



Hīkoi mō Te Tiriti

Published date: 15/11/2024

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As you may be aware, there is an upcoming Hīkoi (march / communal walk) taking place from 10-19 November, starting in the far north and ending at Parliament.

If you would like to participate, please discuss this with your manager to ensure your safety, that it can be accommodated in relation to your work commitments, and that our guidelines on such activities are clear for you. If you would like to participate in a personal capacity you may want to use your lunch break, or you can request annual leave or leave without pay to attend.

If you're discussing or planning to join the Hīkoi, here are some important points to keep in mind:

- **Our values:** Our RISE values and whakaaro Māori expressions of RISE values (<https://jet.justice.govt.nz/our-work/people/our-values-and-culture/>) guide our behaviours and interactions. Please keep this in mind as the kaupapa of the Hīkoi comes up in conversation.
- **Political Neutrality:** As Ministry employees, it is crucial to maintain political neutrality. This means not commenting publicly on the Hīkoi in a way that could be seen as representing the Ministry. Ensure your participation is clearly in a personal or union capacity, not as a Ministry representative.
- **Code of Conduct:** Familiarise yourself with our Code of Conduct [S9\(2\)\(k\)](#) which provides comprehensive advice on political neutrality and personal activities outside of work. Avoid using Ministry logos, insignia, letterhead, uniforms, or email addresses during the Hīkoi.
- **Social Media and Media Policy:** Be mindful of our social media [S9\(2\)\(k\)](#) and media policies [S9\(2\)\(k\)](#). Do not make statements that could be interpreted as being on behalf of the Ministry.
- **Transportation and access:** The Hīkoi may cause disruption to the working and transport arrangements of public servants around the country and particularly in Wellington during the time the Hīkoi is there. Check the NZTA's website, Journey Planner web tool and social media pages for

updates. If needed, please discuss with your manager any potential impacts on your ability to get to and from work, and how these can be managed.

- **Courts and other buildings:** The physical safety of our people and sites is paramount. Our Courts are well prepared to handle any unlikely disturbances with professionalism and care, and operational security planning is underway to ensure the ongoing safety and security of our courts and court participants during this time.

Looking after yourself and each other

We all have a role to play to ensure our workplaces are respectful and culturally safe for all our hoamahi | colleagues. If and when discussions arise, our values S9(2)(k) and Code of Conduct S9(2)(k) can help steer us.

Please look after your wellbeing and remember that support is available. We encourage you to speak with your manager about how we can best support you during this time. Our People Experience team is available through your PX Business Partner or AskHR to help.

As always, our Employee Assistance Programme (EAP) S9(2)(k) offers confidential and free counselling services, which you can access without prior discussion or agreement with anyone in the Ministry. You can also access Rongoā Māori S9(2)(k) to support your hauora | wellbeing. Please refer to the Wellbeing JET page S9(2)(k) for more information.

Thank you for your understanding and cooperation. Let's continue to keep ourselves and the Ministry safe and support each other with empathy and respect during this time.

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Contacts

AskHR
AskHR@justice.govt.nz

S9(2)(a)

From: Kibblewhite, Andrew
Sent: Friday, 15 November 2024 2:15 pm
To: Ourpeople@justice.govt.nz
Cc: S9(2)(a)
Subject: Carl's email

Hi everyone,

You would have seen the email from Kelvin earlier in the week, with guidance about the hīkoi currently moving across the country towards Parliament. You are free to participate in a personal capacity, but there are some important things to remember – such as the need to be politically neutral in our roles, and the importance of reflecting our values and the Code of Conduct.

If you missed the email, or would like to refresh yourself on the guidance, you can [read it on JET here](#).

You may be aware of a piece of work we're doing in the background to our email accounts, migrating us to an online storage platform, Exchange Online. I want to acknowledge up front that this may be a bit bumpy for some people. If you are one of these people, I thank you in advance for your patience. There are some workarounds that may help. Get in contact with [the IT Service Desk](#) if you have any issues.

Finally from me, it's been great to visit frontline staff and courts recently. My Strategic Leadership Team colleagues and I have been enjoying talking to everyone we've visited so far on the frontline. There's nothing quite like catching up in person. We have a few more trips planned for this year and intend to do this more regularly next year, so we look forward to seeing you all over time.

Have a great weekend everyone,
Carl



Carl Crafar

Chief Operating Officer | Operations and Service Delivery

MOB +64S9(2)(a)

S9(2)(a)

From: Hickling, Jo
Sent: Monday, 18 November 2024 3:47 pm
To: DL-WGTN FUJITSU TOWER-NON JUDICIAL OCCUPANTS; DL-WT-All Staff; DL-OFFICEOFTHECHIEFJUSTICE; DL-SC ALL ASSOCIATES; DL-SC ALL CLERKS; DL-COA All Staff; DL-REG CENT-WELLINGTON TRIBUNALS UNIT; DL-WGTN DC-ALL COURT STAFF; DL-NSD Collections WGTN CC; DL-NSD Central Registry; DL-NSD RCC WGTN; DL-AMPBuilding
Subject: Hīkoi mō te Tiriti
Importance: High

Kia ora koutou,

The Hīkoi mō te Tiriti will arrive in central Wellington and assemble at Parliament tomorrow. It is anticipated that there will be upwards of 30,000 people attending and both Police and the organisers expect the gathering at Parliament to be peaceful with no safety concerns. For kaimahi in Wellington, it will be business as usual but here are a few reminders for you about the day:

- If you would like to attend the hīkoi you are able to do so in a personal capacity. As public servants we have the same rights to freedom of speech and political activity in our private lives as other New Zealanders. We must also be politically neutral at work and it is important that we reflect our RISE values and the Code of Conduct. You can find out more by reading the PSC advice on [political neutrality](#).
- Roads, public transport, and parking will be disrupted between the hours of 5am and 5pm tomorrow. A traffic management plan will be in place from 5am from the junction of Lambton Quay and Bowen St and along Molesworth St, up to Hill St. There will be no vehicle access on this route. Pedestrian access remains. Make sure you plan ahead and look at the advice on [NZTA's website](#) and social media for the latest information. The Wellington City Council website [here](#) and Police social media will also have more information. If you need to, please discuss with your manager any potential impacts on your ability to get to and from work, and how these can be managed.
- Be mindful of your own personal security and identifiable factors and follow the usual security guidance – take off your work ID when you leave your building and keep an eye out for anyone trying to tail-gate you into the building.

I recommend that you refresh yourself on our guidance, which you can [read on JET here](#).

Ngā mihi
Jo

Jo Hickling (she/her)
General Manager
People Experience
S9(2)(a)

Ministry of Justice | Tāhū o te Ture
L4 Justice Centre | Aitken Street

S9(2)(a)

From: Watson, Kelvin
Sent: Monday, 11 November 2024 9:08 am
To: ourpeople@justice.co.nz
Subject: Hīkoi mō Te Tiriti - Email to all kaimahi

A message from Jo Hickling, General Manager, People Experience:

Kia ora koutou

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Jo Hickling (she/her)

General Manager

People Experience

S9(2)(a)

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