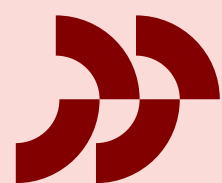




He Rauemi  
**Tangata Whenua**  
**Remuneration**  
**Protocol**



**Western  
Bay of Plenty**  
District Council

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# Timatanga kōrero – Introduction

He Rauru – Council’s kaupapa Māori framework outlines our commitment to strengthening partnerships with Tangata Whenua<sup>1</sup> and enabling Mana Motuhake through equity and shared decision making. This approach is also reflected in one of Council’s community outcomes which says we will have authentic Te Tiriti based relationships with Tangata Whenua as well as one of our strategic priorities which commits to growing authentic Te Tiriti based relationships.

There is a lot that underpins Council’s approach to working with Māori – Māori are a party to Te Tiriti o Waitangi together with the Crown, and there are statutory obligations we have to Māori perspectives and their knowledge systems. In addition to this, iwi and hapū have social, economic and environmental aims based on the Te Ao Māori worldview articulated in settlement legislation and iwi/hapū management plans. This makes Tangata Whenua a key partner for Council and the work we do with.

He Rauru contains some rich kōrero from Tangata Whenua in our district. Kōrero about their history, their aspirations, their experiences, and their expectations when it comes to working with us. It should always be a point of reference for the work that we do with Tangata Whenua. Make sure you check it out on Westworld.

He Rauemi – Tangata Whenua Remuneration Protocol provides you with tools to adopt a remuneration approach for Tangata Whenua that reflects our partnership goals by ensuring –

- That Mātauranga Māori is recognised as a valuable contribution to the work that we do.
- People are appropriately remunerated for providing Mātauranga Māori.
- That Tangata Whenua are recognised for their contribution to the work that we do, not just from a Mātauranga Māori perspective.

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<sup>1</sup> Tangata Whenua refers to Māori.



We acknowledge that staff will need support to meet our commitments to Tangata Whenua. Training and capacity building provided under the korowai of He Rauru will provide the means to do so. A few examples are –

- Engagement wānanga working through how to apply this guide in practice.
- Te Tiriti o Waitangi wānanga.
- Staff participation in the Wall Walk.



# Remuneration approach

More and more emphasis is placed on recognising and providing for Mātauranga Māori within the work that we do as Council and more broadly across society. Mātauranga Māori is a knowledge system with practices based on a Te Ao Māori perspective of the world. There are different levels of Mātauranga Māori and different holders of this knowledge from tohunga (experts in sacred Te Ao Māori knowledge) through to academics, consultants, and other professionals.

Tangata Whenua perspectives on the work that we do are also important in matters beyond just Mātauranga Māori. Tangata Whenua are likely to have aspirations for their iwi/hapū that relate to social, economic and environmental matters as well. Progressing these aspirations and providing for the recognition of Mātauranga Māori is one way we fulfill our role as a partner under Te Tiriti o Waitangi.

Determining the appropriate remuneration of Tangata Whenua for a project, policy or ongoing Council business will depend on the circumstances and should be considered alongside the needs to appropriately engage with Tangata Whenua (see He Rangapū – Tangata Whenua Partnership Protocol). The project/policy lead/business lead should consider this alongside a member of the Kaupapa Māori team, specifically, either –

- **The Strategic Kaupapa Māori Manager,**  
*Responsible for the work of the Kaupapa Māori team and providing strategic direction on the work that we need to do to partner with Tangata Whenua.*
- **The Kaimahere Matua,**  
*A senior role in the Kaupapa Māori team responsible for progressing and supporting policy/planning matters with a kaupapa Māori focus.*
- **The Kaiārahi Mahere**  
*A role in the Kaupapa Māori team responsible for progressing and supporting policy/planning matters with a kaupapa Māori focus.*
- **Kaihōnonga Matua or the Kaiārahi Hōnonga.**  
*Three roles in the Kaupapa Māori team responsible for building meaningful relationships with Tangata Whenua across our district.*

The Kaupapa Māori team exists to support Council to partner with Tangata Whenua on our work and to achieve their aspirations.



## Form of remuneration of Tangata Whenua

Determining the right form of remuneration of Tangata Whenua depends on some principal considerations, namely –

- Are Tangata Whenua involved in a project/policy/business at a governance level? For example, do they sit on a committee or advisory group for that project/policy/business? Is their role one of a decision maker – even if the ultimate decision sits with Council.
- Are Tangata Whenua involved in a project/policy/business at an operational level? For example, are they part of a working group for that project/policy/business. Is their role one of providing advice/information?
- Are Tangata Whenua carrying out some tikanga requirements? What is the nature of those requirements?

Forms of remuneration	
<b>Governance</b> <i>Meeting fees</i>	Paid to Tangata Whenua who perform a governance function, where they are appointed by their iwi or hapū to a decision making or recommendatory body or group.
<b>Technical advice</b> <i>Hourly rate</i>	Paid to people who provide Mātauranga Māori knowledge to a project/policy/business and/or are providing an iwi or hapū perspective within a project/policy/business.
<b>Cultural support</b> <i>Hourly rates depending on the support provided</i>	Paid to Tangata Whenua who provide cultural support by carrying out tikanga or kaitiaki responsibilities within a project/policy/business.

## Budgeting for Tangata Whenua remuneration

If you plan for the engagement needed with Tangata Whenua, then you can budget for remunerating Tangata Whenua appropriately.



## How to remunerate Tangata Whenua for the role that they play

Function:	Example	Remuneration Rates	Additional considerations
<p><b>Tangata Whenua relationships</b> Tangata Whenua are appointed to forums to enhance Council’s relationship with Tangata Whenua and for them to contribute to Council’s decision making processes. These forums discuss issues of significance for Tangata Whenua and ways that Council can work with Tangata Whenua to address them.</p>	<p><b>Tangata Whenua Forums:</b> Te Ihu o Te Waka o Te Arawa.  Te Kāhui Mana Whenua o Tauranga Moana.  Te Ohu Parawai o te Waiari.  Te Ohu Waiora.</p>	<p>Chair - \$350.00 per meeting when chairing, normal member fee when not chairing.</p> <p>Group Member - \$300.00 per meeting.</p> <p>Meeting fees are GST inclusive</p> <p>*by agreement additional fees can be paid at an hourly rate of \$170.00 (GST inclusive) for extraordinary work required outside of normal meeting business.</p>	<p>Mileage – The standard mileage rate set by IRD.</p>
<p><b>Mātauranga Māori</b> Tangata whenua are engaged on a Council project and provide the skills, expertise and knowledge needed for that project.</p>	<p>Technical advisors  Tangata Whenua working groups</p>	<p>\$170.00 an hour (GST inclusive).</p>	

<p><b>Cultural Monitoring</b> Cultural monitors are on site to ensure projects are carried out in accordance cultural monitoring protocols.</p>	<p>Cultural monitor on site for earthworks associated with construction of a Council asset.</p>	<p>Up to \$120.00 per hour (GST inclusive).</p>	
<p><b>Cultural kaupapa</b> Tangata Whenua support Council staff in undertaking tikanga requirements</p>	<p>Kaikōrero, kaikaranga support at Pōwhiri.</p>	<p>\$150 per person</p>	<p>Before your event come and collect the Koha Card from Kaupapa Māori team and get your cash out to provide the koha to your support person on the day. Please keep the receipt and provide a GL code to the Kaupapa Māori team for your expenditure.</p>
	<p>Pre agreed blessings.</p>	<p>\$500 per service</p>	<p>Paid to the relevant hapū undertaking the ceremony. Hapū to raise an invoice with Council. Any catering required is planned and invoiced separately.</p>



	<p>Council staff/elected members attending kaupapa where they are formally welcomed onto the Marae.</p>	<p>Where it is a group of less than 10 people a koha of \$100 is appropriate.</p> <p>A group of larger than 10 people a koha of \$200 is appropriate. Discretion can be used to provide a larger koha if the occasion requires.</p>	<p>Before your event come and collect the Koha Card from Kaupapa Māori team and get your cash out to provide the koha on the day. Please keep the receipt and provide a GL code to the Kaupapa Māori team for your expenditure.</p> <p>If it is a Council kaupapa at the Marae, any catering required will be planned and invoiced separately.</p>

# Associated plans/policies

He Rangapū – Tangata Whenua Engagement Protocol.

Significance and Engagement Policy.

Communications and Engagement Policy.

