

**HEI PANUI  
EXPRESSIONS OF INTEREST INVITED**

**Employment Relations Education Training for Maori/iwi based  
Community Organisations: Programme Development**

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Tena koutou katoa

Expressions of interest are invited for a research and development contract which will explore how an existing employment relations training programme for community and voluntary sector organisations can be tailored to address the employment relations needs and issues of tangata whenua community organisations.

**Whakapapa / Background**

The Workplace Wellbeing Project is a sector-driven, sector-owned collaboration which seeks to promote and support the development of effective employment practices and relationships in the tangata whenua, community and voluntary sector.

The Project is a joint initiative between the New Zealand Council of Social Services, the New Zealand Federation of Voluntary Welfare Organisations, Community Waikato and the Service and Food Workers Union Nga Ringa Tota.

Workplace Wellbeing has a contract with the Department of Labour Employment Relations Education Contestable Fund to deliver employment relations training to community and voluntary sector organisations. However to date the delivery has been primarily to pakeha-dominated audiences, based within a predominantly pakeha framework.

The Department of Labour has provided funding for us to contract a researcher/s to explore how our existing Employment Relations Education programme can be tailored specifically for delivery to tangata whenua community organisations, taking into account issues of organisational kaupapa, tikanga, kawa, cultural safety and other matters.

**Kaupapa / Purpose**

The successful contractor will organise the scoping and development of an Employment Relations Education workshop programme for Maori/iwi community organisations, including delivery of 2-3 pilot workshops, ideally but not necessarily in the Waikato, and concluding with an application for course approval to the Employment Relations Education Advisory Committee.

**Wa roa me Tatari moni / Timeframe and Budget**

This research programme crosses two fiscal years, 2008/09 and 2009/10, as follows:

<b>Feb-June 2009</b>	\$10,000 + GST
<b>July 2009 – June 2010</b>	\$15,000 + GST (pending a further budget appropriation)

## Proposed Research and Development Timeframe

1 March – 30 April 2009 (provisional dates)	<ul style="list-style-type: none"><li>• Development of a preliminary database of Maori/iwi organisation contacts</li><li>• Discussion and interviews with Maori/iwi community organisations regarding their ERE needs, and development of survey questions</li></ul>
1 May – 30 June 2009	<ul style="list-style-type: none"><li>• Distribution and collection of research survey data</li></ul>
1 July – 30 Sept 2009	<ul style="list-style-type: none"><li>• Analysis of research survey data</li></ul>
1 Oct – 31 Dec 2009	<ul style="list-style-type: none"><li>• Production of a report that identifies the ERE needs of Maori/iwi community organisations</li><li>• Development of pilot Maori/iwi workshop programme</li></ul>
1 Jan – 31 March 2010	<ul style="list-style-type: none"><li>• Piloting of Maori/iwi workshop programme in three locations</li></ul>
1 Apr – 30 June 2010	<ul style="list-style-type: none"><li>• Application for course approval for Maori/iwi community group workshop programme</li></ul>

### Momohio / Skills and experience required

- Experience in working with Maori/iwi based community organisations
- Proven skills in social research
- Experience in or understanding of employment relations law
- Experience in delivering adult/community education
- Excellent written and verbal communication skills

The most appropriate methodology for the research can be discussed as part of the negotiation of the research contract.

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### Ra kati / Deadline for Expressions of Interest: 20 February 2009

Expressions of interest should be emailed and/or posted by 5pm 20 February to:

[Maori/Iwi ERE Programme Development](#)

[Workplace Wellbeing Project](#)

[Attn: Conor Twyford](#)

Email: [ere.project@gmail.com](mailto:ere.project@gmail.com)

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[For more information](#) please [contact Conor Twyford at ere.project@gmail.com](#) or 021 213 2553.