
Te Kaupapa Here
Reo Māori a
Watercare 2023

Māori Language Policy

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Mihi

Acknowledgement

Kia hiwa rā!

Get ready!

E ohoo te taiao
Ki ōna reo taketake
Ka ketekete mai ngā manu i a Tāne
Ka haruru ngā ngaru i a Tangaroa
Ka kitā te tātarakihi i a Papa-tū-ā-nuku
Ka pāorooro te whatitiri i a Rangi-nui

Let the world be alert
To the primordial languages of itself
The chattering of birds in the forest
The crashing of waves on the seashore
The chirping of cicadas in the fields
The roaring of thunder in the sky

Kia mataara a Aotearoa
Ki tōna reo orokohanga
Ka whakaatahia te pūrākau
Ka whakarārangihia te whakapapa
Ka waiatahia ngā mōteatea
Ka whakataukī

Let New Zealand be awake
To the indigenous language of the land
As we acquaint you with our history
Declare our ancestral links
As we sing our laments and poetry
And share wisdom

Ka tae te wā
Ka kaha te rongō anō i te reo o te Māori
Huri noa o tēnei whenua

The day will come again when
The Māori language will strongly
resound
Throughout this land

He whakamārama

Foreword

Te reo Māori me te tuakiri motuhake i Tāmaki ki Te Hiku o te Ika a Māui

Māori language and the unique identity from Auckland to The Tail of Māui's fish

Watercare recognises that te reo Māori (the Māori language) is a cultural treasure and an official language of Aotearoa. We acknowledge that te reo Māori and tikanga (cultural practices) form a critical part of 'a Māori identity that is Auckland's point of difference in the world'.

Through this policy and Watercare's reo Māori Implementation Plan we are committed to the language being seen, heard, spoken and learned throughout our business and we will contribute to the celebration, protection, revitalisation and integration of te reo and tikanga across our worksites, facilities and offices.

Te Pou Tarāwaho Reo Māori

The Māori Language Framework

Below is the Māori Language Framework which shows how Watercare will underpin the way we will give effect to this policy.

Wāhi whai huanga Outcome area	Whakamārama Explanation	Wāhi torohū hei whakatinana Potential action areas
Te reo tē kitea Māori language yet to be seen	Te reo tē kitea is about Watercare increasing the incidents of te reo Māori being seen across the business	<ul style="list-style-type: none">- Bi- and mono-lingual Māori signage- Return of Māori names to waterways- Internet/Intranet
Te reo tē rangona Māori language yet to be heard	Te reo tē rangona is about Watercare increasing the incidents of te reo Māori being heard across the business	<ul style="list-style-type: none">- Call centre- Iwi engagement- Community events
Te reo tē kōrerohia Māori language yet to be spoken	Te reo tē kōrerohia is about Watercare increasing the incidents of te reo Māori being spoken across the business	<ul style="list-style-type: none">- Service centre reception- Internal/External meetings
Te reo tē ākona Māori language yet to be learned	Te reo tē ākona is about Watercare increasing opportunities for te reo Māori to be learned across the business	<ul style="list-style-type: none">- Digital learning modules- Māori language hub- Interpretive signs

Kupu whakataki

Introduction

Watercare is committed to meeting its responsibilities under Te Tiriti o Waitangi (The Treaty of Waitangi) and our broader legal obligations to Māori. Watercare recognises these responsibilities are distinct from the Crown's Treaty obligations, and that they fall within a local government Auckland context.

These commitments are articulated in Auckland Council's key strategic planning documents: The Auckland Plan, the Long-term Plan, Local Board Plans and the Unitary Plan.

In responding to Council's commitments and obligations to Māori in a way that will improve outcomes for all, Kia Ora Tāmaki Makaurau 2021– the Māori outcomes performance measurement framework was developed. Its purpose is to enhance and guide council and its subsidiaries' responsiveness to Māori.

The framework articulates that we will work to ensure our policies and actions consider:

- the recognition and protection of Māori rights and interests within Tāmaki Makaurau, and
- how to address and contribute to the needs and aspirations to fulfil our commitments and obligations to Māori.

Te whāinga

The purpose

The purpose of this kaupapa here reo Māori (reo Māori policy) is to direct and guide the actions of Watercare in relation to the celebration, integration, protection and revitalisation of the Māori language in its business.

Watercare aims to:

- ensure that anyone who receives or uses our services, or contributes to the democratic process has the choice to do so in Māori or English.
- Encourage the use of te reo Māori in the workplace and community.

Ngā mātāpono

Principles

The principles that underpin this Māori Language Policy are:

- Māori language is a cultural treasure which is at the heart of Māori identity.
- Regional language differences reflect tribal identity and considerations have been made in this document.
- Because te reo Māori is an official language of Aotearoa, it shall receive equal status to the English and Sign languages.
- Watercare is committed to celebrating Māori identity as 'Auckland's point of difference in the world'.

Ngā tikanga Conventions

Watercare will apply these practices to all official communications and publications when using te reo Māori:

- i. Refer to the 'Guidelines for Māori Language Orthography' by Te Taura Whiri i te Reo Māori *The Māori Language Commission* when applying Māori language in its written form. This publication gives current best practice for the written word and is the convention Watercare will follow.

However, communications destined for iwi affiliated with, or signage specifically located within the rohe of Waikato-Tainui will use the conventions of 'He Puka Aratohu mō te Reo ā-Tuhi o Waikato-Tainui me āna Tukanga Whakamāori' *Guidelines for Waikato-Tainui Conventions for Writing te Reo Māori and Translation Processes*.

- ii. Interpretations of mana whenua stories and their relationship to Tāmaki Makaurau remain the intellectual property of mana whenua.
- iii. Written reference to ancestral names will be with the Express permission of mana whenua.
- iv. The Māori language will be incorporated in a meaningful way into Watercare's processes, operations, delivery and communications including:
 - key documents and publications
 - meetings and events
 - written and film media
 - internet and social media platforms
 - signage
- v. When using the Māori language in written or spoken communications, Watercare will include an English translation except when the words or phrases are in such common usage that it is considered unnecessary. For example, whānau, iwi, hapū.
- vi. The Māori language shall precede English in signage except where the Health and Safety of staff and public are the priority. For example: Emergency Exit, Fire Extinguisher, Defibrillator, Fire Alarm, Do Not Enter. In such cases, the English language will precede Māori.
- vii. Transliterations will not be used except when identified as the norm for a particular dialect, location or iwi.
- viii. This Māori Language Policy will inform all other Watercare policies and processes that include:
 - signage
 - digital websites
 - social media
 - branding
 - communications
 - naming projects