



Our vision

All Pacific children are safe, loved and supported by loving families and connected to thriving communities in Aotearoa New Zealand

Our roles

A high-performing, highly trusted statutory care and protection and youth justice agency that works in an integrated way with other agencies and communities

An enabler of communities that empower them to put in place the support, the solutions, and the services they know will work for their people to prevent tamariki coming to our attention

Strategic Objectives

Objective 1 Enabling Pacific Communities

We will be an enabler and co-ordinator for Pacific communities, to empower them to put in place the support, solutions and services for our tamaiti, ānau and kainga to thrive and prosper.

"E fōfō e le alamea le alamea"
– the solutions lie within our own communities.

- Ensure approaches to Pacific communities acknowledge the diversity of regional and Pacific ethnic-specific communities across Aotearoa.
- Enable Pacific communities, churches, community groups, providers, Pacific ethnic-specific communities, to support tamaiti, ānau and kainga, through community-driven, co-design and co-governance approaches.
- Enable more Pacific providers to meet the needs of our tamaiti, ānau and kainga through Pacific partnering investment strategy, that includes building capacity, capability, regional accessibility and resourcing.
- Build relationships with Iwi Maori to improve outcomes for Maori-Pacific tamaiti and ānau.
- Review current Pacific Panel purpose, role and membership, ensuring visibility of voices and Pacific perspectives to support the achievement of the Future Direction Plan goals and outcomes for Pacific.

Objective 2 Quality Social Work Practise

All Pacific tamaiti, anau and kainga will receive high quality Social Work practice that enables them to flourish.

"E Fofola e fala kae talanoa e kainga"
– we roll out the mat as a safe space for issues and also solutions.

- Ensure professional development investment to enable competency in Va'aifetu for all Social workers engaging with Pacific tamaiti, ānau and kainga.
- Establish a quality practice hub for all staff and partner providers to access and share culturally responsive practice, when working alongside Pacific tamaiti, ānau and kainga.
- Establish specialist Pacific Cultural Advisor roles to enable support to frontline services, where ethnic-specific language and cultural supports are required to effectively engage with Pacific tamaiti, anau and kainga.
- Build capacity and access to Pacific cultural supervision and wellbeing supports
- Create innovative opportunities alongside our Pacific communities and churches in building our wider Pacific community of practice.

Objective 3 Pacific Workforce

Clear career pathways and opportunities for Pacific staff to progress into key leadership and practice roles.

"E moe puru koe noku"
– You are my protector, peace, love, compassion, prosperity

- Establish an aspirational Pacific Workforce strategy that is innovative and culturally responsive to all ethnic-specific groups, provides development and promotional opportunities for Pacific, and strives to see equitable representation of Pacific staff across all levels of Oranga Tamariki.
- Grow Pacific leaders representation at Oranga Tamariki through the establishing of a Pacific leadership and mentoring programme that is regionally focused, aligns with wider Pacific leadership programmes, and also acknowledges the distinct cultural qualities of Pacific leadership.
- Develop a supervision framework that is culturally safe and appropriate for all Pacific ethnicities, validates the cultural knowledge and expertise of Pacific staff, and improves the cultural competency of Oranga Tamariki.
- Establish an Oranga Tamariki Pacific Managers Leadership Group to provide a forum for Pacific managers and people leaders to come together, discuss strategic and operational issues, and sharing Pacific perspectives, experiences and insights.
- Maintain and strengthen the four regional Oranga Tamariki Pacific Staff Collectives networks: APIN, Nesian Vaka Tautua, Leo Pasefika, Pacific Elevation to provide spaces for Pacific staff to celebrate and share Pacific cultures, language, identities, support regional and national Pacific initiatives.

Objective 4 Pacific Narratives, Evidence, Data and Insights

Pacific Narratives, Evidence, Data and insights will inform practice, policies, and key projects to ensure we are meeting the outcomes for our tamaiti, ānau, kainga.

"Aoao manogi mo le lolo"
- Gathering of flowers to produce good products.

- Establish a Pacific data hub and an Oranga Tamariki governance group for Pacific data sovereignty.
- Pacific narratives, voices of tamaiti, anau and kainga will inform our policy approach and decision making for Pacific.
- Report annually on the progress of the Oranga Tamariki Pacific Strategy in achieving better outcomes for tamaiti, anau and kainga.
- Develop a Pacific framework to capture our stories and support the analysis of Maori-Pacific, regional and ethnic specific data, to understand the needs of tamaiti, ānau and kainga.
- Establish a Pacific Mapu (Young people) Advisory Group to capture the voices of our Pacific Youth.

Objective 5 Cross-Agency Collaboration

Cross-agency collaboration and investment in order for our Pacific tamaiti, ānau and kainga to thrive and prosper in Aotearoa New Zealand.

"Ka aalo auloa e vaka, to holo hako moe tonu, ati hoko mafiti ke he atu moana"
– when everyone rows together, we will stay true and steadfast to the course and achieve our goals more efficiently and effectively.

- Develop an integrated and holistic all-of-government approach to share Pacific resources to achieve our strategic objectives, that also enables a regionally led multi agency approach.
- Work collaboratively on cross-agency initiatives related to the wellbeing and prosperity of Pacific Peoples, this includes Lalanga Fou (Ministry for Pacific Peoples), Oranga Tamariki Action Plan (OTAP).
- Strengthen our relationships with Pacific countries to provide safeguards for Pacific tamaiti and talavou moving across borders, this includes international adoptions and Children Across Borders Working Group.

Pacific Principles



O au o matua fanau Children are our treasures

The Pacific worldviews and cultures places children as the most important treasure.

This holistic view ensures the child's best interest is at the centre of family, they are protected for they are the future.



Aroa & Moui Olaola Love and Prosperity

Aro'a translates to mean love in Cook Island Maori and is a pillar that supports moui olaola (health and wellbeing).

In many Pacific cultures love is a foundational value to ensure harmony with the family, their environment, their history, and connection to the land (similar to turangawaewae in Maori).



Faka'apa'apa Respect

The Tongan word for respect, a shared value across all Pacific cultures.

Respect encompasses concepts of tauhi va (nourishing relationships through respect and reciprocity).

This is an essential value, taught from a young age, that dictates Pacific peoples view of cultural relationships with others, their environment and the land.



Fa'ataualofa Reciprocity

A Samoan word, fa'atau means exchange and alofa means love.

The Samoan belief is reciprocity is an exchange of alofa to strengthen generational links and underpins how Pacific build and maintain relationships for others.



Fakatunaki & Na noqu vakabauta Faith & Spirituality

In Tuvaluan culture Fakatunaki means Faith and Na noqu vakabauta is Spirituality in Fijian.

They are the cornerstone of many Pacific cultures. Christianity has a strong influence across Pacific cultures and many christian values align to the Pacific principles.

Across all the Pacific nations we believe that children are a gift from God.



Te Kaiga Maopoopo Village Approach

This is the fundamental value in Pacific cultures.

This is known in Tokelau as fakahoa lelei which is a concept that is underpinned by the inati process where everyone in the village receives an equitable share of fish from the catch.

This means for Pacific people that the village is about collective responsibilities to ensure that everyone can prosper.

