

20 August 2024

s9(2)(a)

Mālo e lelei s9(2)(a)

## RESPONSE TO AN OFFICIAL INFORMATION ACT REQUEST (REF: DOIA006-2024/25)

On 23 July 2024, you contacted the Ministry for Pacific Peoples (the Ministry) requesting under the Official Information Act 1982 (OIA), information regarding the dealings by the Ministry with Indigenous Design and Innovation Aotearoa. I have outlined your specific requests and my responses below.

*We request the following information:*

1. *Any work done for your organisation by Indigenous Design and Innovation Aotearoa. Please include all relevant information to each project undertaken including business cases, correspondence, explanatory notes, reports and any other relevant source.*

The Ministry contracted the services of Indigenous Design and Innovation Aotearoa in 2019 and have not employed their services since then. The purpose of this contract was to rebrand and rename the Ministry's bespoke programme, the Pacific Employment Support Service (PESS). The programme is now called Tupu Aotearoa.

I have appended four documents that are within the scope of your request (refer to **Appendix 1**). Note that some information has been withheld under:

- section 9(2)(a) of the OIA to protect the privacy of natural persons and
- section 9(2)(b)(ii) of the OIA to protect information where the making available of the information would be likely unreasonably to prejudice the commercial position of the person who supplied or who is the subject of the information.

I am satisfied that there are no other public interest considerations that render it desirable to make the information withheld under section 9 of the OIA available.

2. *The total spending on each projects undertaken. Please break this down by year and then by project.*

The total spend for this contract is \$27,442.45 (GST inclusive).

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### Wellington (National Office)

Level 1, ASB House  
101-103 The Terrace  
PO Box 833, Wellington 6140  
Ph: 04 473 4493  
Fax: 04 473 4301

### Auckland

9 Ronwood Ave, Manukau  
PO Box 97005  
South Auckland Mail Centre 2240  
Ph: 09 265 3200  
Fax: 09 265 3202

### Christchurch

Level 1, BNZ Centre  
120 Hereford St  
Private Bag 4741  
Christchurch 8011  
Fax: 03 353 9499

In line with standard OIA practice, the Ministry proactively publishes some of its responses to OIA requests. As such, this letter may be published on the Ministry for Pacific Peoples' website. Your personal details will be removed, and the Ministry will not publish any information that would identify you or your organisation.

Should you wish to discuss this response with us, please feel free to contact the Ministry at: [uia\\_requests@mpp.govt.nz](mailto:uia_requests@mpp.govt.nz).

If you are dissatisfied with this response, you have the right, under section 28(3) of the OIA, to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Mālō 'aupito

A handwritten signature in blue ink, consisting of several overlapping, sweeping strokes that form a cursive, somewhat abstract shape.

Danilo Coelho de Almeida  
**Deputy Secretary**  
**Corporate and Support Services**

**Appendix 1: List of documents for release**

#	Date	Document details	Decision on release
1	March 2019	Contract for Services	Some information withheld under: <ul style="list-style-type: none"><li>• Section 9(2)(a)</li><li>• Section 9(2)(b)(ii)</li></ul>
2	April 2019	Indigenous Design & Innovation Aotearoa Tax Invoice	Some information withheld under: <ul style="list-style-type: none"><li>• Section 9(2)(a)</li><li>• Section 9(2)(b)(ii)</li></ul>
3	May 2019	Indigenous Design & Innovation Aotearoa Tax Invoice	Some information withheld under: <ul style="list-style-type: none"><li>• Section 9(2)(a)</li><li>• Section 9(2)(b)(ii)</li></ul>
4	August 2019	Indigenous Design & Innovation Aotearoa Tax Invoice	Some information withheld under: <ul style="list-style-type: none"><li>• Section 9(2)(a)</li><li>• Section 9(2)(b)(ii)</li></ul>



# Contract for Services

## The Parties to this Contract

**MINISTRY FOR PACIFIC PEOPLES (Buyer)**

**And**

**EXPERIENCE NETWORKS LIMITED (Supplier)**

The Buyer and the Supplier are each a Party to the contract and are together the Parties.

## The Contract

The Buyer appoints the Supplier to deliver the Services described in this Contract and the Supplier accepts that appointment. This Contract sets out the Parties' rights and obligations.

### Contract documents

This Contract consists of:

- |   |            |
|---|------------|
| 1. this page  | Page 1     |
| 2. the Contract Details and Description of Services | Schedule 1 |
| 3. the Standard Terms and Conditions                | Schedule 2 |
| 4. any other attachments described at Schedule 1.   |            |

### How to read this Contract

Together the above documents form the Contract. Any Supplier terms and conditions do not apply. Clause numbers refer to clauses in Schedule 2. Words starting with capital letters have a special meaning, as stated in Schedule 2 Definitions section (clause 17). If there are any differences between the documents, Schedule 1 overrides Schedule 2.

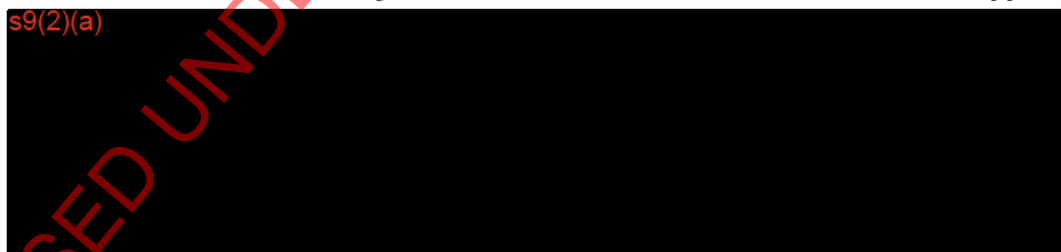
### Acceptance

The date of execution of this Contract is the later of the two dates below.

In signing this Contract each Party acknowledges that they have read and agree to be bound by it.

For and on behalf of the **Buyer**:

For and on behalf of the **Supplier**:



Position: *ief Advisor, Comms*

Position: Creative Director

Date: *1/3/19*

Date: 1 / 3 / 2019

# Schedule 1

## Contract Details and Description of Services

<b>Start Date</b>	26 February 2019	Reference Schedule 2 Clause 1
<b>End Date</b>	31 May 2019	Reference Schedule 2 Clause 1

<b>Contract Managers</b> Reference Schedule 2 clause 4		<b>Buyer's Contract Manager</b>	<b>Supplier's Contract Manager</b>
	<b>Name:</b>	s9(2)(a)	s9(2)(a)
	<b>Title / position:</b>	Chief Advisor, Communications, Media & Marketing	Creative Director
	<b>Address:</b>	Level 1, 101-103 The Terrace, Wellington	Level 1, 1 Blair Street, Wellington
	<b>Phone:</b>	s9(2)(a)	s9(2)(a)
	<b>Fax:</b>		
	<b>Email:</b>	s9(2)(a)	s9(2)(a)

<b>Addresses for Notices</b> Reference Schedule 2 clause 14		<b>Buyer's address</b>	<b>Supplier's address</b>
	<b>For the attention of:</b>	s9(2)(a)	s9(2)(a)
	<b>c.c.</b>		
	<b>Delivery Address:</b>	Level 1, 101-103 The Terrace, Wellington	Level 1, 1 Blair Street, Wellington
	<b>Postal address:</b>	PO Box 833, Wellington, 6140	
	<b>Fax:</b>		
	<b>Email:</b>	s9(2)(a)	s9(2)(a)

<b>Supplier's Reporting Requirements</b> Reference Schedule 2 clause 5	<b>Report to:</b>	<b>Type of report</b>	<b>Due date</b>
	<b>Contract Manager</b>	Project progress report	5 April 2019
		Project completion report	31 May 2019

<b>Supplier's Approved Personnel</b> Reference Schedule 2 clause 2.5	<b>Approved Personnel</b>		
	<b>Name:</b>	s9(2)(a)	
	<b>Position:</b>	Creative Director	
	<b>Specialisation:</b>		

<b>Description of Services</b>
<b>Background</b>
The Buyer is rebranding their Pacific Employment Support Services programme (PESS). PESS supports Pasifika into employment, training and education.
As part of the rebranding strategy the Buyer wants to create stronger awareness of PESS to their current and potential providers throughout New Zealand via a marketing campaign and roadshow – both featuring the new brand.
<b>Services</b>



The Supplier will design a new brand for the Buyer.

The required parameters of the new brand include retention of whakapapa to the Buyer brand and alignment with the goals of the “Pacific Aotearoa – Lalanga Fou” report.

The rebrand may include a new name for PESS given the slightly unfortunate acronym of the current programme.

The rebrand and some application to digital and print collateral needs to be complete by Friday, 22 March 2019.

Deliverable/Milestone	Performance Standards	Due date	Pricing Range (exc GST)
Discover: The Supplier will understand the background of PESS and its journey into the future, review the core audience groups, identify the digital and print touchpoints and ideate the direction for the future narrative.	<ul style="list-style-type: none"> <li>Initial Workshop with the Buyer</li> <li>Collateral review</li> <li>Audience familiarisation with the Buyer</li> </ul>	27 Feb – 1 Mar	\$3,300
Define: The Supplier will craft the narrative for the rebrand – ensuring a Pacific lens and design principles are incorporated from the outset. Explore ideas and develop moodboards for the new brand direction. Potential new name options may also be developed.	<ul style="list-style-type: none"> <li>Audience persona(s)</li> <li>Narrative / ideation / mood boards</li> <li>Present and discuss</li> </ul>	4 Mar – 6 Mar	\$3,300
Design: The Supplier will work with the Buyer’s Pacific creative network and design concepts for the digital and print visual identity and extended visual language. The Supplier will work with the Buyer to review, refine and quickly iterate.	<ul style="list-style-type: none"> <li>Design concepts and development</li> <li>Present / discuss / refine</li> <li>Final design signoff</li> </ul>	7 Mar – 18 Mar	\$13,200 - \$15,000
Delivery: The Supplier will design the final visual identity assets and document a mini style guide. The Supplier will deliver a suite of agreed design assets (e.g. new logo, design elements etc) and produce the agreed collateral to meet the Buyer’s roadshow timelines.	<ul style="list-style-type: none"> <li>Final logo and core brand imagery</li> <li>Production of agreed collateral</li> <li>(Mini) brand style guide</li> </ul>	19 Mar – 22 Mar	\$4,950 - \$8,250

**Total (exc GST)**

**\$24,750 - \$28,950**

**Pricing model:** s9(2)(b)(ii) for all core project design services.

The Supplier will provide separate pricing for external vendors (e.g. print, photography, illustration, animation, video production etc). The Supplier will obtain written approval from the Buyer before committing to any additional expenditure .

The Suppliers costs exclude travel and accommodation beyond Wellington CBD, talent hire, photography, and any collateral print etc. The Supplier will obtain written approval from the Buyer before committing to any additional expenditure.

**Charges:**

The following section sets out the Charges. Charges are the total maximum amount payable by the Buyer to the Supplier for delivery of the Services. Charges include Fees, and where agreed, Expenses and Daily Allowances. The Charges for this Contract are set out below.

<p><b>Fees</b> Reference Schedule 2 clause 3</p>	<p>The Supplier's Fees will be calculated as follows:</p> <p><b>Hourly Fee Rate</b></p> <p>For each hour worked s9(2)(b)(ii) , up to a total maximum of \$28,950 excluding GST.</p> <p>If the Supplier reaches the total maximum without completing the Services, the Supplier is required to complete the Services without further payment, unless otherwise agreed with the Buyer in writing.</p>
<p><b>Expenses</b> Reference Schedule 2 clause 3</p>	<p><b>Actual and reasonable — General Expenses</b></p> <p>The Buyer will pay the Supplier's actual and reasonable Expenses incurred in delivering the Services provided that:</p> <ol style="list-style-type: none"> <li>the Buyer has given prior written consent to the Supplier incurring the Expense</li> <li>the Expense is charged at actual and reasonable cost, and</li> <li>the claim for Expenses is supported by GST receipts.</li> </ol>
<p><b>Daily Allowance</b> Reference Schedule 2 clause 3</p>	<p>No Daily Allowances are payable.</p>
<p><b>Invoices</b> Reference Schedule 2 clause 3.2.</p>	<p>The Supplier must send the Buyer an invoice for the Charges at the following times: At the end of the month, for Services delivered during that month.</p>
<p><b>Insurance</b> Reference Schedule 2 Clause 8.1</p>	<p>It is the Supplier's responsibility to ensure its risks of doing business are adequately covered, whether by insurance or otherwise. The Buyer does not require any specific insurance under this Contract.</p>
<p><b>Changes to Schedule 2</b></p>	<p>'None'</p>
<p><b>Additional clause/s</b></p>	<p>'None'</p>
<p><b>Attachments</b> Reference 'Contract documents' described at page 1</p>	<p>Pacific Aotearoa – Lalanga Fou Report</p>

## Schedule 2

### Standard Terms and Conditions - Services

#### 1. Length of Contract

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- 1.1 This Contract starts on the 26/2/2019. Services must not be delivered before the 26/2/2019.
- 1.2 This Contract ends on the End Date unless terminated earlier.

#### 2. The Services

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##### Both Parties' obligations

- 2.1 Both Parties agree to:
- a. act in good faith and demonstrate honesty, integrity, openness and accountability in their dealings with each other
  - b. discuss matters affecting this Contract or the delivery of the Services, whenever necessary
  - c. notify each other immediately of any actual or anticipated issues that could:
    - i. significantly impact on the Services or the Charges
    - ii. receive media attention, and
  - d. comply with all applicable laws and regulations.

##### Buyer's obligations

- 2.2 The Buyer must:
- a. provide the Supplier with any information it has reasonably requested to enable the delivery of the Services
  - b. make decisions and give approvals reasonably required by the Supplier to enable delivery of the Services. All decisions and approvals must be given within reasonable timeframes, and
  - c. pay the Supplier the Charges for the Services as long as the Supplier has delivered the Services and invoiced the Buyer, all in accordance with this Contract.

##### Supplier's obligations

- 2.3 The Supplier must deliver the Services:
- a. on time and to the required performance standards or quality set out in Schedule 1 or reasonably notified by the Buyer to the Supplier from time to time
  - b. within the amounts agreed as Charges, and
  - c. with due care, skill and diligence, and to the appropriate professional standard or in accordance with good industry practice as would be expected from a leading supplier in the relevant industry.
- 2.4 The Supplier must:
- a. ensure that its Personnel have the necessary skills, experience, training and resources to successfully deliver the Services



- b. provide all equipment and resources necessary to deliver the Services, and
  - c. comply with the *Standards of Integrity and Conduct* issued by the State Services Commission (see [www.ssc.govt.nz](http://www.ssc.govt.nz)) and any other relevant codes of conduct listed in Schedule 1 or notified by the Buyer to the Supplier from time to time.
- 2.5 Where an Approved Personnel has been authorised by the Buyer in Schedule 1, the Supplier must use the Approved Personnel in delivering the Services. The Supplier must obtain the Buyer's prior written approval if it wishes to change any Approved Personnel.
- 2.6 If the Supplier is at the Buyer's premises, the Supplier must observe the Buyer's policies and procedures, including those relating to health and safety, and security requirements. The Buyer must tell the Supplier what the relevant policies and procedures are, and either give the Supplier a copy of them or provide an internet link.
- 2.7 If the nature of the Services requires it, the Supplier will deliver Services:
- a. in a manner that is culturally appropriate for Māori, Pacific and other ethnic or indigenous groups, and
  - b. that respects the personal privacy and dignity of all participants and stakeholders.

### 3. Charges and payment

#### Charges & invoices

- 3.1 The Charges are the total maximum amount payable by the Buyer to the Supplier for delivery of the Services. Charges include Fees and, where agreed, Expenses and Daily Allowances.
- 3.2 The Supplier must provide valid tax invoices for all Charges on the dates or at the times specified in Schedule 1. The Buyer has no obligation to pay the Charges set out on an invoice, which is not a valid tax invoice. A valid a tax invoice must:
- a. clearly show all GST due
  - b. be in New Zealand currency or the currency stated in Schedule 1
  - c. be clearly marked 'Tax invoice'
  - d. contain the Supplier's name, address and GST number, if the Supplier is registered for GST
  - e. contain the Buyer's name and address and be marked for the attention of the Buyer's Contract Manager or such other person stated in Schedule 1
  - f. state the date the invoice was issued
  - g. name this Contract and provide a description of the Services supplied, including the amount of time spent in the delivery of the Services if payment is based on an Hourly Fee Rate or Daily Fee Rate
  - h. contain the Buyer's contract reference or purchase order number if there is one
  - i. state the Charges due, calculated correctly, and
  - j. be supported by GST receipts if Expenses are claimed and any other verifying documentation reasonably requested by the Buyer.

#### Payment

- 3.3 If the Buyer receives a valid tax invoice on or before the 3<sup>rd</sup> Business Day of the month, the Buyer must pay that tax invoice by the 20<sup>th</sup> calendar day of that month. Any valid tax invoice received after the 3<sup>rd</sup> Business Day of the month will be paid by the Buyer on the 20<sup>th</sup> calendar day of the month following the month it is received. The Buyer's obligation to pay is subject to clauses 3.2, 3.4 and 11.10.
- 3.4 If the Buyer disputes a tax invoice or any part of a tax invoice that complies with clause 3.2, the Buyer must notify the Supplier within 10 Business Days of the date of receipt of

the tax invoice. The Buyer must pay the portion of the tax invoice that is not in dispute. The Buyer may withhold payment of the disputed portion until the dispute is resolved.

## 4. Contract management

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### Contract Manager

- 4.1 The persons named in Schedule 1 as the Contract Managers are responsible for managing the Contract, including:
- a. managing the relationship between the Parties
  - b. overseeing the effective implementation of this Contract, and
  - c. acting as a first point of contact for any issues that arise.

### Changing the Contract Manager

- 4.2 If a Party changes its Contract Manager it must tell the other Party, in writing, the name and contact details of the replacement within 5 Business Days of the change.

## 5. Information management

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### Information and Records

- 5.1 The Supplier must:
- a. keep and maintain Records in accordance with prudent business practice and all applicable laws
  - b. make sure the Records clearly identify all relevant time and Expenses incurred in providing the Services
  - c. make sure the Records are easy to access, and
  - d. keep the Records safe.
- 5.2 The Supplier must give information to the Buyer relating to the Services that the Buyer reasonably requests. All information provided by the Supplier must be in a format that is usable by the Buyer, and delivered within a reasonable time of the request.
- 5.3 The Supplier must co-operate with the Buyer to provide information immediately if the information is required by the Buyer to comply with an enquiry or its statutory, parliamentary, or other reporting obligations.
- 5.4 The Supplier must make its Records available to the Buyer during the term of the Contract and for 7 years after the End Date (unless already provided to the Buyer earlier).
- 5.5 The Supplier must make sure that Records provided by the Buyer or created for the Buyer, are securely managed and securely destroyed on their disposal.

### Reports

- 5.6 The Supplier must prepare and give to the Buyer the reports stated in Schedule 1, by the due dates stated in Schedule 1.

## 6. The contractual relationship

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### Independent contractor

- 6.1 Nothing in this Contract constitutes a legal relationship between the Parties of partnership, joint venture, agency, or employment. The Supplier is responsible for the liability of its own, and its Personnel's, salary, wages, holiday or redundancy payments and any GST,

corporate, personal and withholding taxes, ACC premiums or other levies attributable to the Supplier's business or the engagement of its Personnel.

### **Neither Party can represent the other**

- 6.2 Neither Party has authority to bind or represent the other Party in any way or for any purpose.

### **Permission to transfer rights or obligations**

- 6.3 The Supplier may transfer any of its rights or obligations under this Contract only if it has the Buyer's prior written approval. The Buyer will not unreasonably withhold its approval.

## **7. Subcontractors**

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### **Rules about subcontracting**

- 7.1 The Supplier must not enter into a contract with someone else to deliver any part of the Services without the Buyer's prior written approval. In selecting an appropriate Subcontractor the Supplier must be able to demonstrate value for money.

### **The Supplier's responsibilities**

- 7.2 The Supplier is responsible for ensuring the suitability of any Subcontractor and the Subcontractor's capability and capacity to deliver that aspect of the Services being subcontracted.
- 7.3 The Supplier must ensure that:
- a. each Subcontractor is fully aware of the Supplier's obligations under this Contract, and
  - b. any subcontract it enters into is on terms that are consistent with this Contract.
- 7.4 The Supplier continues to be responsible for delivering the Services under this Contract even if aspects of the Services are subcontracted.

## **8. Insurance**

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### **Where insurance is a requirement**

- 8.1 It is the Supplier's responsibility to ensure its risks of doing business are adequately covered, whether by insurance or otherwise. If required in Schedule 1, the Supplier must have the insurance specified in Schedule 1 and the Supplier must:
- a. take out insurance, with a reputable insurer, and maintain that insurance cover for the term of this Contract and for a period of 3 years after the End Date, and
  - b. within 10 Business Days of a request from the Buyer provide a certificate confirming the nature of the insurance cover and proving that each policy is current.

## **9. Conflicts of Interest**

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### **Avoiding Conflicts of Interest**

- 9.1 The Supplier warrants that as at the Start Date, it has no Conflict of Interest in providing the Services or entering into this Contract.
- 9.2 The Supplier must do its best to avoid situations that may lead to a Conflict of Interest arising.

## Obligation to tell the Buyer

- 9.3 The Supplier must tell the Buyer immediately, and in writing, if any Conflict of Interest arises in relation to the Services or this Contract. If a Conflict of Interest does arise the Parties must discuss, agree and record in writing whether it can be managed and, if so, how it will be managed. Each Party must pay its own costs in relation to managing a Conflict of Interest.

## 10. Resolving disputes

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### Steps to resolving disputes

- 10.1 The Parties agree to use their best endeavours to resolve any dispute or difference that may arise under this Contract. The following process will apply to disputes:
- a. a Party must notify the other if it considers a matter is in dispute
  - b. the Contract Managers will attempt to resolve the dispute through direct negotiation
  - c. if the Contract Managers have not resolved the dispute within 10 Business Days of notification, they will refer it to the Parties' senior managers for resolution, and
  - d. if the senior managers have not resolved the dispute within 10 Business Days of it being referred to them, the Parties shall refer the dispute to mediation or some other form of alternative dispute resolution.
- 10.2 If a dispute is referred to mediation, the mediation will be conducted:
- a. by a single mediator agreed by the Parties or if they cannot agree, appointed by the Chair of LEADR NZ Inc.
  - b. on the terms of the LEADR NZ Inc. standard mediation agreement, and
  - c. at a fee to be agreed by the Parties or if they cannot agree, at a fee determined by the Chair of LEADR NZ Inc.
- 10.3 Each Party will pay its own costs of mediation or alternative dispute resolution under this clause 10.

### Obligations during a dispute

- 10.4 If there is a dispute, each Party will continue to perform its obligations under this Contract as far as practical given the nature of the dispute.

### Taking court action

- 10.5 Each Party agrees not to start any court action in relation to a dispute until it has complied with the process described in clause 10.1, unless court action is necessary to preserve a Party's rights.

## 11. Ending this Contract

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### Termination by the Supplier

- 11.1 The Supplier may terminate this Contract by giving 20 Business Days Notice to the Buyer, if the Buyer fails to pay Charges that are properly due, and are not in dispute under clause 3.4. The Charges must be overdue by 20 Business Days and the Supplier must have first brought this to the Buyer's attention in writing within this period.
- 11.2 At any time during the term of this Contract the Supplier may notify the Buyer that it wishes to terminate this Contract by giving 20 Business Days Notice. The Buyer will, within 20 Business Days following receipt of the Supplier's Notice, notify the Supplier whether, in its absolute discretion, it consents to the Supplier's Notice of termination. If the Buyer:



- a. consents, the Contract will be terminated on a date that is mutually agreed between the Parties, or
- b. does not consent, the Contract will continue in full force as if the Supplier's Notice of termination had not been given.

11.3 The Supplier may also terminate this Contract under clause 11.9.

#### **Termination by the Buyer**

11.4 The Buyer may terminate this Contract at any time by giving 20 Business Days Notice to the Supplier.

11.5 The Buyer may terminate this Contract immediately, by giving Notice, if the Supplier:

- a. becomes bankrupt or insolvent
- b. has an administrator, receiver, liquidator, statutory manager, mortgagee's or chargee's agent appointed
- c. becomes subject to any form of external administration
- d. ceases for any reason to continue in business or to deliver the Services
- e. is unable to deliver the Services for a period of 20 Business Days or more due to an Extraordinary Event
- f. requires the supply of Services within the period of an Extraordinary Event
- g. is in breach of any of its obligations under this Contract and the breach cannot be remedied
- h. repeatedly fails to perform or comply with its obligations under this Contract whether those obligations are minor or significant
- i. does something or fails to do something that, in the Buyer's opinion, results in damage to the Buyer's reputation or business or the reputation or business of the Crown
- j. has a Conflict of Interest that in the Buyer's opinion is so material as to impact adversely on the delivery of the Services, the Buyer or the Crown, or
- k. provides information to the Buyer that is misleading or inaccurate in any material respect.

#### **Termination by a Party if a breach has not been remedied**

11.6 If a Party fails to meet the requirements of this Contract (defaulting Party) and the other Party (non-defaulting Party) reasonably believes that the failure can be remedied, the non-defaulting Party must give a Notice (default Notice) to the defaulting Party.

11.7 A default Notice must state:

- a. the nature of the failure
- b. what is required to remedy it, and
- c. the time and date by which it must be remedied.

11.8 The period allowed to remedy the failure must be reasonable given the nature of the failure.

11.9 If the defaulting Party does not remedy the failure as required by the default Notice, the non-defaulting Party may terminate this Contract immediately by giving a further Notice.

11.10 If the Buyer gives a default Notice to the Supplier, the Buyer may also do one or both of the following things:

- a. withhold any payment of Fees due until the failure is remedied as required by the default Notice, and or

- b. if the failure is not remedied as required by the default Notice, deduct a reasonable amount from any Fees due to reflect the reduced value of the Services to the Buyer.

### **Supplier's obligations on termination or expiry of this Contract**

11.11 On giving or receiving a Notice of termination, the Supplier must:

- a. stop providing the Services
- b. comply with any conditions contained in the Notice, and
- c. immediately do everything reasonably possible to reduce its losses, costs and expenses arising from the termination of this Contract.

11.12 On termination or expiry of this Contract, the Supplier must, if requested by the Buyer, immediately return or securely destroy all Confidential Information and other material or property belonging to the Buyer.

### **Consequences of termination or expiry of this Contract**

11.13 The termination or expiry of this Contract does not affect those rights of each Party which:

- a. accrued prior to the time of termination or End Date, or
- b. relate to any breach or failure to perform an obligation under this Contract that arose prior to the time of termination or End Date.

11.14 If this Contract is terminated the Buyer:

- a. will only be liable to pay Charges that were due for Services delivered before the effective date of termination, and
- b. may recover from the Supplier or set off against sums due to the Supplier, any Charges paid in advance that have not been incurred.

### **Handing over the Services on termination or expiry of this Contract**

11.15 The Supplier will, within 10 Business Days of the End Date, provide all reasonable assistance and cooperation necessary to facilitate a smooth handover of the Services to the Buyer or any person appointed by the Buyer.

11.16 If the Parties agree, the Supplier will provide additional assistance to support any replacement supplier to deliver the Services. This support may be for a period of up to 3 months from the date of termination and at a reasonable fee to be agreed between the Parties, based on the Fees and Expenses stated in this Contract.

## **12. Intellectual Property Rights**

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### **Ownership of Intellectual Property Rights**

- 12.1 Pre-existing Intellectual Property Rights remain the property of their current owner.
- 12.2 New Intellectual Property Rights in the Deliverables become the property of the Buyer when they are created.
- 12.3 The Supplier grants to the Buyer (as The Crown) a perpetual, non-exclusive, worldwide and royalty-free licence to use, for any purpose, all Intellectual Property Rights in the Deliverables that are not owned by the Buyer. This licence includes the right to use, copy, modify and distribute the Deliverables.

### **Supplier indemnity**

- 12.4 The Supplier warrants that it is legally entitled to do the things stated in clause 12.3 with the Intellectual Property Rights in the Deliverables.

- 12.5 The Supplier warrants that Pre-existing and New Intellectual Property Rights provided by the Supplier and incorporated in the Services and Deliverables do not infringe the Intellectual Property Rights of any third party.
- 12.6 The Supplier indemnifies the Buyer (as The Crown) in respect of any expenses, damage or liability incurred by the Buyer or The Crown in connection with any third party claim that the delivery of the Services or Deliverables to the Buyer or the Buyer's or The Crown's use of them, infringes a third party's rights. This indemnity is not subject to any limitation or cap on liability that may be stated elsewhere in this Contract.

## 13. Confidential Information

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### Protection of Confidential Information

- 13.1 Each Party confirms that it has adequate security measures to safeguard the other Party's Confidential Information from unauthorised access or use by third parties, and that it will not use or disclose the other Party's Confidential Information to any person or organisation other than:
- a. to the extent that use or disclosure is necessary for the purposes of providing the Deliverables or Services or in the case of the Buyer using the Deliverables or Services
  - b. if the other Party gives prior written approval to the use or disclosure
  - c. if the use or disclosure is required by law (including under the Official Information Act 1982), Ministers or parliamentary convention, or
  - d. in relation to disclosure, if the information has already become public, other than through a breach of the obligation of confidentiality by one of the Parties.

### Obligation to inform staff

- 13.2 Each Party will ensure that its Personnel:
- a. are aware of the confidentiality obligations in this Contract, and
  - b. do not use or disclose any of the other Party's Confidential Information except as allowed by this Contract.

## 14. Notices

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### Delivery of Notices

- 14.1 All Notices to a Party must be delivered by hand or sent by post, courier, fax or email to that Party's address for Notices stated in Schedule 1.
- 14.2 Notices must be signed or in the case of email sent by the appropriate manager or person having authority to do so.

### Receipt of Notices

- 14.3 A Notice will be considered to be received:
- a. if delivered by hand, on the date it is delivered
  - b. if sent by post within New Zealand, on the 3rd Business Day after the date it was sent
  - c. if sent by post internationally, on the 7th Business Day after the date it was sent
  - d. if sent by courier, on the date it is delivered
  - e. if sent by fax, on the sender receiving a fax machine report that it has been successfully sent, or

- f. if sent by email, at the time the email enters the recipient's information system as evidenced by a delivery receipt requested by the sender and it is not returned undelivered or as an error.

14.4 A Notice received after 5pm on a Business Day or on a day that is not a Business Day will be considered to be received on the next Business Day.

## 15. Extraordinary Events

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### No fault if failure due to an Extraordinary Event

15.1 Neither Party will be liable to the other for any failure to perform its obligations under this Contract where the failure is due to an Extraordinary Event.

### Obligations of the affected Party

15.2 A Party who wishes to claim suspension of its obligations due to an Extraordinary Event must notify the other Party as soon as reasonably possible. The Notice must state:

- a. the nature of the circumstances giving rise to the Extraordinary Event
- b. the extent of that Party's inability to perform under this Contract
- c. the likely duration of that non-performance, and
- d. what steps are being taken to minimise the impact of the Extraordinary Event on the delivery of Services.

### Alternative arrangements requiring immediate termination

15.3 If the Buyer, acting reasonably, requires the Services to be supplied during the period affected by an Extraordinary Event, then despite clause 15.4, the Buyer may terminate this Contract immediately by giving Notice.

### Termination of Contract

15.4 If a Party is unable to perform any obligations under this Contract for 20 Business Days or more due to an Extraordinary Event, the other Party may terminate this Contract immediately by giving Notice.

## 16. General

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### Changes to this Contract

16.1 Any change to this Contract is called a Variation. A Variation must be agreed by both Parties and recorded:

- a. in writing and signed by both Parties, or
- b. through an exchange of emails where the authors have delegated authority to approve the Variation.

### This is the entire Contract

16.2 This Contract, including any Variation, records everything agreed between the Parties relating to the Services. It replaces any previous communications, negotiations, arrangements or agreements that the Parties had with each other relating to the Services before this Contract was signed, whether they were verbal or in writing.

### Waiver

16.3 If a Party breaches this Contract and the other Party does not immediately enforce its rights resulting from the breach that:



- a. does not mean that the Party in breach is released or excused from its obligation to perform the obligation at the time or in the future, and
- b. does not prevent the other Party from exercising its rights resulting from the breach at a later time.

### **New Zealand law, currency and time**

16.4 This Contract will be governed and interpreted in accordance with the laws of New Zealand. All money is in New Zealand dollars, unless Schedule 1 specifies a different currency. Dates and times are New Zealand time.

### **Publication of information about this Contract**

- 16.5 The Supplier may disclose the existence of this Contract but must obtain the Buyer's prior written approval before making reference to the Buyer or this Contract in its publications, public statements, promotional material or promotional activities about this Contract.
- 16.6 Each Party undertakes not to post on websites or social networking sites and not to publicly display objectionable or derogatory comments about the Services, this Contract, each other or any of its Personnel and to ensure that its Personnel do not do so.

### **Signing the Contract**

16.7 The date of execution is date this Contract is signed. This Contract is properly signed if each Party signs the same copy, or separate identical copies, of Page 1. If this Contract is signed on two separate dates or separate copies are signed, the date of execution is the later of the two dates. Where separate copies are signed the signed copy can be the original document, or a faxed or emailed copy.

### **No poaching**

16.8 During the term of this Contract and for a period of 6 months after the End Date neither Party shall, without the other's written consent, deliberately solicit for employment or hire any person who is or has been employed by the other and involved in the delivery of the Services. This does not apply where a person has responded to a legitimate advertisement.

### **Clauses that remain in force**

16.9 The clauses that by their nature should remain in force on expiry or termination of this Contract do so, including clauses 5 (Information management), 8 (Insurance), 10 (Resolving disputes), 11 (Ending this Contract), 12 (Intellectual Property Rights), 13 (Confidential Information), 16 (General) and 17 (Definitions).

### **Precedence**

- 16.10 If there is any conflict or difference between the documents forming this Contract (as stated on Page 1) then the order of precedence is:
- a. a Variation agreed between the Parties under clause 16.1
  - b. Schedule 1
  - c. any Attachment to Schedule 1
  - d. Schedule 2.

## **17. Definitions**

17.1 When used in this Contract the following terms have the meaning beside them:

**Attachment** Any supplementary document named in Schedule 1 as an Attachment to this Contract.

**Approved Personnel** A person who is engaged by the Supplier to deliver the Services and is named in Schedule 1. The Supplier must use this person in the delivery of the Services and cannot change them without first obtaining the Buyer's written approval.

**Business Day** A day when most businesses are open for business in New Zealand. It excludes Saturday, Sunday, and public holidays. A Business Day starts at 8.30am and ends at 5pm.

**Buyer** The Buyer is the purchaser of the Services. The Buyer is the Crown, also described as the Sovereign Her Majesty the Queen in right of New Zealand who acts by and through the government agency named as the Buyer on page 1 of this Contract for the purposes of this Contract.

**Charges** The total amount payable by the Buyer to the Supplier as stated in Schedule 1. The Supplier's Charges include Fees and any Expenses and Daily Allowances stated in Schedule 1. Charges are payable on successful delivery of the Services provided a valid tax invoice has been submitted.

**Confidential Information** Information that:

- a. is by its nature confidential
- b. is marked by either Party as 'confidential', 'in confidence', 'restricted' or 'commercial in confidence'
- c. is provided by either Party or a third party 'in confidence'
- d. either Party knows or ought to know is confidential, or
- e. is of a sensitive nature or commercially sensitive to either Party.

**Conflict of Interest** A Conflict of Interest arises if a Party or its Personnel's personal or business interests or obligations do or could conflict or be perceived to conflict with its obligations under this Contract. It means that its independence, objectivity or impartiality can be called into question. A Conflict of Interest may be:

- a. actual: where the conflict currently exists
- b. potential: where the conflict is about to happen or could happen, or
- c. perceived: where other people may reasonably think that a person is compromised.

**Contract** The legal agreement between the Buyer and the Supplier that comprises Page 1 (the front sheet), Schedule 1, this Schedule 2 and any other Schedule, and any Variation and Attachment.

**Contract Manager** The person named in Schedule 1 as the Contract Manager. Their responsibilities are listed in clause 4.1

**Crown (The Crown)** The Buyer also described as the Sovereign Her Majesty the Queen in right of New Zealand and includes a Minister, a government department and an Office of Parliament, but does not include a Crown entity, or a State enterprise named in Schedule 1 of the State-Owned Enterprises Act 1986.

**Daily Allowance** An allowance to cover accommodation, meals and incidentals for the Supplier's Personnel if they are required in order to deliver the Services or to travel overnight away from their normal place of business. The amount of any Daily Allowance must be agreed to in Schedule 1. A Daily Allowance is similar to a per diem.

**Daily Fee Rate** If the Supplier's fee rate is expressed as a Daily Fee Rate this is the fee payable for each day spent in the delivery of Services. A day is a minimum of 8 working hours.

**Deliverables** A tangible output resulting from the delivery of the Services as stated in Schedule 1. A deliverable may be a document, a piece of equipment, goods, information or data stored by any means including all copies and extracts of the same.

**End Date** The earlier of the date this Contract is due to end as stated in Schedule 1, the date of termination as set out in a Notice of termination or any other date agreed between the Parties as the date the Contract is to end.

**Expenses** Any actual and reasonable out-of-pocket costs incurred by the Supplier in the delivery of the Services and agreed to in Schedule 1.

**Extraordinary Event** An event that is beyond the reasonable control of the Party immediately affected by the event. An Extraordinary Event does not include any risk or event that the Party claiming could have prevented or overcome by taking reasonable care. Examples include:

- a. acts of God, lightning strikes, earthquakes, tsunamis, volcanic eruptions, floods, storms, explosions, fires, pandemics and any natural disaster
- b. acts of war (whether declared or not), invasion, actions of foreign enemies, military mobilisation, requisition or embargo
- c. acts of public enemies, terrorism, riots, civil commotion, malicious damage, sabotage, rebellion, insurrection, revolution or military usurped power or civil war, or
- d. contamination by radioactivity from nuclear substances or germ warfare or any other such hazardous properties.

**Fees** The amount payable to the Supplier for the time spent in delivery of the Services calculated on the basis stated in Schedule 1, excluding any Expenses and Daily Allowances.

**GST** The goods and services tax payable in accordance with the New Zealand Goods and Services Tax Act 1985.

**Hourly Fee Rate** If the Supplier's fee rate is expressed as an Hourly Fee Rate this is the Fee payable for each hour spent delivering the Services.

**Intellectual Property Rights** All Intellectual Property Rights and interests, including copyright, trademarks, designs, patents and other proprietary rights, recognised or protected by law.

**Milestone** A phase or stage in the delivery of Services resulting in a measurable output. Payment of Fees is usually due on the satisfactory delivery of a Milestone.

**New Intellectual Property Rights** Intellectual Property Rights developed after the date of this Contract and incorporated into the Deliverables.

**Notice** A formal or legal communication from one Party to the other that meets the requirements of clause 14.

**Party** The Buyer and the Supplier are each a Party to this Contract, and together are the Parties.

**Personnel** All individuals engaged by either Party in relation to this Contract or the delivery of Services. Examples include: the owner of the business, its directors, employees, Subcontractors, agents, external consultants, specialists, technical support and co-opted or seconded staff. It includes Approved Personnel.

**Pre-existing Intellectual Property Rights** Intellectual Property Rights developed before the date of this Contract. It does not cover later modifications, adaptations or additions.

**Records** All information and data necessary for the management of this Contract and the delivery of Services. Records include, but are not limited to, reports, invoices, letters, emails, notes of meetings, photographs and other media recordings. Records can be hard copies or soft copies stored electronically.

**Services** All work, tasks and Deliverables, including those stated in Schedule 1, that the Supplier must perform and deliver under this Contract.

**Schedule** An attachment to this Contract with the title 'Schedule'.

**Start Date** The date when this Contract starts as stated in Schedule 1.

**Subcontractor** A person, business, company or organisation contracted by the Supplier to deliver or perform part of the Supplier's obligations under this Contract.

**Supplier** The person, business, company or organisation named as the Supplier on page 1. It includes its Personnel, successors, and permitted assignees.

**Variation** A change to any aspect of this Contract that complies with clause 16.1.

# TAX INVOICE

Ministry for Pacific Peoples  
Level 1, 101-103 The Terrace,  
PO Box 833  
Wellington 6140  
NEW ZEALAND

**Invoice Date**  
30 Apr 2019  
**Invoice Number**  
I MPP19002  
**Reference**  
Pacific Employment  
Support Services -  
s9(2)(a)

Indigenous Design and  
Innovation Aotearoa Ltd  
PO Box 19280  
Courtenay place  
Wellington 6149  
NEW ZEALAND

**GST Number**  
126278276

Description	Quantity	Unit Price	Amount NZD
Pacific Employment Support Services - Rebrand ATTN: s9(2)(a) Invoice for March and April Hours  Discover: Initial WorkShop Collateral review Audience familiarisation	s9(2)(b)(ii)		2,310.00
Define: Narrative / ideation / mood boards Kupu research Concept development - sketches and type design Colour exploration			3,300.00
Design: Brand concepts and development Design and type iterations Design document development			8,910.00
Delivery: Collateral design and iterations			2,475.00
		Subtotal	16,995.00
		TOTAL GST 15%	2,549.25
		<b>TOTAL NZD</b>	<b>19,544.25</b>

**Due Date: 20 May 2019**

How to pay us ...

Here's our bank account number for paying online:

s9(2)(a)



# TAX INVOICE

Ministry for Pacific Peoples  
 Level 1, 101-103 The Terrace,  
 PO Box 833  
 Wellington 6140  
 NEW ZEALAND

**Invoice Date**  
 31 May 2019

**Invoice Number**  
 I MPP19003

**Reference**  
 Pacific Employment  
 Support Services -  
 s9(2)(a)

Indigenous Design and  
 Innovation Aotearoa Ltd  
 PO Box 19280  
 Courtenay place  
 Wellington 6149  
 NEW ZEALAND

**GST Number**  
 126278276

Description	Quantity	Unit Price	Amount NZD
Pacific Employment Support Services - Rebrand ATTN: s9(2)(a) for s9(2)(b)(ii) May hours Brand style guide: Designs with finalised logo etc			1,155.00
		Subtotal	1,155.00
		TOTAL GST 15%	173.25
		<b>TOTAL NZD</b>	<b>1,328.25</b>

**Due Date: 20 Jun 2019**

How to pay us ...

Here's our bank account number for paying online:

s9(2)(a)

# TAX INVOICE

Ministry for Pacific Peoples  
Level 1, 101-103 The Terrace,  
PO Box 833  
Wellington 6140  
NEW ZEALAND

**Invoice Date**  
29 Aug 2019  
**Invoice Number**  
I MPP19004  
**Reference**  
Pacific Employment  
Support Services -  
s9(2)(a)  
**GST Number**  
126278276

Indigenous Design and  
Innovation Aotearoa Ltd  
PO Box 19280  
Courtenay place  
Wellington 6149  
NEW ZEALAND

Description	Quantity	Unit Price	Amount NZD
Pacific Employment Support Services - Rebrand ATTN: s9(2)(a)	s9(2)(b)(ii)		4,620.00
Design and delivery of MPP Styleguide, Banners, Flyer and Powerpoint for the Tupu Aotearoa launch			
Printing Note: Printing of all collateral has been charged at cost from About Print, and we have added 2 hours in total for Print Management and liaison			1,093.00
		Subtotal	5,713.00
		TOTAL GST 15%	856.95
		<b>TOTAL NZD</b>	<b>6,569.95</b>

**Due Date: 20 Sep 2019**

How to pay us ...

Please include Name and Membership number or Project Name in details. Invoice number as reference.

Here's our bank account number for paying online:

s9(2)(a)



# PAYMENT ADVICE

To: Indigenous Design and Innovation Aotearoa Ltd  
PO Box 19280  
Courtenay place  
Wellington 6149  
NEW ZEALAND

**Customer** Ministry for Pacific Peoples  
**Invoice Number** I MPP19004  
**Amount Due** 6,569.95  
**Due Date** 20 Sep 2019  
**Amount Enclosed**

Enter the amount you are paying above