rānei ka whakaatu i te matatini o ngā pīkaunga e mōhio ai te taumaha o ngā pēhitanga, te raukaha rānei o te kaimahi. Kua rongo hoki mātou kei te rahi rawa ngā kaitauwhiro (mō te atawhai me te whakamarumarū) e taumaha hārukiruki ana ngā mahi, kua tata kē te hinga.
88. Kei reira anō ētahi wero o te noho mārama ki te rerekē anō o ngā pīkaunga a te Kaitauwhiro mō te Atawhai me te Whakamarumarū, te Youth Justice, me te kaitauwhiro Kaitiaki. I konei kua uaua te whakatau take i runga i te puata me te tika mō te whakatairite pai i ngā rauemi me te raukaha o te whakahaere. Waihoki, kei reira anō ōna taunakitanga e tohu ana kua motu te hononga i waenga i ngā mahi uru atu, te aromatawai, me te tūranga atawhai i ngā kaitauwhiro o Oranga Tamariki, ka mutu, ko te otinga atu o tēnei ko te mahi taratahi, i te taumata anō ki te papamahi.
89. I tēnei āhua me āta whakakaha ake te raukaha o ngā kāhui kaimahi i ngā papamahi, hei tautoko i te noho wātea a ngā kaitauwhiro ā-ture ki te whakatinana i te wāhi ki a rātou e whai tikanga ai tēnei me te māmā ake o ngā pēhiatanga, e kakama ake ai te whaiwhai ake i ngā hiahia o te hapori. Inā rā, ka taea te tautoko ngā papa a Oranga Tamariki ki te whakakotahi ki ngā hapori huri noa i a rātou ki te whakarato tahi i te uruparenga, me te whakatau tahi anō mō ngā mahi hautū me ngā rauemi e hiahiatia ana e tutuki ai ngā tūāoma kē o te mahi tauwhiro. Kua tautokona i konei te tautuhi i te hanumitanga pūmanawa me te rauemi mō te papamahi – ka hiahiatia anō - i te whakapūmautia o ngā mahere mahi o te rohe.
90. E whakatakotohia ana e mātou ēnei tūtohunga i runga i tā mātou tikanga whakahaere tuarua me te mōhio anō ki te tūturutanga, arā, ahakoa te ū o te ngākau me te mahia o te mahi hei urupare ki ngā arotakenga o Oranga Tamariki mohoa nei ki ā mātou tūtohunga anō, ka roa noa atu i mua i te hekenga o te hiahiatia o te atawhai a te mana whakahaere o te motu. Kia tae ki taua wā, me haere tonu te āta whai kia eke ngā mahi atawhai, whakamarumarū a te mana whakahaere o te motu ki ngā taumata tiketike.

## Te tautoko i te hoki ake ki te koromakinga kei muri o te Family Group Conference

91. Ahakoa te kore e noho hei arotahinga whāiti o tā mātou tikanga mahi tuarua, e kore e mutu tā mātou kōrerorero mō te mahi tauwhiro me te kore e whai whakaaro ki te hiahia kia whakahokia mai te whakaaro o muri i te Family Group Conference. Ko te whāinga i konei ko te whakamana i ngā whānau ki te whakatau take, me te whakarite i te mahere mō te momo tautoko ka hiahiatia e tau ai ngā māharahara taha haumaruru o te whānau whānui. Ko te wāhi ki a Oranga Tamariki ko te whakaae rānei me tuku rauemi ki te mahere tamaiti, ko te whakakaha ake rānei i ētahi āhuatanga o te mahere, ki te hiahiatia ina whakaaroarohia e te Kōti Whānau. Heoi anō, i ā mātou torotoronga ki ngā hapori Māori me ngā kaimahi o Oranga Tamariki, te āhua nei kāore i kitea i ōna anō wā te whai hua a ngā Family Group Conference mō te whakarite mahere tautoko i te whānau me te whakatau take. He tokomaha tonu i kī mai ki a mātou kua huri kē te Family Group Conference hei hui noa, me te kaha kōrerohia o te māharahara mō te kawae ake a Oranga Tamariki i te wāhi hautū matua mō te whānau, kua oti kē te whakatau mō te whakariterite me ngā putanga me te kore e tino whai wāhi atu a te whānau.<sup>15</sup>
92. Ko ētahi atu i kī ake kei te whai painga tonu ngā Hui ā-Whānau pērā i tērā i whakaritea ai mō te Family Group Conference, i ōna anō wāhi rā. E pēnei ana i te mea e arahina ana e te whānau, ka mutu, ahakoa te pōhiritia o te kaitauwhiro kia haere ake, kāore rātou e tino whai wāhi atu ki te whakatau i te putanga. Mā te whānau kē tērā. Heoi anō, kāore te Hui ā-Whānau e tuku i te mana ki te whakariterite, te whakatau me te tuku rauemi mō ngā mahi ka whai iho. Nō reira e taea ai ngā tautoko e tika ana hei whakatinana i te mahere e noho haumaruru ai te tamariki ki tō rātou whānau, ka mate rawa te whakapiki ki te Family Group Conference e taea ai ngā rauemi. I ōna wā koinei anō te take i heria ai te take ki te Kōti Whānau i te mea kō ngā whakatau a te kōti kia tukua kia ātawhaitia, tae atu ki te atawhaitia e te whānau, ka pai ake ngā rauemi me te tautoko ka whakamanahia, ka taea atu.
93. Ahakoa kāore anō mātou i tae ki te wāhi ki te whakatakoto tūtohunga ki te whakarerekē i ngā Family Group Conference ki te whakaputa whakaaro hōhonu rānei mō te tukanga i waenga i a Oranga Tamariki me te Kōti Whānau, e mārama ana te kore e eke me te kore e āta whakaarohia o te mate ki te kawae i te take ki runga ake o te tukanga e taea ai ngā rauemi āwhina ki te whakamāmā ake i ngā māharahara. Kia kua hoki te hanganga o te Hui ā-Whānau e noho hei take e pare ai te tuarā ki te tikanga kei muri o te Family Group Conference, arā, ki te whakamana i te whānau ki te whakatau take. E mārama ana ki a mātou te poraru noa o te whakaaro me te takahia o te mana o ētahi whānau i te tukanga atu i te Hui ā-Whānau ki te Family Group Conference, ahu atu ki te Kōti Whānau, nō reira, kia kaha ake te hāpaitia me te tautokohia e taea ai e rātou te āta whai wāhi atu ki ngā whakatau mō ā rātou tamariki.
94. Otirā, kua takoto kē ki te Ture o Oranga Tamariki, ki tōna tekiona 18AAA, te kōrero 'Ki te kore te tumu whakarae e whakapono e tika ana kia atawhaitia, kia whakamarumaruhia te tamariki, te taiohi rānei engari e whakapono kē ana ko te whakatū family group conference kē te rongoā pai katoa hei whakarite mahere e āwhinatia ai te tamariki, te taiohi rānei, e āhei ana te tumu whakarae ki te

15 Tirohia te ripanga kaupapa torotoronga.

tuku i te take ki tētahi kairuruku mō te atawhai me te whakamarumarū, ko tāna he mātua whakatū hui ā-whānau i raro i te tekiona 20’.

95. Kua tohua e mātou te tekiona nei ki te whakaatu kua noho kē mai he kōwhiringa hei whakakaha ake i te tikanga o te Family Group Conference ki te tuku āwhina ki te tamariki me ō rātou whānau kia kōrerohia ai ngā pēhitanga e pīkau ana rātou i hiahia tahuri ai rātou ki te Family Group Conference me te kore e mate ki te whakapiki ake i te take ki te aroaro o te ture. Heoi, ki tā mātou i rongo ai, kāore tēnei tekiona o te Ture e whakatinanahia auau ana, me tō mātou whakaaro e hiahiatia ana kia mōhiotia, kia whakatinanahia tōna āhua whakaāhei. E mea ana mātou ki te kaha ake te whakamahia o te āwhina i āta whai te ture nei ki te whakarato, ka āwhina anō tēnei ki te whakamāmā i te hauptū o te mahi kāore anō i tutuki kua rongo nei mātou kei te Kōti Whānau. Kei te whakapono hoki mātou kei te rahi ngā ara i raro i te Ture e auaha ai te whakaāhei i ngā whānau ki te whai wāhi atu, ki te ārahi i ngā tukanga o te Family Group Conference, me te whakatau anō mō te momo āwhina ka taea te tuku ki te whānau, mā wai hoki e mahi te mahi. E mea ana mātou ki te titiro tonu ki tēnei i te tūāoma o tā mātou noho hei poari ārahi mōu ka whai iho, engari e whakaaro ana kei te nui ngā ara e tīmata ai te whakamātau i te āhua whakaāhei o te Ture mō te āhua ki ngā Family Group Conference, ina koa te kimi ara auaha i raro i te S18AAA.

### 3. AHUREA O TE WHAKAHAERE ME TE HAERE KŌTUI KI TUA

96. E tono ana tā mātou tikanga whakahaere tuatoru i te whakaheinga me te kupu ārahi i a mātou mō te āhua ki te ahurea o te whakahaere. Inā rā, kua pātai mai koe he aha te whakaheinga ka taea e mātou te tāpae mō te whai me te ū a te whakahaere ki te paerewa wāhi mahi ngākau pai, mō te āhua ki te hononga me te hāngaitanga i waenga i te taha hautū, te taha whakahaere me ngā kaimahi kapamua, me te noho mai o te tukanga pakari e pā ana ki te whakapono a ngā kaimahi e haumarū ana tā rātou ‘whakaputa whakaaro’. E pātai ana anō tā mātou tikanga whakahaere tuatoru mehemea e taumata tiketike ana te noho mārama a te kapamua, i te taumata anō ki ngā rohe mō te tauira whakahaere, mō te whakakitenga o te whakaheke i te mana whakatau āpōpō atu, me te wāhi ki te tangata takitahi ki te whakatutuki i taua whakakitenga.
97. Kāore e taea e mātou te tāpae whakaheinga taumata tiketike, e mōhio ana mātou he whanonga, he tikanga mahi anō kei ōna anō wāhi e whakaatu ana i te koromakinga o tēnei tikanga whakahaere, kāore tēnei e kitea ana puta noa i te whakahaere. Kei te whakaaro anō mātou e hiranga ana te mōhio kua haere ētahi panonitanga i te whakahaere ka pākaha pea ki ētahi āhuatanga o te ahurea o te whakahaere. I ngā wāhi e mārama ana mātou koia nei te āhua, kāore mātou e whakatakoto tūtohunga whāiti engari ka aroturukihia te kokenga o te panonitanga i tōna puāwaitanga, i tōna whakapūmautia i te roanga atu o te wāhi ki a mātou, te poari arataki.
98. Ko tā mātou tūtohunga whānui hei urupare ki te tikanga whakahaere tuatoru ko te **whakatū tukanga mō tētahi Poari Mana Ārahi ā-Motu mō Oranga Tamariki** me tāna noho mai i te tōmuritanga o te tau 2022. hei tiroiro i te kanorau me te hōhonu o ngā panonitanga e matea ana, ka ārahi ai i roto i ngā wero kāore e kore ka tū mai ki te aroaro. E pēnei ana kia tautokohia ai ngā

haumitanga e ū tonu ai ki te ara e whakaratoa ai ngā hua o te putanga pai ake mā te tamariki me ō rātou whānau.

99. I tēnei wāhanga, ka whakaritea e mātou tō mātou pūnga, ka mutu, mō ngā wāhi e whakaponono ana mātou ka taea te tāpiri uara whāiti i tēnei wā, ā mātou tūtohunga whāiti hei tautoko i tēnei.

### Te whakatū Tukanga ki te hanga mana ārahi pakari mō te pūnaha

100. Ki te tautoko i te whakawhitinga auroa o ngā putanga ki te tamariki me ō rātou whānau, e whakaponono ana mātou me āta whakatū tētahi Poari Mana Ārahi mō Oranga Tamariki pūmau hei tautoko i te kāhui hautū taha whakahaere o Oranga Tamariki, hei kanohi, hei māngai anō mō te hāpori me ngāi Māori i tēnei takahanga roa.
101. Nō reira, e tūtohu ana mātou kia tīmata tētahi tukanga hoahoa i tā mātou tūāoma mahi ka whai iho ki te whakatū i tētahi Poari Mana Ārahi mō Oranga Tamariki kei i a ia te mana, te raukaha me ngā pūkenga ki te tautuhi kōwhiringa hei ārahi i ngā panonitanga whānui e hiahiatia ana e taea ai te whakatika ngā āhuatanga tiwekaweka ki a ngāi Māori. Tērā ka hiahiatia kia tahuri ki kōwhiringa kē mō te āhua o te poari tēnā i te āhua o tēnei wā i raro i ngā tikanga o tēnei wā.
102. Me haere māhoi kē te pūnaha o Oranga Tamariki ka arotahi ai ki te haere whakamua ki tētahi whakakitenga pānga tahi tēnā i te mate ki te titiro whakamuri tonu me te kotiti ngā whakaaro i te panonitanga. Nō reira e kī ana mātou kia tohua mō te tōmuritanga o te tau 2022- arā, te paunga o te wā ki a mātou o te poari ārahi - e whakatūria ai tētahi poari mana ārahi whai māngai tika mō Oranga Tamariki me te aroturuki i a ia ki tētahi anga putanga e tika ana mō ngā mahi.
103. Me uru atu anō ki ngā mahi a te Poari Mana Ārahi te:
- a. Haere tonu o te tautoko me te ārahi i te Tumu Whakarae o Oranga Tamariki i te mea he nui rawa ngā kawenga kei taua tūranga hei pīkau mā te tangata ko tōna kotahi.
  - b. Ārahi me te tiroiro mēnā e whai tikanga ana te pūnaha whānui mō te atawhai me te whakamarumarū ā-tōpū nei me te noho haepapa anō mō ngā putanga ki ngā tamariki Māori, ki ngā hapū, ngā iwi me ngā hāpori. Ka uru atu anō ki tēnei (pērā i tērā kua whakaritea i tā mātou tūtohunga i raro i tā mātou tikanga whakahaere tuarua) te whakamārama i te kaupapa tūturu o Oranga Tamariki me te hunga matua kia whakaratoa e rātou, me tētahi anga putanga tino mārama ka taea te whakatinana hei tautoko i te haere mārō o te mahi.
  - c. Tautoko i te haere tonu o te whakapai ake i ngā tikanga mahi tauwhiro; me uru atu ki tēnei te rite tonu o te tāpae pūrongo ki te Poari mō te taha arataki, te taha whakangungu, te whakapakari kaimahi tae atu ki te whakarite piki tūranga me te whakangungu mō ngā kaitohutohu me ngā kaihautu tikanga mahi ki tua.



d. Āta whai kia whanaketia te mana ārahi ā-rohe ki te kore i reira, ki te whakakaha hoki mēnā kua noho kē mai, kia āta noho mai ai he whakaritenga mana ārahi ā-rohe e tika ana hei arataki i tō rātou rohe me te whakatinana i ngā hiahia motuhake, ngā wawata hoki o tō rātou ake rohe, me te hāngai o ēnei ki ngā hiahia me ngā huarahi whai painga o te rohe me ōna hapori.

### Me āta whakamārama te wāhi ki te pūnaha kāwanatanga whānui

104. Ina mārāma kehokeho te take i whakatūria ai a Oranga Tamariki, mō wai hoki te painga, kua pai te tautuhi i te wāhi ki ngā umanga kāwanatanga i te taha o Oranga Tamariki, e pai ake ai tā rātou mahi ngātahi. Ka uru atu ki tēnei te whakamārama i ngā kawenga a ētahi atu umanga mō te atawhai me te whakamarumarū, te wāhi e ārahi ai tēnā me tēnā umanga me te wāhi e tautoko ai te umanga i te arataki a ētahi atu. Me noho mai tēnei i te taumata ki te tari matua me te taumata ā-rohe, kia tautokohia hoki te mana ārahi ā-rohe e ngā umanga kāwanatanga e rurukuhia ana ā-rohe.
105. Ka pai tonu te whai wāhi atu a te Poari Mana Ārahi ki te aroturuki i te haere pai a te pūnaha mō te tamariki me ō rātou whānau, kua mō te pūnaha noa a Oranga Tamariki. Nō reira, e tūtohu ana mātou kia uru atu ki te tukanga o te whakatū i te Poari Mana Ārahi o Oranga Tamariki te mana e tika ana mō te toro atu ki roto, puta noa i ngā umanga whānui e whai wāhi atu ana ki te pūnaha atawhai, whakamarumarū a te mana whakahaere o te motu, e noho haepapa ai rātou katoa ko Oranga Tamariki mō te pai ake o ngā putanga ki te tamariki me ō rātou whānau, me ō rātou hapori anō.
106. E takoto mai ana ki te Rautaki Tamariki Ora te taiao whakamana e hangaia ai tēnei. Kua noho kē mai te tikanga e āta koke ai tētahi anga aroturuki ki ētahi atu umanga, mā roto i te whakahau ā-ture kia noho mai tētahi Mahere Mahi mā Oranga Tamariki (OTAP). Ka arahina tēnei e Oranga Tamariki me te whanake tahitia e te Manatū Whakahiato Ora, te Tāhuhu o te Mātauranga, te Manatū Hauora, Te Tāhū o te Ture me Ngā Pirihimana o Aotearoa. He maha ngā take i pōturi ai te haere o tēnei, engari e whakapono ana mātou koia nei te wā ki te kawae ake i te kaupapa o te OTAP i runga i te ngākau pūmau o te katoa. Me mātua whakakotahi ngā umanga e ono kua whakaingoatia nei ki te whakaae tahi ki te anga aroturuki, te pae e inea ai ō rātou whakapaunga kaha ki te kaupapa me te whāngai tahitia ki te rauemi e auau ai te inea o tā rātou noho haepapa katoa.
107. Me haere tahi te kokenga o te OTAP ki te āta whakamāramahia me te koke anō o te rautaki ahunga a Oranga Tamariki ake, me ngā anga ka hiahiaia hei tautoko i tēnei me ngā mahere ā-rohe i whakamāramahia i tā mātou tūtohunga tuatahi. Me whakakotahi ngā apa nei kia taunaki ai tētahi i tētahi e taea ai te aroturuki i te ahunga atu ki te pai ake o ngā putanga ki te tamariki me ō rātou whānau i ngā taumata katoa o te hapori, te rohe, rere atu ki ngā umanga me te taumata ki te motu. He mea hiranga anō te whakarite i te nui me te tōkeke o te rauemi e rite ana mō ngā ariā i tautuhia i ngā mahere ā-rohe, i te anga a Oranga Tamariki, i roto anō i te OTAP mai i te umanga kāwanatanga ārahi anō mēnā ehara i a Oranga Tamariki.<sup>16</sup>

16 E hāngai tata ana tēnei tūtohunga me te hoahoatia kia taunaki i ā mātou tūtohunga mō te whanaketanga o ngā mahere ā-rohe ka arahina e te hapori, kua whakamāramahia hei uruparenga ki te tikanga whakahaere 1 kei runga ake nei.

108. E taea ai te arotake ā-tōpū he aha kei te haere pai i ngā taumata katoa, me āta tautuhi he aha te tapeke o ngā mahi takitahi me ngā hōtaka, kei hea hoki ngā āputa ka noho take tōmua hei whaiwhai ake. Mā te ara pānga tahi me te whai ā-apa ki tētahi anga putanga e taea ai tēnei. Mā konei anō – pērā i tā te Anga Aroturuki a Whānau Ora e whakaponono nei mātou e whakatauirā ana i tētahi tauira hāngai e mea ana mātou ki te whai - e puata ai te kokenga, te puta o te painga tūturu ki te tamariki me te whānau me te whai uara o te haumitanga. Me tautuhi, me toha anō ngā pūtea me ngā rauemi e hīkoi ai te kaupapa nei.
109. Ki te taea te tautoko te umanga kāwanatanga me te hāpori tahi e te Mana Arataki kia ū tonu ki te ara mō te ārai atu i te tūkinotanga me te whakaheke iho i te aro a te mana whakahaere o te motu ki te tamariki me te whānau, ka whai tikanga ngā whakapaunga pūtea i ngā painga ka puta ki te hāpori me te motu e pā ana ki te haere ngātahi, te noho ora o te hāpori me te tū kaha. Ko te mea nui kē ia, kāore mātou e kite ana i kōwhiringa kē mehemea ko te whakakitenga o te motu ko te pai noa o te pūnaha atawhai, whakamarumarū a te mana whakahaere o te motu, engari ko te iti iho kē o te tūkinohia o te tamariki me te whānau, me te aha, te hauora ake, te tōnui o te kirirarau, ngā kaihautū me ngā kaumatua o āpōpō atu.

#### 4. TE WHAKATAU TAKE I RUNGA I TE TAUNAKITANGA

110. I kite mātou ko tētahi take i maha ai ngā wero kei mua i te aroaro o Oranga Tamariki i tēnei wā, ko te kore e mōhio he aha te mahi whai tikanga hei whai i te korekore o te pārongo e tika ana e tae ake i te wā tika. E puta tukupū ana ngā pāpātanga o tēnei āhua mai i te aroturukitanga o te ahunga whakamua me te whakatairite i tēnei ki ngā whāinga rautaki, ki te whakatau take taha whakahaere i ngā rohe me ngā papamahi, tae atu ki ngā Hoa Rautaki. Ka uru atu ki tēnei te korekore o te tautoko mō ngā papamahi ake a Oranga Tamariki, me ō rātou hoa kōtui, ki te whakamahi raraunga hei āwhina i te taha whakariterite me te taha whakahaere.
111. E tino mārama ana te hiranga o te noho mai o te raraunga kounga tiketike hei ārahi i ngā whakatau ā-taunakitanga, ki te hunga kei ngā tūranga whai mana puta noa i te kāwanatanga me ngā wero i tēnei takiwā ki te kāwanatanga matua.
112. He mea nui whakaharahara te tohungatanga raraunga me te pūkenga ki te whakarato i te pārongo haumarū i te wā tika ka hiahiatia ki te whakapiki ake i te ngākau titikaha o te hunga whakatau take ki te whakamahi taunakitanga e piki ai te oranga pāpori.
113. Kua tāpaea he tūtohunga ki a Oranga Tamariki i ngā arotakenga o mua atu ki te whakapai ake i āna kohinga pārongo me āna tukanga pānga tahi.<sup>15</sup> Ka tautoko mātou i ngā whakapaunga kaha katoa a Oranga Tamariki ki te whakapai ake i tāna whaiwhai ake i te whakatau take ā-taunakitanga nei. I tēnei wāhanga, ka kōrero tonuhia e mātou ā mātou tūtohunga panoni, me ētahi o ngā wero whāiti me ngā ara whaitake i kite mātou i tā mātou arotakenga.

## Kia pai ake te anga aroturuki whakatutukinga mahi a te whakahaere me te kaha hāngai anō ki tētahi rautaki kua āta tautuhia

114. He wero kei te aroaro o Oranga Tamariki ki te:

- a. tautuhi i te kore e tutuki o ngā whāinga me ngā kaupapa matua a te whakahaere, me te
- b. whai i te ara e rite ana ki te whakatika i tēnei. Hāunga ia te kaha kitea o tēnei i te taumata ki te rautaki ā-motu te wāhi e hiahia ai te whakarāpopotonga pārongo kua whakahiatotia mō te aroturuki me te whakatau take, kei te marama anō te kitea i te taumata ki te rohe me te papamahi e hiranga ai te pārongo pono i te wā tika mō te whakatau take.

115. He maha tonu ngā take inakinaki i noho mai ana ēnei wero, katoa atu i mōhiotia e ngā kaimahi o Oranga Tamariki me ngā kaihautū i torotorohia e mātou. Ko te mea tuatahi i kite ai mātou ko te kore e noho mai o tētahi rautaki kua āta tautuhia ki a Oranga Tamariki tētahi anga rautaki rānei. Ko te kore e rurukuhia o te mahi tōna otinga atu. E mōhio ana, e tautoko ana te Poari i te whai a Oranga Tamariki ki te whanake ahunga rautaki hou. Kua takoto hoki tā mātou tūtohunga mō tētahi rautaki haere kōtui ki a ngāi Māori me ngā hapori, te whanaketia o tētahi rautaki kāhui kaimahi hei tautoko i ngā mahi a ngā hapori, me te āta whakamārama i ngā hiahia taha kaimahi o Oranga Tamariki. Ka tautoko mātou i te whanaketanga o ēnei. Mā te āta whakamārama i te kaupapa tūturu o Oranga Tamariki, kua tūtohua e mātou i runga ake nei, e kaha āwhina i te whakarite ahunga rautaki mō āpopō atu.

116. Ko te take tuarua i ara ake ai ngā wero nei, me te hāngai o tēnei ki te mea tuatahi, ahakoa te noho mai o tētahi anga putanga ki Oranga Tamariki, kāore i āta whanaketia, kāore hoki i te āta whakatinanahia hei tautoko i te whakatutuki mahi. Ka kaha kē atu i konei ngā uauatanga o te āhei ki te aroturuki i te ahunga whakamua i runga i te tōkeke me te puata ki ngā whāinga a te whakahaere, me te whakararu anō i te mōhio o Oranga Tamariki e pēhea ana te pai ake (kāore rānei) o ngā putanga ki ngā tamariki.

## Ka whakapaingia te noho wātea, te hāngai me ngā momo rauraunga ka whakamahia mō te whakatau take

117. I kite mātou puta noa i te whakahaere, he rerekē anō te āhei ki te whakamahi pārongo – he kore nō ngā pārongo e wātea i te wā tika, e rite rānei ki te kaupapa i hiahia ai, te kore e taea noatia o te pārongo, te tino kore rānei o te pārongo. Kua noho mai he tauira o ngā uruparenga ki tēnei ki te ētahi momo kōrero e hopukia i ā mātou torotoronga e te whakaatu kāore e whāiti mai ngā wero nei ki te whānuitanga o Oranga Tamariki, ka pā anō ki ētahi hoa haere matua.

118. He mea nui whakaharahara te pārongo hāngai mō te mōhioranga tōmua e tau ai tētahi take i ngā taumata katoa o te whakahaere. He wāhanga tino nui tēnei o te anga aroturuki rautaki, me te tino nui ano mō te aroturuki i te whakatutukinga mahi me te whakatau take i te taumata ki te rohe me te papamahi.

119. Ka kaha kē atu te hiranga o te aroturuki whai tikanga mō te raukaha kāhui kaimahi e kimihia ana ina neke te arotahinga o te whakahaere. Kua mate a

Oranga Tamariki ki te whakatau take e pā ana ki te neke i te haumitanga me te rauemi i runga i te pārongo mō ngā wāhi kei runga/raro ake te whakamahinga o te raukaha mō te āhua ki ngā hiahia o te taupori.

120. Ka whai painga a Oranga Tamariki i tana whakamahi i ētahi atu waitohu ārahi ki ngā hiahia (ko te waitohu ārahi i konei ko te raraunga ka ārahi i te mahere rautaki, ka mutu, ki hea, āhea haumitia ai ētahi atu rauemi, te neke rānei i te rauemi ki hea/mai i hea). Ka taea te whakamahi te putunga raraunga Taura Oranga a te IDI<sup>17</sup> e whakahaeretia ana e te Pokapū Taunakitanga, ki te tautoko i te nekehanga a Oranga Tamariki i te mahi urupare kōwhiri ki te mahi urupare hihiri me te haumitanga. He hiranga tonu tēnei i te kaha ake o te arotahi ki te āraitanga.
121. He waitohu whāiti te pūrongorongo i ngā toharitenga paepūkau (arā, te rahi o te tamariki ki te kaitauwhiro), ina koa i te Atawhai me te Whakamarumarū, mō te raukaha o te kāhui kaimahi me te taumata pēhitanga. Kāore e tirohia ētahi mea pērā i te matatini me te pūkenga kāhui kaimahi. He mea tino hiranga tēnei i te neke atu i te 30 ōrau te piki ake o te rahi o ngā kaitauwhiro i ēnei tau e whā nei.
122. Ki te kaha rawa te whakawhirinaki ki te waitohu paepūkau toharite me te kore o ētahi atu tūraru horopaki, tērā e pai ake ai te kokenga ka kitea i te kokenga tūturu. He mea pai te hautoru o te heke iho o te paepūkau a te kaitauwhiro i ēnei tau e whā nei, engari he pātai tonu kāore anō i whakautua.
123. Ko ētahi o ngā ara e pā ana ki te ine i te pīkaunga mahi me te aroturuki ko te:
- a. whānui ake o te tiroiro ki te pīkaunga mahi tēnā i te 'paepūkau'. I te whānui ake, te tukupū ake o te tikanga o te pīkaunga mahi, tērā e whakaarohia ai te matatini o ngā take, te wā ka pau ki te whakatutuki mahi, me te mōhio anō ki ngā pāpātanga o ngā mahi hāngai kāore e pā ki te paepūkau.
  - b. kōmitimiti i te aroturuki paepūkau i roto i tētahi kohinga waitohu mō te pūkenga kāhui kaimahi, te raukaha, te kounga rānei o ngā tikanga mahi kapamua. Tērā e hanumitia ai ētahi momo raraunga mai i te Pūrongorongo HR me te tīma Tātari Raraunga me te tīma Whakapakari Kaimahi, te tīma Pūnaha Kounga rānei i te tari o te Kaitauwhiro Matua.
124. He kokenga papai te whakatūnga o te 'Pū Tutukinga Mahi' kia pai ake ai te ruruahia o te tātaritanga me te whakamahinga o ngā momo pārongo whānui a Oranga Tamariki. He tīma mātangarau hou te Pū Whakatutuki Mahi ka āwhina ki te whakakotahi raraunga me ētahi atu pārongo whakatutuki mahi mai i te whakahaere whānui. Ki te pēnei, kua āia te kaha ake o te kōmititanga o ngā raraunga puta noa i Oranga Tamariki e whakatauhia ai te take i runga i te tukupū, te torowhānui o te mārāma ki ngā ia whakatutuki mahi me ngā hiahia o ngā tamariki. Ko te hua o tēnei ko te kore e kaha whakawhirinaki ki te waitohu kotahi, te raraunga takitahi, kua kaha ake te whakamahia o ngā kohinga waitohu e rite ana e puta ai he mōhioranga tōmua.

17 IDI, te 'hanganga raraunga kōmitimiti' rānei he putunga raraunga rangahau e noho mai ana te raraunga mō te tangata me te whare. Ka hono ia i te raraunga mai i ētahi puna whānui tae atu ki te ao mātauranga, te whiwhinga utu, te takuhe, te hekenga, te ture me te hauora. I te whānui o ngā momo raraunga e tūhonotia ana, he utauta whakatau take nui whakaharahara.

125. Kua noho mai he ara kē i ngā āputa o tēnei wā mō te wātea o te raraunga. Ko ētahi o ēnei ko te:

- a. kohikohi me te hopu pārongo e pā ana ki ngā hiahia o te tamariki, tae atu ki ngā kōrero mō te hauā taha tinana, taha hinengaro anō. Ki te kaha ake te arotahinga i konei kua kaha ake te urupare a ngā kaitauwhiro ki ngā hiahia o ngā tamariki me ō rātou whanau, ka piki ake te noho mārama a te whakahaere ki te hanumitanga o ngā hiahia me ngā tūraru kei ngā tamariki e mahi ngātahi atu ana rātou – e whai tikanga ake ai ngā mahi whakatau take i te taumata rautaki mō te momo haumitanga ka hiahiatia i tēnā, i tēnā takiwā.
- b. korekore o te raraunga e wātea ana i ngā taumata ki te rohe me te papamahi hei tautoko i ngā whakataunga take. Ki te āta arohia atu te tāpae i te pārongo i te wā tika ki ngā kaimahi kapamua hei tautoko i te whakatau take, kua piki ake te kounga me te auau o ngā mahi whakatau take.

### Me noho tōmua te whanake tonuhia o te hanganga pārongo

126. I rite tonu te ara ake o ngā pāpātanga hē o te tawhito haere o te hanganga i ngā whakawhitinga kōrero ki ngā kaimahi kapamua me ngā kaimahi e whai wāhi atu ana ki ngā mahi tātari. Tāpaea ai e CYRAS, te pūnaha matua mō te whakahaere kēhi a Oranga Tamariki, te katoa o ngā kōrero kēhi ka tuhia mō te Atawhai me te Whakamarumaruru, te Youth Justice, te Whare Noho me te Ratonga Whāngai ā-Ture (CYRAS). Inā te nui o ngā kōrero i hoki mai mō CYRAS, mō te uaua ki te torotoro haere, te roa o tōna ānau ako, te kore e tautoko i te mahi, ko tāna kē he ā haere i ngā tikanga mahi, me te matatini kē atu o ngā tukanga o te pūrongorongo me te tātaritanga i ngā putanga raraunga ko CYRAS kei tōna tūāpapa.

127. I te haere tonu o te whakawhirinaki ki a CYRAS ka uaua kē atu te mahi ki te kapamua, inā rā, kua kore e whai tikanga mō te pūnaha whakahaere kēhi. He pānga anō tō tēnei ki te tātaritanga, te pūrongorongo me te noho haepapa. E auau ana te whakaae ki tēnei puta noa i te whakahaere, me te tautoko a te Poari kia whanaketia he kōwhiringa haumitanga whānui hei whakamāuru i ngā tūraru e hono ana ki a CYRAS, i te rere o ngā pānga o tēnei ki ngā tikanga mahi a te kapamua, ki te aroturuki me te noho haepapa.

128. I te hui atu ki ngā kaimahi o te hunga tātari mōhioranga tōmua a Oranga Tamariki, ka rongu te Poari mō te whakawhirinaki tonu ki ngā pūnaha pānga tahi a Te Manatū Whakahiato Ora mō te whai tikanga anō o te whakatū pūnaha e hāngai pū ana ki ngā hiahia motuhake taha whakahaere, taha tātaritanga o Oranga Tamariki. E hiranga ana te tere haere tonu o te mahi panoni hōtaka Pārongo Hangarau e whai wāhi atu ana ki te Tomokanga Toro Pārongo i te hōrapa whānui me te rere o te pāpātanga ki ngā tātaritanga, ki te aroturuki tutukinga mahi, me te rere o te pārongo hiranga ki ngā tōpito katoa o te whakahaere ki ngā hoa rautaki anō.

129. Ahakoa ngā wero kua kōrerohia mō CYRAS me te whakawhirinaki tonu ki te pūnaha pānga tahi ki a Te Manatū Whakahiato Ora, e haere ana ētahi mahi papai ki te tuku i te raraunga me te pārongo ki te kapamua. Mā te kaupapa o te Anga Whakahaere Tutukinga Mahi kei tōna tūāpapa ko ngā mahi o nā tata

nei ki te whakapūmau i te pūrongo Power BI<sup>18</sup> ki te Hanganga IT a Oranga Tamariki, ko tā te utauta nei he whakapiki ake i te wātea mai o te pārongo whai tikanga i te wā tika i te taumata ki te papamahi me te rohe. Ka kaha kē atu te uara o te hōtaka nei ki te tere ake te whakawāteatia mō ngā whakatau rautaki, ki te piki ake hoki ngā haumitanga ki te tautoko i te kapamua o Oranga Tamariki e mārama ai, e whakamahia ai e rātou ngā raraunga mō te whakatau take.

### Ka pai ake ngā tikanga tiritiri pārongo

130. Kei te nui te wāhi hei whakapai ake mō te āhua ki te tiritiri me te whiwhi pārongo a Oranga Tamariki. Ka hāngai tēnei ki te taumata kaurahi (hei tauira te hoa rautaki) me te taumata kauriki (hei tauira ngā tono mō te kōnae takitahi/whaiaro). Āpitianga 3: Te tono taha whakahaere i te pūnaha atawhai, whakamarumaruru. Kei konei ētahi o ngā whakaaro i rongo mātou e pā ana ki te hopu pārongo me te tukanga tiritiri a Oranga Tamariki.
131. He hiranga te tiritiri pārongo, inā rā, ka tautoko i te whakatau take rautaki a ngā hoa haere i runga i te mōhio. Ka āwhina ki te whakapai ake i te āhua o te whiwhi me te tiritiri pārongo a Oranga Tamariki ki ngā hoa rautaki i te mārama o te katoa he aha ngā haumitanga e hiahiatia ana, ka āwhina anō ki te whakatakoto mahere ā-rohe me te aroturukihia o ngā anga putanga tautoko e hāngai ana. Ka āwhina hoki ki te neke atu i te urupare kōwhiri ki te urupare hirihiri me te kakama anō ki ngā hiahia o ngā hoa kōtui.
132. I kī mai te hunga whai wheako ki te pūnaha atawhai, whakamarumaruru he mahi nui e taea ai te pārongo matua i ngā kōnae a Oranga Tamariki mō rātou ake. Ko tētahi wāhanga pea o te raruraru ko te whakamārama kē a Oranga Tamariki i te Ture Matatapu 2020, me te tūpato a te whakahaere ki te tiritiri pārongo. Ko te kōrero ki a mātou, ko te otinga atu ko te kaha rawa o whakarehua o te pārongo hāngai ina tiritirihia ki te tangata kua atawhaitia e ia me tā rātou tono pārongo e pupurititia ana e te whakahaere mō rātou anō.
133. E whakapono ana mātou kei te kaha te kimi wāhi taurite a Oranga Tamariki hei tiaki i te matatapu, heoi, kua oti nei i a mātou te whakamārama, ka whai hua tā rātou mahi kia noho mārama ai ki ngā tikanga o te Ture Matatapu e mārama nei tāna mahi matua ko te tāpae anga: 'mō te whakamarumaruru i te motika o te tangata ki te matatapu o te pārongo whaiaro mōna, tae atu ki te motika o te tangata ki te āhei atu ki ngā pārongo whaiaro mōna, me te mōhio anō me whai whakaaro hoki ki te motika me te hiahia o ētahi atu' (Tekiona 3, Ture Matatapu 2020) kei te tūpato pea a Oranga Tamariki ki te tiritiri pārongo i te munaia o te raraunga engari he mea nui te noho mārama ki te koromakinga o te Ture Matatapu.
134. Ka whakaratoa e te Ture Matatapu me ōna mātāpono 13 tētahi anga hangore e taea ai te tiritiri pārongo ki ngā hoa kōtui me ētahi atu tāngata – ka whaitake te hōpara tonu a Oranga Tamariki me pēhea te mahi i roto i te hangoretanga nei e pai ake ai te whakatutuki i ngā hiahia o ngā hoa kōtui me te tangata takitahi. E taea ai tēnei, ka pai tonu te mahi ngātahi a Oranga Tamariki ki te Kaikomihana Matatapu ki te hoahoa tikanga ka pai tonu āpōpō atu mō te tiritiri pārongo ki te hapū, ki te iwi, ki ngā tōpūtanga Māori me ngā hapori.

18 'Power BI' he utauta mō te pūrongo pāhekoheko me te tātaringa.

# RIPANGA TŌPŪ O NGĀ TŪTOHUNGA

Ripanga 2: Tūtohunga e pā ana ki te hononga ki ngā whānau whāiti, ki ngā whānau, ki te hapū, te iwi me ngāi Māori

Tūtohunga e pā ana ki te hononga ki ngā whānau whāiti, ki ngā whānau, ki te hapū, te iwi me ngāi Māori

Hei uruparenga o tā mātou tūtohunga whānui ko te whakakaha i te mana me te kawenga a te tōpūtanga Māori me te hapori me te whakawhiwhi i a rātou ki te rauemi hei ārahi te ārai atu i te tūkinohia o te tamariki me ō rātou whānau

Tikanga Whakahaere 1: hononga ki ngā whānau whāiti, ki ngā whānau, ki te hapū te iwi me ngāi Māori te katoa engari kāore e whāiti mai ki ēnei:

Ko te taumata whakahei ka taea e mātou te tāpae i tēnei wā ko te noho o tēnei hei hanumitanga mahi e koke ana kua tautuhia anō he āputa.

Hei tautoko i tēnei e tūtohu ana te Poari kia:

Tūtohunga 1:	Kawea ake e te Minita o Oranga Tamariki me te Tumu Whakarae o Oranga Tamariki, i runga i te tautoko a te Poari, tētahi hōtaka mō te torotoro hapori hei huawaere i te whakarite mahere mō te āhua ki te ārahi a ngā tōpūtanga Māori me ngā hapori i te kaupare atu i te tūkinotanga ki te tamariki me ō rātou whānau.
Tūtohunga 2:	Tīmata te whakariterite mō tēnei torotoronga inamata, kia kua e tīmata te torotoronga i muri i te Mahuru. E pēnei ana kia taea ai ngā tono e arahina ana e te hapori mō te ara auaha me ētahi atu huarahi kua noho kē mai ki te whanake mahere hapori me te wawe tonu o te tīmata ki te whakapūmau i ēnei ki roto i te tirohanga ā-rohe.
Tūtohunga 3:	Uru atu ki te torotoronga te tautuhi i ngā tikanga mana ārahi o te rohe kua noho mai, e hiahiatia ana rānei hei tiro tiro i te rautaki ā-rohe mō te ārainga, he aha ngā anga aroturuki e hiahiatia ana e hua ai te mau tonu o te haere whakamua i te paepoto me te pae tawhiti.
Tūtohunga 4:	Taiapahia te rauemi hei a) tautoko i te whakarite mahere me ngā rongoā ka arahina e te hapori me ngā mahere ā-rohe, me te b) kia tautokohia tā rātou whakatinana i ēnei ki tōna tutukinga, ahakoa pēhea te roa e whāia ana.
Tūtohunga 5:	Noho mai te reo me ngā whakaaro o te tamariki me te rangatahi ki te iho o ngā whakaritenga katoa me te whakatinanahia i ngā taumata ki te hapori, te rohe me te motu.
Tūtohunga 6:	Whakapakaritia e Oranga Tamariki tōna pai ki te urupare ki ōna hoa haere me ngā tono a te hapori mō te pārongo e hiahiatia ana e mōhiotia ai te momo tautoko e hiahia ana te whānau me ngā rauemi ka tika hei tautoko i te whakaratoa o tēnei ahakoa pēhea te roa e whāia ana ki tōna angitu.
Tūtohunga 7:	Whai whakaaro te torotoronga ki ngā hiahia o te kāhui kaimahi mō te hāpori
Tūtohunga 8:	Whai whakaaro anō te torotoronga ki te whaitake o tētahi tau waea āwhina i te haukāinga nō te hapori tonu ngā kaimahi hei ārahi atu i ngā whānau e kimi āwhina ana ki ngā tautoko tika e heke iho ai ngā pēhitanga tērā ko te tūkinohia o te tamariki me te whānau tōna otinga atu.
Tūtohunga 9:	Noho kaupapa tōmua tahi te whanake i ngā whakaritenga ā-rohe me te whakamārama i tā Oranga Tamariki ka ārahi me te rauemi ka whakapaua e ia ki te mahi ārainga matua a ngā tōpūtanga Māori me ngā hapori, tētahi rautaki haere kōtui hihiri, me te eke, te tōkeke o te rauemi ka tukua ki ngā hoa haere, ina koa ki ngā tōpūtanga Māori.

Ripanga 3: Tūtohunga e pā ana ki ngā tikanga mahi tauwhiro ngaio

**Tūtohunga e pā ana ki ngā tikanga mahi tauwhiro ngaio**

Hei uruparenga o tā mātou tūtohunga whānui ko te āta whakamārama i te kaupapa tūturu o Oranga Tamariki. Tae atu tēnei ki te āta whakamārama ko wai te hunga matua kia whakaratoa e Oranga Tamariki

Tikanga Whakahaere 2: Ngā tikanga mahi tauwhiro ngaio engari kāore e whāiti mai ki ēnei	Ko te taumata whakahei ka taea e mātou te tāpae i tēnei wā ko te noho o tēnei i tēnei wā he āputa.	
	Hei tautoko i tēnei, ka tūtohu anō mātou kia mahi a Oranga Tamariki ki te:	
	Tūtohunga 10:	Whakahoki ake i te kawenga a te Kaitauwhiro Matua, kia noho mai anō ai te Kaitauwhiro Matua ki te iho o ngā mahi hautū, hei iho mō ngā whakataunga matua katoa a te umanga, tae atu ki te mārama o te whakakitenga me te kaupapa tūturu o te umanga me te waiaro o ngā kaimahi kapamua. Me uru atu ki tēnei te āta arotahi ki te whakahoki ake i te arotahi a Oranga Tamariki ki te mahi tauwhiro ngaio.
	Tūtohunga 11:	Whanake i tētahi mahere kāhui mahi rāngai mahi tauwhiro ki te whakamārama i te wāhi ki ngā kaimahi tauwhiro a me te: <ul style="list-style-type: none"> <li>a. whakamārama i te hanumitanga o ngā tūranga e hiahiatia ana mō tēnā me tēnā papamahi me ngā kaimahi tauwhiro (tae atu ki ngā taituarā rauemi, ngā kaimahi rangatahi me ngā kairaranga), mehemea me noho mai rātou ki roto o Oranga Tamariki me noho mai rānei ki roto i te hapori;</li> <li>b. te tautuhi huarahi mō te piri tahi ki ngā hoa kōtui o ngā ratonga mahi tauwhiro;</li> <li>c. te tautuhi he aha te iho o ngā tikanga mahi tauwhiro ā-ture mā Oranga Tamariki anake e ārahi, he aha anō ngā tūranga me ngā mahi hei whakarite mō te kāhui kaimahi rāngai pāpori whānui.</li> </ul>
	Tūtohunga 12:	Whakapai ake i te whakataki atu, te whakangungu me te whakapakari kaimahi mā ngā kaimahi o Oranga Tamariki; me take tōmua tūturu tēnei mō ngā papamahi a Oranga Tamariki, hei tautoko hoki i te whaitake tonu o ngā whakatutukinga mahi a te kapamua mahi tauwhiro.
	Tūtohunga 13:	Whai wā, kia whai wāhi ngā kaitohutohu ngaio ki te āta tohutohu me te whakaako kaimahi tauwhiro.
	Tūtohunga 14:	Āta whai kia hiranga te whakapiki ake i ngā mahi whakangungu e haere tonu ana mō ngā hiahia taha ture me ōna pou tawhā – e whakahei ana e here ana anō – o te Ture o Oranga Tamariki, ina koa mō ngā kaitauwhiro o Oranga Tamariki.
	Tūtohunga 15:	Tīmata i ngā mahi whakapai ake i te tōriretanga o te whakahaere pīkaunga ki tua atu o tērā o nāianeī, arā, te toharite i runga i te tokomaha o te tamariki ki ia kaitauwhiro, ki tētahi ara ka mōhio, ka whai whakaaro anō ki te matatini o ngā kēhi e taea ai te toha pīkaunga tōkeke puta noa i ngā kaitauwhiro me ngā papamahi, puta noa hoki i ngā mahi a Oranga Tamariki.
	Tūtohunga 16:	Whai kia take tōmua te arotake i te kaupapa tūturu me ngā mahi a te Pokapū Whakapā ā-Motu.
	Tūtohunga 17:	Mō te āhua ki ngā Family Group Conference, kia whakahokia ake te koromakinga i muri i te whakauru atu i ēnei ki te ture i te tau1989, hei whakamana i ngā whakatau a te whānau, tae atu ki te whakamahi i te Tekiona 18AAA o te Ture o Oranga Tamariki, hei tāpae ake i te āwhina e hiahia ana te whānau e taea ai te whakaheke i te tūpono tūkinohia o ā rātou tamariki.
Tūtohunga 18:	Āta whai kia tautuhia ngā ara whakarato tautoko akiaki ki ngā whānau mā te whanake rautaki mō te kāhui kaimahi me te mahi kōtui.	



Ripanga 4: Tūtohunga e pā ana ki te ahurea o te whakahaere

Tūtohunga e pā ana ki te ahurea o te whakahaere	
Hei uruparenga ko tā mātou tūtohunga whānui ko te hoahoa i tētahi tukanga hei whakatū i te Poari Mana Ārahi o Oranga Tamariki a-Motu i roto i te tau e tū mai nei, kia noho mai te Poari Mana Ārahi o Oranga Tamariki i te tōmuritanga o te tau 2022	
Tikanga Whakahaere 3: Ahurea o te whakahaere engari kāore e whāiti mai ki ēnei:	Ko te taumata whakahei ka taea e mātou te tāpae i tēnei wā he āputa. Hei tautoko i tēnei, ka tūtohu anō mātou:
	Tūtohunga 19: Kia rawaka, kia tōkeke te haumi i ngā tōpūtanga Māori me ngā hapori ka taiapahia e āhei ai a ngāi Māori me ngā hapori ki te ārahi me te whakatutuki ārainga tūkinotanga.
	Tūtohunga 20: Kia haere tahi ki ā mātou tūtohunga i raro i ā mātou tikanga whakahaere tuatahi, tuarua anō te whakatakoto whakakitenga, kaupapa tūturu mō Oranga Tamariki, kia noho mārama ai te katoa o roto i te umanga te wāhi ki tēnā me tēnā ki te whakatutuki i taua whakakitenga me te āhua o tā rātou whai wāhi atu ki tērā.
	Tūtohunga 21: Kia whakamāramahia, kia whakakotahitia ngā kawenga ā-takitahi, ā-tōpū anō a Oranga Tamariki me te whakamārama anō pūnaha atawhai, whakamarumarū whānui a te kāwanatanga mā roto i te whakaotinga o tētahi Mahere Mahi mā Oranga Tamariki, e tiroirohia ai ngā rerekētanga o ngā putanga.

Ripanga 5: Tūtohunga e pā ana ki te whakatau take i runga i te taunakitia

Tūtohunga e pā ana ki te whakatau take i runga i te taunakitia	
Āpiti atu ki ā mātou uruparenga ki ā mātou tikanga whakahaere, kua takoto ētahi tūtohunga mō te whakamahi raraunga hei tautoko i te whaitake o ngā whakatau take.	
Kōwhiringa Whakaāhei	Tūtohunga 22: Me whakapakari ake te anga aroturuki whakatutukinga mahi a te whakahaere kia hāngai ake ai ki tētahi rautaki me tētahi whakakitenga mō te whakahaere kua āta tautuhia.
	Tūtohunga 23: Me whakapai ake te noho wātea, te hāngai me te whānui o ngā raraunga ka whakamahia mō te whakatau take
	Tūtohunga 24: Me noho take tōmua te haere tonu o te whanakehia o te hanganga pārongo
	Tūtohunga 25: Me whakapai ake te āhua o te tiritiri pārongo, i runga i te whai whakaaro ki te kaupapa tūturu me ngā tikanga whakaāhei o te Ture Matatapu 2020. Tērā e uru atu ai te mahi ngātahi a Oranga Tamariki me te Tari o te Kaikomihana Matatapu e tūturu ai te hoahoa a Oranga Tamariki i tētahi huarahi tikanga ka mau tonu ki tua mō te tiritiri pārongo ki te hapū, te iwi, ki ngā huihuinga Māori me ngā hapori.

# TAKAHANGA A TE POARI KA WHAI IHO

135. I tēnei wāhanga ka whakaritea ā mātou takiwā arotahi ka whai iho mō te toenga atu o te rua tau ki a mātou, te poari ārahi. E marohi ana mātou kia whāia ko tētahi ara ahunga rua:

a. Ko tō mātou ara tuatahi ko te aroturuki kokenga mō te whakatinanahia o ā mātou tūtohunga, kia taea ai e mātou te whakarato tētahi taumata whakaheinga tiketike ake ki a koe i mua i te paunga o te wā ki a mātou. Ko tētahi wāhanga o tēnei ko tā mātou āta whai ki te tautoko i tō torotoronga ki a ngāi Māori me ngā hapori ki te huawaere whakaritenga ā-rohe, ka āta aroturuki mātou i te kokenga o ā mātou tūtohunga mahi tauwhiro, ka mutu, ki te whakaae koe, ki ā mātou tūtohunga mō te whakatū Poari Mana Ārahi mō Oranga Tamariki, ka mahi ngātahi mātou ki a Oranga Tamariki ki te tautoko i te tukanga mō te whakatū i tērā.

Ki te tautoko i te mahi nei, ka āwhina mātou ki te arataki i a Oranga Tamariki kia neke ki te hopu me te whakamahi raraunga e rite ana ki ngā mahi. Ka uru atu ki tēnei te mahi ki te Kaikomihana Matatapu me ētahi atu ki te tautoko i a Oranga Tamariki ki te whakaaroaro me pēhea e tutuki ai ngā hiahia taha matatapu me te whakaāhei anō i ngā hapori ki te toro atu ki ngā raraunga ka hiahia rātou ki te hoahoa uruparenga, me te noho mārāma anō ki ngā haumitanga ka hiahiatia, kia inea ai e te pūnaha ngā panonitanga tika.

b. Āpiti atu ki te tāpae ārahitanga tonu ki a Oranga Tamariki, i te ara tuarua, ki te whakaae nei koe, ka uru atu te whakawhānui i te arotakenga o ngā tikanga Atawhai, me te tiro tiro mehemea e rite ana ngā tukanga mō te whakatau ki hea tētahi atawhaitia ai, ngā putanga Youth Justice, me te whakaaroaro anō ki ngā pou tawhā taha ture e mahi mai ana a Oranga Tamariki, rātou ko ētahi atu umanga kāwanatanga. Ka whai hoki mātou ki te āta tiro tiro ki ētahi huarahi ki te whakapai ake i ngā putanga ki te tamariki e raru ana taha hauā i ngā wāhi kāore e tino tautokohia ana i tēnei wā.

136. Ko tō mātou tūmanako me tā mātou e whai nei ko te mahi kōtui ki te kāhui hautū me te Tumu Whakarae o Oranga Tamariki mō te roanga atu o te wā ki a mātou. Ka tautoko te mahi ngātahi i te neke wawe o te tikanga mahi, ka āwhina ki te whanake i tētahi rautaki rāngai mahi tauwhiro whaitake, me te noho tūturu mai o tētahi rautaki kua rurukutia e haere kōtui ai, e nekehia ai te haumitanga ki a ngāi Māori me ngā hapori.

137. I roto katoa i ā mātou mahi, ka auau tā mātou tuku pūrongo ki a koe, ki te Minita o Oranga Tamariki, me te noho ngākau tuwhera anō ki ō tohutohu mai mō te āhua ki tā mātou āwhina i a koe i te mahi nui whakaharahara nei. E mōhio ana mātou nā runga i ngā takiwā arotahi ka whai iho kua tāpaea nei e mātou, tērā ka hiahiatia ētahi panonitanga, ētahi āpiti hanga ki ā mātou tikanga whakahaere, tērā anō e mate ai ki te whakaaro anō ki te āhua o te poari arahi, kia panonitia, ka āpitihia atu rānei he mema.

