



THE TREATY OF WAITANGI

in New Zealand

What is the Treaty of Waitangi?

The Treaty of Waitangi /Te Tiriti o Waitangi is the founding document of New Zealand. There were two versions signed – an English version and a Māori version, which have some differences. It is an agreement that was made between the British Crown and many Māori chiefs in 1840. The Treaty influences legislation, education, resources, language and culture in New Zealand. Because of the Treaty, New Zealand considers itself a bicultural country – the two cultures being Māori and non-Māori.

The Articles of the Treaty

Introduction

The Queen wants people to keep their lands and independence and she wants all people to live together in peace. This agreement is to make a government for her people who are now in New Zealand and those who will come in the future.

First

The chiefs give to the Queen of England the right to have a governor in New Zealand.

Second

The Queen agrees that Māori keep their independence and keep control over their lands and everything that is important to them. They give to the Queen the right to buy land if they want to sell it.

Third

The Queen gives the Māori people the same rights as British people.

Fourth

The Governor promises to protect Māori customs and all the different religions in New Zealand.

<https://trc.org.nz/sites/trc.org.nz/files/publications/files/Q%26A%202015%20online.pdf>

How does it apply to me?

The articles of the treaty influence many aspects of modern-day New Zealand life. Māori language and culture is practiced within workplaces, for example in the use of Māori protocols in meetings and formal ceremonies, and in signs, place names and job titles in Te Reo Māori.



Employers, especially those in education, healthcare, social work, and industries such as forestry and fishing, tourism and government agencies, expect their employees to know about and work within the principles of the Treaty. In some fields, knowledge of, and commitment to the Treaty may be part of your job description. The professional association of your industry will have outlines of what you might need to be aware of (for example the Nursing Council, Teaching Council, Engineering NZ).

What questions might I be asked about the Treaty in an interview?

You may be asked about your knowledge of, or response to, the Treaty in a job interview.

Some questions could be:

- ▼ How do you think this role relates to the Treaty?
- ▼ How will you observe the principles of the Treaty in your work practice?
- ▼ What are some things you would do in this role to demonstrate a commitment to the Treaty?

You may be asked about biculturalism or the Treaty of Waitangi in an interview

Careers NZ has some great advice on answering these questions:

- ▼ www.careers.govt.nz/articles/interview-tip-how-to-answer-the-treaty-of-waitangi-question

You can also go to a Treaty training.

Ways you can honour the Treaty

Some practical things you can do in response to these questions and to honour the Treaty include:

- ▼ Being aware of the Treaty and NZ history
- ▼ Learning common Te Reo Māori words
- ▼ Correctly pronouncing Māori names and place names
- ▼ Knowing about Māori values
- ▼ Understanding Tikanga Māori (Māori cultural practices)
- ▼ Working with Māori and listening to Māori.



Māori values

Here are some of the values important to Māori and the Tikanga (the protocols or traditions and rules that guide Māori culture) that relate to them.

Whanaungatanga is the importance of the relationships and the wider family group, working together to benefit the whole group rather than a few individuals. Family ancestry or whakapapa is very important to Māori, as it shows who they are and where they are from.

Manaakitanga is the importance of generosity and hospitality, behaving in ways that make people feel acknowledged, welcome and supported.

Marae kawa (protocols) reflect the values of Whanaungatanga and Manaakitanga. Here is a link to explain Marae Protocol: www.teara.govt.nz/en/marae-protocol-te-kawa-o-te-marae

These values can also be seen in how meetings are run. In a meeting at work, this might mean the meeting starts and finishes with a karakia (prayer or blessing), there is a welcome, everyone introduces themselves, and then the work of the meeting can start. Food is an important part of Manaakitanga and may be provided at the meeting.

Wairuatanga is spirituality, everything in the Māori world has both a physical and a spiritual dimension. Some things are considered tapu (sacred), so for example it is not polite to touch another person's head, or to sit on tables.

Here is a link with some more examples: www.wgtn.ac.nz/maori-hub/ako/teaching-resources/tikanga-tips

Te Reo / useful phrases

There are many good resources online for learning Te Reo words and pronunciation.

Here are some places to start:

- ▼ www.rnz.co.nz/collections/kiaora
- ▼ <https://nzhistory.govt.nz/culture/maori-language-week/100-maori-words>
- ▼ <https://nzhistory.govt.nz/culture/maori-language-week/1000-maori-place-names>

Useful links

Advice about discussing the Treaty in a job interview

- ▼ www.careers.govt.nz/articles/interview-tip-how-to-answer-the-treaty-of-waitangi-question/
- ▼ www.stuff.co.nz/national/68214450/treaty-tutoring-for-migrant-jobseekers

Further reading about the Treaty

- ▼ www.newzealandnow.govt.nz/living-in-nz/history-government/the-treaty-of-waitangi
- ▼ <https://teara.govt.nz/en/treaty-of-waitangi>
- ▼ <https://waitangitribunal.govt.nz/publications-and-resources/school-resources/treaty-past-and-present/section-5/>

Information about Māori culture in the workplace

- ▼ www.newzealandnow.govt.nz/living-in-nz/settling-in/maori-culture
- ▼ www.stuff.co.nz/national/115699735/the-value-of-workers-with-te-reo-and-tikanga-skills-in-nz-workplaces
- ▼ www.wgtn.ac.nz/maori-hub/ako/teaching-resources/tikanga-tips

The story of New Zealand from its origins to modern day (podcasts)

- ▼ www.rnz.co.nz/programmes/the-aotearoa-history-show