

2023/24

Te Mahere Pakihi Business Plan



NGĀ TAONGA
SOUND & VISION





Rārangi Take

Contents

Kupu Whakataki nā Te Tumu Whakarae Chief Executive's Foreword	4–5
Kupu Whakataki Introduction	6–8
Ā Mātou Kaupapa Matua Our Key Projects	9–13
Utaina	9
Sector Relationships (Te Ara Tahī; and our wider sector partners such as Te Papa)	9
Developing a New Strategic Plan	10
Customer Relationship Management System / Collections Management System	10
Collection Development Strategy Implementation	11
Further Developing Māori Relationships	11
Leadership Development	12
New HRIS System	12
Property Planning	13
Ā Mātou Ratonga Matua Our Key Services	14
Our Key Priorities	14
Estimates of Appropriation	16
Te Tahua Pūtea 2023/24 Budget 2023/24	17
Te Arotake i te Tau 2022/2023 Year Review 2022/23	18–21
Kuputaka Glossary	22



Kupu Whakataki nā te Tumu Whakarae

Kua whakapau kaha mātou hei kaipupuri o te pūranga taonga ataata-rongo o Aotearoa ki te whakatūturu ka taea te kite me te whai wāhi atu ki te kohikohinga e ngā whakatipuranga onāiane me ngā whakatipuranga hoki e heke mai nei.

I roto i te ao e whakatuānuitia ana e te arapāho ataata-rongo, nā te Kowheori-19 i tutū te puehu, ā, nā reira i ara ai te hiahia kia whakamatihiko me te panoni i te ara e mahi ai mātou.

Nā reira, ehara i te mea ohore ko te arotahi rautaki matua i tēnei tau te whakauka kia whai wāhi atu. Mā te whakauka i ngā kohikohinga kia whakamatihikotia e āhei ai te maha ake o ngā tāngata te whai wāhi atu.

Mai i te tau 2021 kua whakatārewahia ētahi whakaputunga, ētahi tono matawhaiaro hoki kia tuku kē tō mātou rauemi ki Utaina - he kaupapa whakamatihiko nui hei whakauka i ngā kohikohinga Karauna neke atu i te 300,000 i runga i te arapāho autō e noho tūraru ana.

Ka whakaoti mātou i ēnei whakatārewatanga hei te mutunga o te tau 2023/24. Kia rite mātou, ka whakaurua ngā tukanga me te tautoko kia taea ai tā mātou whakaae ki ngā whakaputunga me ngā tono matawhaiaro hou.

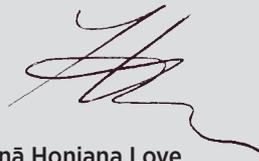
Ko te arotahi haere tonu mō te tau e heke mai nei kia whakarite tā mātou whakaū i te rautaki Mātauranga Māori ki ā mātou mahi katoa, me te whakatīaroaro ki ngā iwi/ Ngāi Māori kia tautuhi he aha e hiahiatia ana e rātou kia kōkiri whakamua i ngā tikanga pūranga me te whakatūturu e whakaukatia ana ngā taonga me āhei o te whai wāhi atu. Waihoki, kua tonu te Poari Kaitiaki kia arotakehia te mātauranga Māori ki Ngā Taonga i runga i te aronga ki ngā kōwhiringa mō te āpōpō.

Ka whiriwhiria anōtia tā mātou Whakaaetanga Putanga me te Manatū Taonga i tēnei tau, nā reira, me arotahi mātou ki te tuku e tīaroaro ana ki ā mātou herenga kirimana.

He nui ngā kaupapa kei mua i tō mātou aroaro, tae atu ki te whakawhanaketanga o te pūnaha Whakahere Hononga Kiritaki me te Whakahaere Kohikohinga, he Pūnaha Mōhiohio Rauemi Tangata, me te whakatinanatanga o te Rautaki Whakawhanake Kohikohinga

Ka arotahi tonu mātou ki ngā hononga matua puta noa i te rāngai GLAM, ki ngā iwi/ Ngāi Māori hoki, te tautoko i Ngā Hītori o Aotearoa mō ngā Kura, me tā mātou whai wāhi atu ki te hōtaka Te Ara Tahī, he rangapū mahi tahī me Te Puna Mātauranga o Aotearoa me Te Rua Mahara o te Kāwanatanga.

He wā whakahirahira tēnei mō Ngā Taonga, he nui ngā whāinga hei whakatutuki, engari ka noho tō mātou kaupapa kotahi hei tūāpapa - he herenga ki te whakauka me te whai wāhi atu ki ō mātou taonga ā-motu.



nā Honiana Love
Tumu Whakarae – Chief Executive



Chief Executive's Foreword

As kaupupuri of the audiovisual archive of Aotearoa, we've worked hard to ensure the collection is discoverable and accessible for both current and future generations.

In a world that is dominated by audiovisual media, COVID-19 became a disruptor pushing the need to digitise and change the way we work.

Therefore, it is no surprise that a main strategic focus this year will be preservation for the sake of access. Preserving the collections so they are digital will enable more people to access them.

Since 2021 we have had a hiatus on some deposits and personal requests to redirect our resource into Utaina – a large digitisation project to preserve over 300,000 Crown collections on at-risk magnetic media.

We will be putting an end to these hiatuses at the end of the 2023/24 year. To prepare for this we will introduce processes and support so that we can once again accept new deposits and personal requests.

A continuing focus for the coming year will be making sure we embed the Mātauranga Māori strategy in all our work, aligning with iwi/Māori to identify what they need to progress archival practices and ensure taonga is preserved and accessible. Alongside this, the Board of Trustees have requested a review of mātauranga Māori at Ngā Taonga with a view to future opportunities.

Our Outcomes Agreement with Manatū Taonga Ministry for Culture and Heritage will be renegotiated this year, so we need to focus on delivery that aligns to our contractual obligations.

We have a lot of projects ahead of us, including the development of a new Customer Relationship Management and Collections Management system, a Human Resource Information System, and the implementation of the Collection Development Strategy.

We will also continue to focus on key relationships across the GLAM sector and with iwi/Māori, supporting Aotearoa New Zealand Histories Curriculum, and our participation in the Te Ara Tahī programme, a collaborative partnership with the National Library of New Zealand Te Puna Mātauranga o Aotearoa and Archives New Zealand Te Rua Mahara o te Kāwanatanga.

It is a critical time for the Archive, with so much to achieve, but underpinning this is our shared kaupapa – a commitment to the preservation and accessibility of our national taonga.



Honiana Love
Tumu Whakarae – Chief Executive



Kupu Whakataki

Introduction

Our 2016 – 2024 Strategic Plan (refreshed in November 2019) includes the following **Purpose, Mission and Vision:**



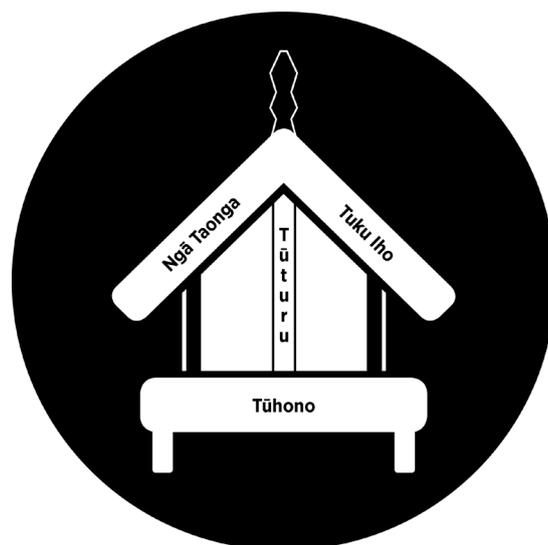
The Pātaka Taonga Framework

The concept of He Pātaka Tūturu has been informing the work of the Archive for some years.

He Pātaka Tūturu is a metaphor for our purpose and role in collecting, caring for and sharing Aotearoa New Zealand's audiovisual taonga with as many people as possible. The pātaka preserves (tūturu), protects (tuku iho), and provides (tūhono).

For Ngā Taonga, the pātaka represents a storehouse of audiovisual records holding stories and taonga from the history of Aotearoa. Taonga stored in the pātaka are prioritised for preservation, valued, and respected for the ultimate purpose of making those treasures accessible to benefit all New Zealanders.

To fulfill our commitment to He Pātaka Tūturu, we must always act in accordance with the concepts of tika, aroha, hono, pono, tangata – doing what is right, having integrity and empathy, and valuing people and connection.



Our **Outcomes Framework** lays out four key outcomes in simplified form. The framework shows how what we do (our activities) links with what we want to achieve (our outcomes). As an organisation, and as individuals, we work towards these outcomes in everything we do. Across our annual work plan we aim to be aligned with our Outcomes Framework.

We are here to deliver:

He Pātaka Tūturu

An archive of national cultural significance

- » We acquire and retain material of national, cultural and historic significance
- » Our collection tells the story of how history is produced and reflected through audiovisual mediums past and present
- » Our collection comprises a significant corpus of mātauranga Māori
- » Our collection represents all New Zealanders

He Ringa Rehe

Exceptional archival services

- » Our collection is safely preserved for kaitiaki and depositors, as well as current and future audiences
- » Taonga Māori are organised and handled through te ao Māori lens
- » We adhere to professional best practice for audiovisual archiving
- » We build awareness in the importance of preserving audiovisual sources

He Mahi Tahī

Leadership in kaitiakitanga and partnership

- » We are respected and trusted by kaitiaki and rights holders
- » Te Tiriti o Waitangi guides our kaupapa-centred approach
- » We effectively partner with Māori, cultural sector, history and heritage caretaking institutions
- » We work closely with collegial institutions to ensure our collections and caretaking approaches are complementary

He Tūhonohono

Stronger connections between New Zealanders and their audiovisual heritage

- » We help New Zealanders build and share a distinct, inclusive identity that values our history and traditions.
- » We reconnect iwi, hapū and whānau Māori with their taonga
- » Our collection is appropriately available and accessible
- » Our collection is engaged with by a wide and varied audience





Ā Mātou Kaupapa Matua

Our Key Projects

Utaina

We are privileged to be a part of this ground-breaking project. Working alongside the National Library and Archives New Zealand and with our digitisation partner Memnon, we are in the process of digitally preserving over 300,000 items from the archival collections of Television New Zealand, Radio New Zealand and Whakaata Māori/Māori Television Service.

Crown-owned at-risk audiovisual material is cared for by Ngā Taonga, the National Library and Archives New Zealand, although the majority is in the TVNZ Collection which Ngā Taonga manages. The TVNZ Collection captures the issues and experiences of New Zealanders through the decades, unique cultural events, and defining moments in our nation's history.

Following a significant investment by the Government in Budget 2020, we launched Utaina to focus on the digital preservation of Crown-owned audiovisual heritage content on magnetic media dating from the 1940s into the 2000s. This includes video and sound tapes and some magnetic sound on film, all of which is physically deteriorating.

Without digital preservation, over 95 percent of at-risk content could be lost in less than a decade. In addition, the playback technology for these formats is on the verge of obsolescence. There is a limited window to ensure that these taonga are preserved for future generations.

We have engaged Memnon's services to deliver the digitisation of audiovisual material at a scale not previously undertaken in Aotearoa. They are based next to our Motutawa site and commenced work on our collections in mid-2022. With the volume of material needing to be digitised, this mahi will extend through to 2025 and enable us to have digitally preserved 70% of our at-risk collections by the end of the project.

Our collection, along with the collections held by National Library and Archives New Zealand, are priceless taonga that capture our nation's history. Utaina will ensure this precious material is kept accessible now and for the future.

Sector Relationships

We will continue to apply our Audience Engagement Strategy which enables us to target key priority audiences. These include iwi/Māori, GLAM organisations, education providers and third parties such as television and film producers and radio broadcasters. We leverage these relationships and through them reach larger more diverse audiences, and connect more New Zealanders to their audiovisual taonga.

A particular focus this year is supporting the teaching of the new Aotearoa New Zealand Histories Curriculum by continuing to develop our relationships with education providers. We will continue our collaboration with National Library Services to Schools, utilising their expertise and networks into the education sector. This year we will be working with them to provide content with a mātauranga Māori focus.

We are also developing a programme of activities to highlight Taonga Māori in the collection and further enhance engagement with priority audiences. These include developing further Waitangi and Matariki-themed curated programmes.

We will also continue our participation in the Te Ara Tahī programme, which is a collaborative partnership between National Library, Archives New Zealand and Ngā Taonga Sound & Vision. Te Ara Tahī is a shared transformation journey towards a future where the needs and aspirations of customers and Te Tiriti partners are at the centre.



Ā Mātou Kaupapa Matua

Our Key Projects (continued)

Developing a New Strategic Plan

The lifespan of our existing Strategic Plan comes to an end in 2024, so we will be working to update and renew our Strategic Plan over the upcoming year. The new Strategic Plan will set the course for the Archive's future and will lay out the overarching goals and specific objectives that we will work to accomplish over the next five years.

Through a strategic planning process that incorporates input from our Board of Trustees, Leadership Team, kaimahi, sector partners and broader stakeholders, we will seek to refocus our strategic direction. Setting both a vision for the future and a set of future-focused outcomes will help guide decisions on organisational investments and activities, and is essential for the long-term growth and evolution of Ngā Taonga.

Customer Relationship Management System / Collections Management System

In 2022/23 we put in place a Customer Relationship Management System (CRM) / Collections Management System (CMS) project to find solutions for the Archive's needs relating to these functions. Our current systems do not deliver the CMS or CRM functionality that Ngā Taonga requires, which is limiting the ability of our kaimahi to meet the needs and expectations of our stakeholders.

We had originally planned to undertake both projects concurrently because of the significant interlinkages between them. However, having undertaken some scoping work we recognised we do not have the capacity to manage both projects concurrently and have decided to focus on delivery of the CRM function. The project establishment phase of the CRM project was completed in the previous year, so we will take this project forward by developing detailed requirements and engaging with a vendor in the current year.

The biggest advantage of having a CRM will be the ability to have our stakeholder data consolidated and stored in one place. It will enhance collaboration across our Groups, ensuring that our interactions are coordinated and documented. We also expect to be able to streamline our business processes and automate workflows. In a nutshell, we believe the CRM will provide a single point of truth for our stakeholder data and organise the data in a way that makes it useful.



Ā Mātou Kaupapa Matua

Our Key Projects (continued)

Collection Development Strategy Implementation

The Collection Development Strategy provides transparency about how we will build on our existing strengths, including our innovative approach to projects such as Utaina, Rokirokitia and Tiakina. It defines our future collection development direction and provides guidance for collection development.

As our portfolio of strategic documents come up for renewal, we anticipate that the Collection Development Strategy will act as a guide for where the Archive is heading and influence the focus of all our strategy documents.

Having delivered the Collection Development Strategy, we will now turn our focus to putting the Strategy into practice. The Strategy articulates what it means to be the audiovisual archive for Aotearoa, but we recognise that this vision will only succeed if we clearly document how we intend to reach our goals, and how the Strategy will be delivered and sustained over coming years.

Using an implementation roadmap, we will identify the activities and projects required to put this Strategy into practice. As we shape our work practices around our end-to-end workflows, we acknowledge that the Strategy will have impact across multiple areas of Ngā Taonga.

We recognise that in the current environment we do not have the resource to complete this work as quickly as we might like, so the roadmap will identify how our implementation approach will be phased over a number of years. In doing so it will also speak to the many interdependencies with other initiatives within the Archive.

Further Developing Māori Relationships

We consider engagement with iwi and Māori to be an important priority for Ngā Taonga; with a long-established iwi engagement programme. Within the programme, our priorities for engagement are driven firstly by the collection, with a secondary goal of aiming to connect as widely as possible. This means we prioritise the work on the basis of the size and significance of the collections we hold, and secondly, on developing sustainable relationships.

We are focused on developing new or refreshed formal and informal relationships with iwi and Māori communities, organisations and groups, especially for whom we hold significant collections. Working with iwi and Māori communities, organisations and groups, we aspire to identify and preserve significant Māori audiovisual material held outside Ngā Taonga, even acquiring these taonga where appropriate.

Tiakina, our Kaitiaki Relationship Framework, guides our work to identify kaitiaki to connect them with their taonga and include them in clearance activity for any commercial and/or personal use. We have an ongoing commitment to identify and assign kaitiaki rights to Taonga Māori, and to seek and record clearances that meet the needs of Māori. We are also working with iwi and Māori communities to understand how we provide access to Taonga Māori in the places and ways they wish, such as iwi digital pātaka or cultural atlases. Connected to this is the work to ensure high value mātauranga Māori in our Taonga Māori Collection is prioritised for digitisation so that we can facilitate appropriate access for iwi/Māori.

We are working to ensure we re-connect and engage with iwi/Māori in the spirit of partnership.



Ā Mātou Kaupapa Matua

Our Key Projects (continued)

Leadership Development

Over the past year we have begun delivery of a comprehensive professional development programme for kaimahi, starting with foundational skills such as time management and business writing. In the upcoming year we plan to deliver a Leadership Development programme across the organisation.

We recognise the benefits of strong leadership - motivating a group of people to act towards achieving a common goal. In tandem with the renewal of our Strategic Plan, effective leaders will help drive us towards our strategic vision. To be consistent with the vision, values, and strategies of Ngā Taonga, our managers need to understand how to strengthen their capability to meet our strategic goals. Providing this training is an important component of supporting our leaders in reaching our goals.

We work in an ever-changing environment which requires our leaders to be agile and able to lead kaimahi through change, to drive performance, and to cultivate a people-first culture of engagement and accountability. More than this, our leaders shape the culture of our organisation, by influencing the attitudes and behaviour of their staff.

“Lifting each other up” is one of our values as an organisation. Investing in leadership development is a way of demonstrating to kaimahi that we care about them and value their contribution, skills and mana. We aspire to be a great place to work, and this is one of a number of initiatives (such as a flexible work week) that we are putting in place to achieve that.

New HRIS System

In the coming year, our People Practice team will start a project to deliver a Human Resource Information System (HRIS). A HRIS is online software that stores and manages all kaimahi data on one platform.

We envisage this platform as linking all our services together with a fully integrated management system covering core HR functions such as onboarding, recruitment, leave entitlements, compliance, learning and reporting. We expect it to support our kaimahi to access information in one cloud-based system from a mobile device or desktop.

While we have been using a cloud-based application to manage information as it relates to payroll, we have recognised that there is a great deal of information that is not centralised. This has created an administrative burden for both our People Practice team and our kaimahi.

We see the main benefits of putting an HRIS in place as saving time, reducing costs, better enabling compliance and empowering kaimahi. It will enable our People Practice team to be better business partners to our kaimahi; and will lift the quality of data and information to improve decision-making.



Ā Mātou Kaupapa Matua

Our Key Projects (continued)

Property Planning

We face some imminent and significant challenges across our property portfolio that need to be addressed:

- » Establish a long-term solution for nitrate storage, which is currently housed at the Whitireia site we share with the Department of Internal Affairs.
- » Upgrades and maintenance work required to remediate the Whitireia site.
- » Upgrades and maintenance work required to extend the lifespan of our Taupō Pā site out to 2030.
- » Exit the Pukeahu site, which can no longer meet our requirements for appropriate storage of collection items, and relocate the contents of the site to Wairere House in Whanganui.
- » Develop Motutawa as a centralised location for the delivery of analogue audiovisual preservation services.
- » Update our Long Term Property Strategy.

We have established a dedicated team to work across the property portfolio, both at a strategic and operation level. Although these challenges will create significant work for both our property team and our collections team, we feel confident that our collections will have more fit-for-purpose housing once the work is complete.



Ā Mātou Ratonga Matua

Our Key Services

Our Strategic Plan outlines our Key Priorities and the six Key Services we focus on to deliver these priorities:

Our Key Priorities

- Building strong, sustainable foundations to ensure that we are a highly capable and professional kaupapa-centred organisation.
- Protecting audiovisual taonga, ensuring valued collections are available for future generations through careful selection and expert care.
- Connecting and engaging with iwi in the spirit of partnership.
- Contributing effectively to New Zealanders sharing a distinct and inclusive identity that values our history and traditions.
- Enabling people and organisations to access, experience and engage with the collections.

Our six Key Services that will deliver on our Key Priorities are:

Collection Development & Management – Selecting what is in the collections, present and future, and ensuring it is well cared for.

Preservation & Conservation – Ensuring valued collections are available and accessible for future generations.

Cataloguing – Ensuring content can be found in ways that are meaningful to those searching for it.

Facilitating Access – Enabling people and organisations to access the collection.

Connections – Promoting participation, experience and engagement with the collections, both directly and via third parties.

Sustainable Foundations – Supporting and enabling the Archive to function effectively.





Estimates of Appropriation

The Estimates of Appropriation outlines the Government's spending proposals for each financial year. It includes information on what is intended to be achieved with the funding and how performance against each appropriation will be assessed and reported on.

Ngā Taonga performance measures are reported through Manatū Taonga Ministry for Culture and Heritage and are shown below.

Ngā Taonga Sound & Vision Performance Measures	Performance Targets
Ngā Taonga Sound & Vision (views, listens and visits)	30,000,000
Percentage of collection stored in best practice conditions	60%
Total number of new titles added to the collection	5,000
Ratio of titles digitally preserved to titles added to the collection	2:1
Ratio of titles catalogued to titles added to the collection	2:1
Number titles added to the online collection that are available to view/listen online	1,800

Utaina Project:

We also report separately on the performance of our Utaina project, as the funding for this is distinct from our operating budget.

Ngā Taonga Sound & Vision Performance Measures (Utaina)	Performance Targets
Number of items digitised	108,005
Percentage of items digitised out of total items in scope	30%



Te Tahua Pūtea 2023/24

Budget 2023/24

OPERATING SUMMARY

	\$	\$
	BAU	Utaina
Revenue		
Ministry for Culture and Heritage	\$9,850,000	\$4,206,392
NZ Lottery Grants Board	\$1,700,000	0
Te Māngai Pāho	\$575,000	0
TVNZ Production Library Service	\$218,540	0
RNZ Access Fee	\$48,500	0
Archive services (all collections)	\$40,000	0
Interest income	\$570,569	0
Other revenue	\$12,220	0
Total revenue	\$13,014,829	\$4,206,392
Expenditure		
People	\$9,937,105	\$1,965,320
Accommodation	\$519,012	0
Depreciation	\$398,994	0
Interest income reserved for special projects	\$570,569	0
Overheads	\$1,583,490	\$1,397,625
Total expenses	\$13,009,170	\$3,362,945
Net Operating Surplus/(Deficit)	\$5,659	\$843,447



Arotakenga Ā-Tau 2022/23

Year Review 2022/23

The table below shows how we have progressed last year's key projects. A number of these projects will continue into 2023/24 and remain a focus for the Archive.

Key Project 2022/23	Owner	Progress made/outcome
Collection Management System	GM, Preservation GM, Collection Management	The focus in 2022/23 has been on the requirements for a Customer Relationship Management (CRM) system. We will continue this work in 2023/34 alongside the planning for a new Collection Management System to consolidate our existing databases.
Collection Development Strategy	GM, Collection Management GM, Preservation	We finalised a Collection Development Strategy and developed planning to operationalise this thinking. This work covered embedding documented standards and training into archival workflows and foregrounds the next step which is developing policies and protocols. We drafted a Preservation Prioritisation Framework for use in prioritising collection items for archival throughput.
Utaina	GM, Preservation	Through the Utaina project, we have commenced bulk digital preservation work with our vendor. Transitional storage for digitised media assets will be built into repository and property planning in 2023/24.
National Audiovisual Archival Strategy	Programme Manager, Property Planning	A Project Initiation Document was completed and approved by the (former) Chief Archivist. This work was deprioritised for delivery in 22-23 in favour of progressing an urgent refresh of the (2019) Long Term Property Plan to enable the Archive to participate in Te Ara Tahi property planning. This work will be revisited in 24-25.
Nitrate Strategy	GM, Preservation	We have commenced planning for the remediation of our Whitireia site so it will continue to meet nitrate compliance requirements.
Cataloguing	GM, Collections Management	We met cataloguing targets for our archival throughput measures, and Te Māngai Paho contract delivery. Additionally, we ran cataloguing projects in support of the new Aotearoa New Zealand Histories Curriculum, and the acquisition of the Dame Gaylene Preston Collection.



Arotakenga Ā-Tau 2022/23

Year Review 2022/23 (continued)

Key Project 2022/23	Owner	Progress made/outcome
Customer Relationship Management System	GM, Share and Promote	The project establishment phase of the CRM project has been completed and we are now moving into delivery.
Support the Aotearoa New Zealand Histories Curriculum	GM, Share and Promote	We have continued to work with National Library's Service to Schools team to identify, clear and deliver content for the Aotearoa New Zealand Histories Curriculum. As capacity allowed, we supplied collection material to other education providers.
Access Policy	GM, Share and Promote	This work was delayed by the Collections Review. It will now be undertaken by the Lead Advisor, Access and Rights Management – a position created by the Review.
Te Matatini 2023	GM, Share and Promote Pou Ārahi	We sent a four-person, cross-archive team for the full festival, sharing a tent with Manatū Taonga Ministry for Culture and Heritage. We also played content from the collection on the main stage. Our presence generated a number of key engagements, raised our profile with a priority audience and led to positive media coverage.
Website Rebuild (Excepting the Online Collection)	GM, Share and Promote	We completed a rebuild of our website front end (excluding the online collection which will follow once we have established a consolidated CMS within the Archive).
Highlighting Taonga Māori in our Collections	GM, Share and Promote Pou Ārahi	We delivered a range of activities to highlight this material and to enhance engagement to priority audiences including: <ul style="list-style-type: none"> » Supplying curated programmes to mark Matariki and Waitangi Day to a wide network of partners across the GLAM sector. » Promoting the 50th anniversary of the Māori Language Petition via various activities including delivering an event solely in te reo Māori.



Arotakenga Ā-Tau 2022/23

Year Review 2022/23 (continued)

Key Project 2022/23	Owner	Progress made/outcome
Future of Work	DCE, Organisational Performance, Pou Hāpai	The Future of Work was implemented permanently in February 2023 following six months of co-design work and a seven-month pilot. It provides kaimahi with a 32.5 hour working week and more flexible working options.
High Performing Teams	DCE, Organisational Performance, Pou Hāpai	<p>During the year this work was divided into the following components:</p> <ul style="list-style-type: none"> » Over 500 hours of training in foundational business skills which was incorporated into the Future of Work Pilot to support shorter working hours. » Development of a Capability Framework which will support recruitment, professional development including career progression, and performance management. » The commencement of a Leadership Development programme beginning in April 2023 and covering the CE, Leadership Team and Tier 3 Managers. This is a programme that will continue and develop over the 2023/24 year. <p>These initiatives along with the Future of Work and uplift in remuneration rates have had a very positive impact on kaimahi wellbeing.</p>
Te Awe Kōtuku Programme	Pou Ārahi	<p>Our Rokirokitia project reached a milestone of 50 kits distributed to iwi/Māori communities with the provision of training support.</p> <p>We completed our Traditional Knowledge Labels pilot with Whakatohea and will carry this into our new CMS to be developed.</p> <p>The <i>Tangata Whenua</i> series was preserved and shared with associated whānau and kaitiaki. TVNZ rebroadcast the series for Matariki 2023.</p> <p>Two internships were completed and results shared with their respective communities.</p>



Arotakenga Ā-Tau 2022/23

Year Review 2022/23 (continued)

Key Project 2022/23	Owner	Progress made/outcome
Mātauranga Māori Strategy	Pou Ārahi	The strategy was utilised to underpin Te Ara Tahī's own Mātauranga Māori Strategy. A roadmap was developed to inform work going forward.
Te Ara Taonga (Public Sector Cultural Agencies)	Pou Ārahi	We participated in Treaty settlement negotiations and other cross cultural sector agency Māori activity e.g., iwi visits. The iwi included Waikato Tainui, Ngāti Whātua ki Kaipara, Whanganui Lands Settlement Negotiation Trust, Mōkai Patea, and Ngāti Rangī.
Mātauranga Māori Capability	Pou Ārahi	We provided te Reo Māori classes and tikanga taonga wānanga with Paraone Gloyne. The latter took place in a marae setting providing that experience for staff.
Hierarchy of Strategies Review	Office of the Chief Executive	As we begin work on the update of our Strategic Plan, we have reviewed our existing suite of strategies to ensure they cover all outcome areas of the Archive. We maintain oversight to ensure we have clear alignment with our Strategic Plan, and across all our strategic documents.
Te Ara Tahī Support	Office of the Chief Executive	We have continued our support for this initiative by providing the Ngā Taonga viewpoint at Te Ara Tahī forums. Our particular focus has been on participation in the Digital Pillar.
Business Case Development	Office of the Chief Executive	Further Business Case support was not required in the past year.



Kuputaka Glossary

CMS

Collection Management System. Software used to manage and modify digital content and/or information that is used collaboratively by a number of people.

Aotearoa New Zealand Histories Curriculum

The updated curriculum for compulsory New Zealand History education being rolled out from 2023. Also known as Aotearoa New Zealand's Histories.

GLAM sector

An acronym for Galleries, Libraries, Archives and Museums.

Mātauranga Māori

Māori knowledge, wisdom or skill.

Kaipupuri

As kaipupuri or stewards, Ngā Taonga is responsible for the physical care, protection and preservation of the Taonga Māori held within Ngā Taonga collections.

Kaitiaki

Kaitiaki are those whose lineage or calling creates an obligation to safeguard the taonga itself and the mātauranga that underlies it. Kaitiaki may be an individual, whanau, hapū, iwi or legal entity such as a rūnanga or trust board etc.

Memnon

Memnon is the Brussels-based vendor chosen to assist with the digitisation of at-risk audiovisual taonga under Utaina. They started operations at our Motutawa Avalon facility in 2022.

Te Ara Tahi

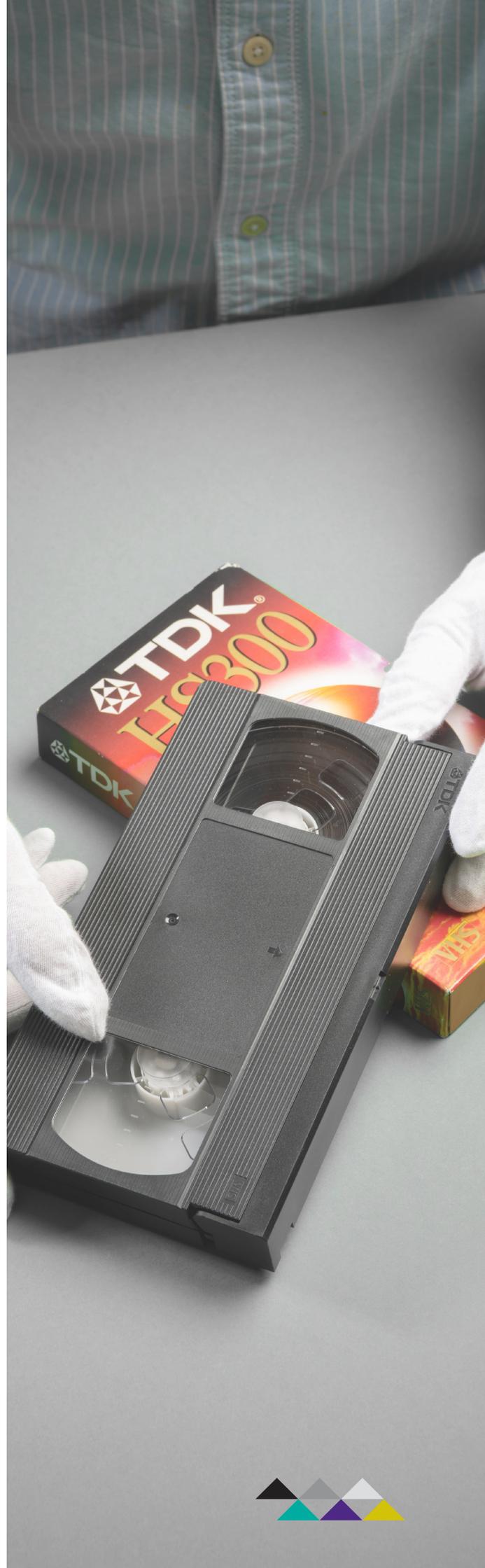
A sector-wide programme to develop a shared future vision and ways of working together across Ngā Taonga, National Library, and Archives New Zealand.

Traditional Knowledge (TK) labels

These are a tool for Indigenous communities to add existing local protocols for access and use to recorded cultural heritage.

Utaina

A mass digitisation project for at-risk magnetic media, most of it Crown-owned.





NGĀ TAONGA
SOUND & VISION

Ngā Taonga Whitiāhua
me Ngā Taonga Kōrero
The New Zealand Archive of
Film, Television and Sound

National Library Building
70 Molesworth Street
PO Box 11449
Wellington 6142

+0800 NGA TAONGA

www.ngataonga.org.nz

