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Māori Workforce Development Strategy

**TURUKI**

# Tūruki

## Annual Report 2016-2017





# TŪRUKI

## Māori Workforce Development Strategy



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### TŪRUKI MĀORI WORKFORCE STRATEGY ANNUAL REPORT 2016-2017

Kia ora and welcome to the Tūruki Māori Workforce Strategy (Tūruki) 2016/17 Annual Report. A key milestone achieved in the past twelve months has been the implementation of an online data base to improve the tracking and reporting of Tūruki, Health Workforce Scholarship recipients, Programme Incubator students and Kia ora Hauora participants. Real-time information has improved the accuracy of data and assisted with a more robust system to improve engagement with recipients and employment outcomes. Another key achievement based on an external review by Dr George Gray, has been the reconfiguration of the Tūruki Advisory Group. The Advisory Group will continue to set the strategic direction of Tūruki for the Hawke's Bay health sector and increase participation of Māori workforce including supply, recruitment and retention. Membership of the Advisory Group include: Manager, Innovation & Development, Health Hawke's Bay (PHO), Chief Nursing & Midwifery Officer, Chief Allied Health Professions Officer, Acting General Manager Māori Health, Executive Director People & Quality.

The three primary objectives of Tūruki are:

- to support Hawke's Bay District Health Board and its partners to increase Māori participation in the Hawke's Bay health workforce
- to support Māori health workers to develop professionally
- to support cultural safety within the Hawke's Bay health workforce

Each of the goals are achieved with key partnerships. To this end Tūruki works with:

- National workforce development programmes such as Kia Ora Hauora, Health Workforce New Zealand, Ministry of Social Development and Ministry of Health's Māori Provider Development Scheme (MPDS).
- Education providers including EIT, Massey, Otago University and Hastings Intermediate School.
- Non-Government Organisations in particular Kahungunu Iwi, Hauora Māori Providers, Health Hawke's Bay Primary Health Organisation and Aged Care providers.
- Internal HBDHB departments including, Māori Health Service, People & Quality, Nursing, Education & Development, Programme Incubator and Allied Health.

The Tūruki Advisory Group and scholarship funding panel include representation from these groups.



# TŪRUKI

## Māori Workforce Development Strategy

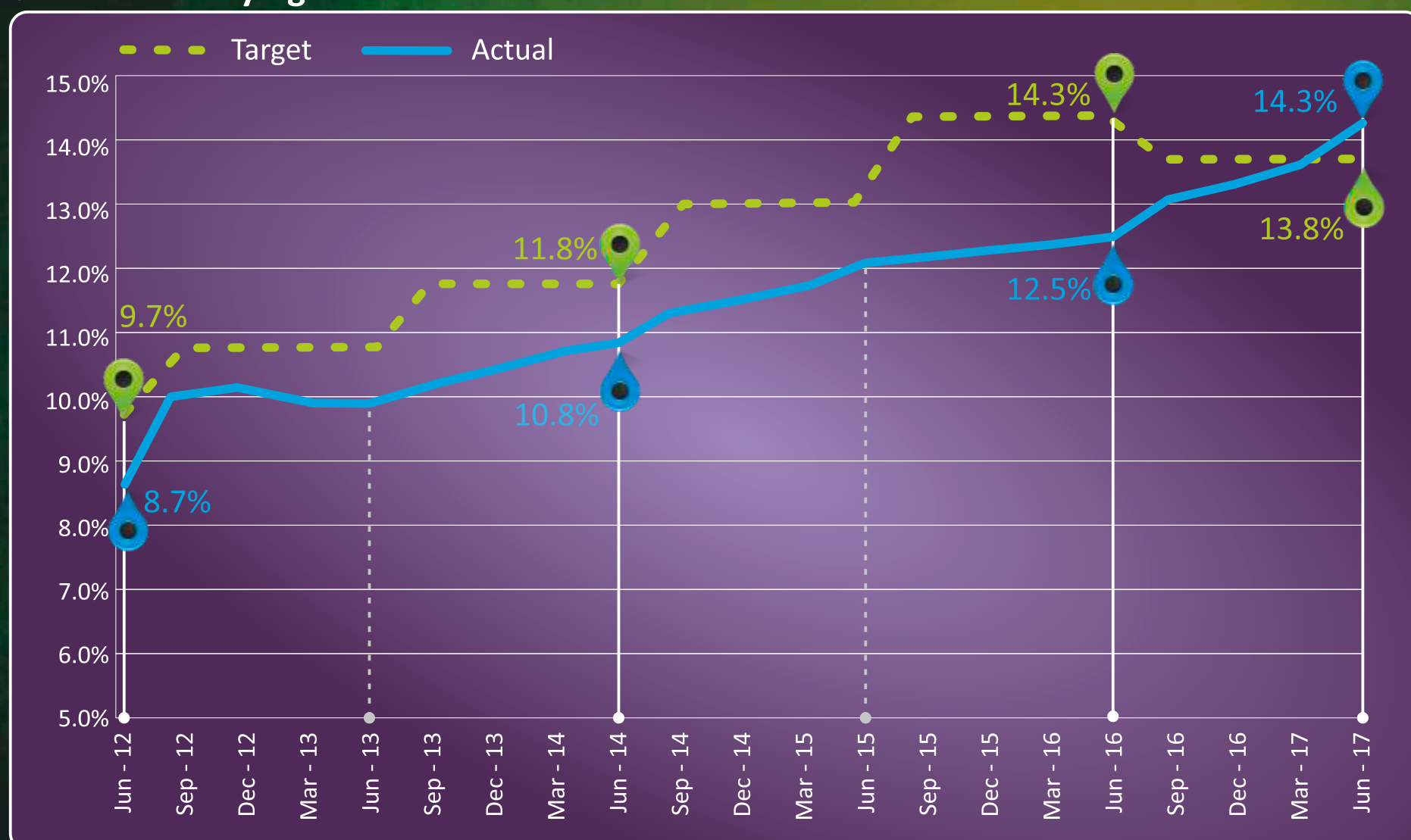
### CAPACITY AND CAPABILITY

HBDHB has undertaken to increase Māori workforce by 10% year on year within the DHB until the Māori workforce reflects that of its community. Currently around a quarter of the Hawke's Bay population is Māori. Figure 1 shows the increase in Māori participation in HBDHB workforce since this target became a priority in 2012. For 2016/17, the target was 13.75% with 14.25% achieved. Actual numbers are tracking up beyond this goal. Tūruki have been the main contributor with students eventually flowing into the work pool. Understanding what the Hawke's Bay health workforce looks like is a necessity for workforce capacity and capability planning. Although HBDHB retains employee data, there is very little consolidated information about the rest of the health sector. Tūruki and HBDHB's Contracts team continue to look for ways to capture this information as a follow up to the Tūruki funded NGO Workforce Survey carried out in 2011 by EIT.



Figure 1

### % Staff identifying as Māori





### CAPACITY AND CAPABILITY (contd.)

The Poutama (See Figure 2) symbolises the progression of a Tūruki participant within the health sector. Each individual may choose to advance their career to access additional skills and knowledge by progressing into a specialist field or progress across to broaden their capability. Engagement can occur during any stage of a person's educational pathway from Intermediate School through to degree or post-graduate study. An important ongoing process within the supply through to recruitment phases is the tracking and monitoring of participants so that they remain engaged with the Tūruki programme and support structures.



Figure 2

Development Steps	POUTAMA	Tūruki and Partner Actions
Post Graduate and Masters		Tūruki scholarships, Tuakana/ Teina Māori Nursing & Midwifery awards.
Degree		Tūruki scholarships, Tuakana/ Teina noho marae, Ngāti Kahungunu Scholarships, Rapai Pohe Nursing scholarships.
Certificate and Diploma		Health Workforce New Zealand funded scholarships. Programme incubator, Totara Health/ MSD initiative.
Second Chance Learners		Programme Incubator, Youth Symposium, Careers expos.
High School		Leadership, Science & Technology Academy programmes, Te Tai Whenua/ University of Otago Science waananga.
Intermediate School		

THE STAIRCASE



# TŪRUKI

Māori Workforce Development Strategy



**HAEATA CLIMIE**

Haeata Climie, Health workforce New Zealand and Tūruki Scholarship recipient has been confirmed as a Nurse Practitioner. Her vision of practice is focused on Primary Care/Whānau Ora for high needs populations across the life span. Haeata joins a growing number of Hawke's Bay-based nurse practitioners and is currently the only Māori Nurse Practitioner in Hawke's Bay. In 2015 Haeata completed her Masters of Nursing and began the journey to gain her Nurse Practitioner registration.

“This was the first time the panel interviews and assessments took place at the workplace, and certainly from my perspective helped create relatively relaxed and informative process for all concerned” says Haeata. “The Tūruki Māori Health Workforce scholarship has supported me through this journey”.

Congratulations Haeata - we're proud of your achievement and look forward to the difference you will make in the lives of some of our most vulnerable communities.

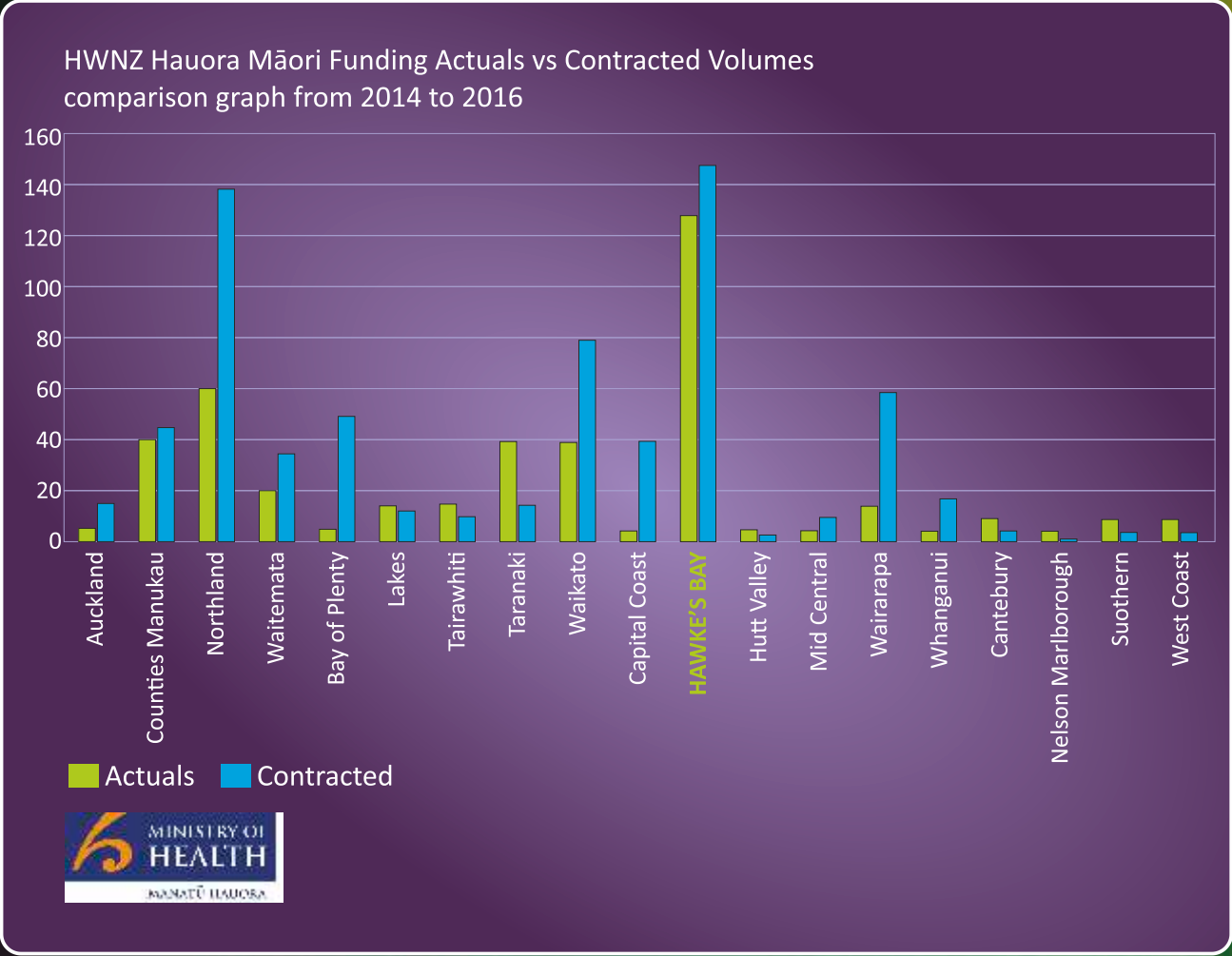
“*The Tūruki Māori Health Workforce scholarship has supported me through this journey.*”

*Haeata Climie*

February		Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
M	T	W	T	F	S	S		
			1	2	3	4		
5	6	7	8	9	10	11		
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		1	2	3	4	5	6	7
		Stat Holiday	Stat Holiday					
		8	9	10	11	12	13	14
		15	16	17	18	19	20	21
							NKII Sponsorships Open	
		22	23	24	25	26	27	28
		29	30	31				



Figure 4



Tūruki manages the Ministry of Health's Hauora Māori fund that enables Māori health workers to access financial support to complete certificates, diplomas and graduate diplomas from levels 2 to 7 on the NZQA framework (degrees excluded). The priority is to support the non-regulated health and disability Māori workforce to develop their capacity and capability. The entry-level qualifications gained with the support of this fund provide foundational skills for recipients to work with whānau experiencing health issues. A range of employers recognise the importance of a competent and confident workforce and as such refer staff to make applications through a combination of entry points such as face-to-face or online through the Tūruki website and Facebook pages.

Hawke's Bay DHB have consistently over-delivered on volumes within this fund and achieved an award as The Top Performing DHB in New Zealand. See Figure 4. Tūruki have maintained a 95% retention and completion rate since 2008 and part of its success is due to the established relationships with education providers, cultural and academic support in partnership with scholarship recipients. This model has been promoted by the Ministry of Health to other DHBs throughout New Zealand to consider.

## February 2018

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			1	2	3	4
				NKII Scholarships Open		
5	6	7	8	9	10	11
	Waitangi Day					
12	13	14	15	16	17	18
19	20	21	22	23	24	25
	HWNZ Funding Round Closed					
26	27	28				

January

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# TŪRUKI

## Māori Workforce Development Strategy

### HEMI WONG

Ko Ngāti Poporo raua ko  
Ngāti Hinemanu ngā hapū  
Ko Korongata raua ko Omahu ngā marae  
Ko Takitimu te waka  
Ko Ngaruroro te awa  
Ko Kahuranaki te maunga  
Ko Kahungunu te iwi  
I te taha o toku mama, Ko Huia Tunua raua ko  
Asovale Tuimaseve oku matua tipuna  
I te taha o toku papa, Ko Elizabeth Quino raua  
ko Lee Fong Ah Kong Wong oku matua Tipuna  
Ko Jimmy Wong toku papa  
Ko Ruth Wong toku mama  
Ko Hemi Wong ahau

Kia Ora, I'm Hemi Wong of Māori/ Samoan/  
Filipino/ Chinese descent. I grew up In  
Flaxmere, Hastings. I am currently finishing  
my degree at the University of Otago.

Since high school I have set goals towards  
becoming a doctor. The Tūruki Māori Health  
Workforce Strategy has been an immense  
support in working towards this goal. In my  
final year at Karamu High School (2010) I was  
selected for a Tūruki placement programme. I  
spent a week in the Hawke's Bay Hospital,  
watching and working with the Clinical

Pharmacy Services team. I learned a lot about  
the different people who work with patients,  
both in and out of hospital.

After high school, I served a voluntary two year  
mission for the Church of Jesus Christ of Latter-  
day Saints in the Philippines. After my mission I  
knew I wanted to continue on my health career  
pathway. The Tūruki Scholarship has helped me  
to do so.

Through the scholarship, I was able to study  
Health Sciences at Otago University. During my  
time at university, my grand-aunty, (who was a  
very learned and quick-witted woman) suffered  
a stroke; lost many of her memories to  
Alzheimer's and eventually passed away. After  
this experience I wanted to learn about how the  
brain works, and what causes the diseases my  
grand-aunty suffered from. Next year I will  
graduate with a Bachelor of Science degree  
majoring in Neuroscience. After I complete this  
degree I will be eligible to study Medicine. I have  
received the Turuki Scholarship for the past  
three years. This support has been invaluable. I  
am truly grateful for this scholarship and the  
doors of opportunity it opens for students to  
follow their dreams.

Hemi Wong



🌟 My long-term goal now is to become  
the first Māori neurosurgeon. 🌟

## March 2018

February						
M	T	W	T	F	S	S
			1	2	3	4
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26	27	28				

April						
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23	24	25	26	27	28	29

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Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
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19	20	21	22	23	24	25
26	27	28	29	30	31	
				Easter Friday		



# TŪRUKI

## Māori Workforce Development Strategy



### RAPAI POHE MEMORIAL SCHOLARSHIP

This scholarship is given in honour of the significant contribution made by Rapai Pohe to Māori health at Te Wahanga Hauora Māori, Hawke's Bay District Health Board and to the Komiti Kawa Whakaruruhau in the Faculty of Health & Sport Science at the Eastern Institute of Technology from 1992 to 2008. With the support of the Pohe whānau, the School of Nursing and the Tūruki Māori Workforce Programme offer the Māori Nursing Student Scholarship for Bachelor of Nursing Year 1. Jamie Waenga and Shannon O'Neill, both from Ngāti Kahungunu received the Rapai Pohe Scholarship for year one fees within the Bachelor of Nursing at EIT for 2016. Dayna Porter and April Papuni-Hohepa were the successful recipients for 2017.

Left to right:

- Dr Dianne Wepa, Senior Clinical Coordinator, Tūruki Programme
- Kathy Manhire, Bachelor of Nursing Programme Coordinator
- April Pauni-Hohepa (Scholarship recipient)
- Sheyne Te Hau (Pohe whānau representative)
- Dayna Porter (Scholarship recipient)

## April 2018

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	
30 Tūruki Funding Round Closed						1 Tūruki Funding Round Open	<b>March</b> M T W T F S S  1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
2 Easter Monday	3	4	5	6	7	8	<b>May</b> M T W T F S S  1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
9	10	11	12	13	14	15	
16 School Holidays	17	18	19	20	21	22	
23	24	25 ANZAC Day	26	27	28	29	



## NURSE ENTRY TO PRACTICE (NEtP)

The programme is accredited by the Nursing Council of New Zealand and supports new graduates during their first year of nursing by helping them to develop confidence in nursing practice as well as independence in clinical reasoning and decision making. HBDHB NEtP Nurse Educator, Donna Foxall (Tainui, Taranaki) says students are well supported during their first year of nursing both within the DHB and through a range of teaching and learning environments with EIT and are employed across the Hawke's Bay health sector in secondary services, aged residential care, primary health care and Māori health. "Hawke's Bay District Health Board acknowledges their commitment and passion to the profession toward achieving better health outcomes and improving the lives of our local communities," says Donna. "Our graduates have gained more knowledge, grown in clinical confidence, learnt multiple new skills and become important team members in their chosen area of work." Donna initiated the tuakana/teina programme at EIT for Māori nursing students and registered nurses. Her most recent achievement has been as the Tumuaki of Te Kaunihera o Neehi Māori. Currently there are 40 students participating in NEtP within age residential care, primary health, secondary services and Māori health providers. Tūruki look forward to working with Donna to support Māori nurse graduates into employment within HBDHB.



Donna Foxall

“Our graduates have gained more knowledge, grown in clinical confidence, learnt multiple new skills and become important team members in their chosen area of work.”

## May 2018

April						
M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
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23	24	25	26	27	28	29

June						
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17	18	19	20	21	22	23
24	25	26	27	28	29	30

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	1	2	3	4	5	6
			NKII Scholarships Close			
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
HWNZ Funding Round Open		NKII Fish Hook Summit - Ahuriri				
28	29	30	31			



# TŪRUKI

Māori Workforce Development Strategy



## TUAKANA/TEINA PROGRAMME

The programme involves connecting new Māori staff with a senior member so that they could be supported from cultural perspective in their new role. The recruitment team have assisted Tūruki to enable a more streamlined process for staff to make contact with Tūruki upon joining HBDHB. Previously, new Māori staff applied to become part of Te Ara Kotahitanga Māori Staff Forum. Quarterly forums with other Māori staff were held with presentations from guest speakers about Māori health initiatives within Hawke's Bay. New staff now complete a Tūruki Māori support contact form and support is offered ranging from career development, cultural support and scholarship information within the tuakana/teina initiative.

## June 2018

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	<div> <div>May</div> <div> <div>M T W T F S S</div> <div> <div>1 2 3 4 5 6</div> <div>7 8 9 10 11 12 13</div> <div>14 15 16 17 18 19 20</div> <div>21 22 23 24 25 26 27</div> <div>28 29 30 31</div> </div> </div> </div> <div> <div>July</div> <div> <div>M T W T F S S</div> <div> <div>1</div> <div>2 3 4 5 6 7 8</div> <div>9 10 11 12 13 14 15</div> <div>16 17 18 19 20 21 22</div> <div>23 24 25 26 27 28 29</div> </div> </div> </div>
				1	2	3	
4	5	6	7	8	9	10	
Queen's Birthday				Tamatea Matariki Event	Takapau Matariki Event		
11	12	13	14	15	16	17	
				Flaxmere Matariki Event	Napier Matariki Event		
18	19	20	21	22	23	24	
		HWNZ Funding Round Closed		Wairoa Matariki Event			
25	26	27	28	29	30		



# TŪRUKI

Māori Workforce Development Strategy



**DIANNE ENNOR**

Kia ora. My role is the Cultural Support Advisor for Tūruki located within the Library Information and Learning Services at EIT. I provide pastoral care, academic assistance and cultural support where needed through our open door policy for all students. I facilitate communication between tutors, learning advisors and the student and provide guidance and information on career and study pathways to ensure a positive outcome for the student.

Dianne Ennor

## July 2018

June		Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
M	T W T F S S	30	31					1
4	5 6 7 8 9 10							
11	12 13 14 15 16 17							
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August		2	3	4	5	6	7	8
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13	14 15 16 17 18 19							
20	21 22 23 24 25 26							
27	28 29 30 31							
		9	10	11	12	13	14	15
		School Holidays						
		16	17	18	19	20	21	22
		23	24	25	26	27	28	29



## PROMOTION ACTIVITIES Programme Incubator

Tūruki participate in several health career promotion activities with Programme Incubator and Kia ora Hauora. One major event is the Hawke's Bay Today Career Expo held at the Pettigrew-Green Arena in Taradale each year. Kia Ora Hauora partnered with Tūruki to encourage Māori students to register with both programmes so that support can be offered during tertiary study. The second expo involved Programme Incubator at HBDHB's Education Centre. A range of health clinicians provided taster workshops for students to learn about different areas of health such as occupational therapy, physiotherapy, oral health, nursing and medicine.

16 schools were involved in Programme Incubator in 2017 year with three sessions delivered at HBDHB for each school. The sessions involved health professionals sharing their journey towards achieving their relevant qualifications combined with interactive activities and department tours. Earn and Learn sessions focused on training and qualifications are attained while participants could still work. The annual Year 10 & Year 11 Health Careers Expo is a great opportunity for students to come and explore a large variety of health careers with interactive stations and information about pathways and careers in these areas. Over 400 students visited this year, with 25 stations set up to inspire young minds. The Youth Symposium was attended by Year 13 students about to enter tertiary studies the following year. Students spent two days on-site during the October school holidays and attended a variety of workshops and interactive sessions to assist them with the transition from secondary school to tertiary study.



Careers Expo

Careers Expo



Programme Incubator

## August 2018

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1	2	3	4	5
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13	14	15	16	17	18	19
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27	28	29	30	31		

July						
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23	24	25	26	27	28	29

September						
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30



## PROMOTION ACTIVITIES Kia Ora Hauora - Te Aute College Video

Tūruki supported the development and launch of a careers' video promoting Māori health professionals in partnership with Te Aute College and Kia ora Hauora. The video focused on a student and their patient journey. The participants included a doctor, radiographer, registered nurse, student nurse, student occupational therapist, physiotherapist, health promoter, orderly, St John's ambulance driver and paramedic. The launch included participants discussing their health careers with students. The St John's participant received the most interest as he provided an ambulance for students to engage in practical demonstrations.



St Johns demonstration with Te Aute College

## September 2018

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	<div>August<div>M T W T F S S</div><div>1 2 3 4 5</div><div>6 7 8 9 10 11 12</div><div>13 14 15 16 17 18 19</div><div>20 21 22 23 24 25 26</div><div>27 28 29 30 31</div></div>
					1	2	<div>October<div>M T W T F S S</div><div>1 2 3 4 5 6 7</div><div>8 9 10 11 12 13 14</div><div>15 16 17 18 19 20 21</div><div>22 23 24 25 26 27 28</div><div>29 30 31</div></div>
3	4	5	6	7	8	9	
10	11	12	13	14	15	16	
17	18	19	20	21	22	23	
24	25	26	27	28	29	30	



## SCIENCE WĀNANGA

The 5th Science Wānanga for Ngāti Kahungunu ki Heretaunga rohe was successfully delivered at Waipatu Marae, in partnership with Tūruki, Otago University and Te Taiwhenua o Heretaunga with support provided by the Dodd Walls Centre. Eight kura attended involving 58 Māori students. The theme of the waananga was 'Muriwaihou Haukunui-Water is a taonga' which was the presented over 3 science projects:

- 1. Physics-using light to measure concentration in water
- 2. Ecology-measuring water quality by identifying invertebrates
- 3. Pharmacology-using fruit peels and sea monkeys to remove heavy metals from water

The overall objective of Science waananga was to help address the educational inequities of the past by encouraging and supporting more Māori to participate, achieve and thereby contribute in science and health science, and cultural competencies.



Science Wānanga- Waipatu Marae

## October 2018

September		Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
M	T W T F S S							
		1	2	3	4	5	6	7
3	4 5 6 7 8 9	Tūruki Funding Round Open						
10	11 12 13 14 15 16	School Holidays						
17	18 19 20 21 22 23							
24	25 26 27 28 29 30							
November		8	9	10	11	12	13	14
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12	13 14 15 16 17 18							
19	20 21 22 23 24 25							
26	27 28 29 30	15	16	17	18	19	20	21
						HB Anniversary		
		22	23	24	25	26	27	28
		Labour Day						
		29	30	31				
				Tūruki Funding Round Closed				



# TŪRUKI

## Māori Workforce Development Strategy



### SCIENCE ACADEMY ROLL OUT

Hastings Intermediate's Science Academy have partnered with Heretaunga Intermediate to provide a science hub for Māori students. Hastings Boy's High School are involved with the programme and provide access to their science department during low usage times and school holidays. Whānau evenings support the academy to ensure support at home for students participating in the programme. Discussions are in progress with Flaxmere schools to also participate in 2018. Napier Intermediate have indicated an interest in the programme with the goal of providing a hub modelled on Hastings Intermediate.

*Science academy working in class*

## November 2018

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19	20	21	22	23	24	25
26	27	28	29	30		

HWNZ  
Funding Round  
Open

NKII  
AGM Event

October						
M	T	W	T	F	S	S
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December						
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24	25	26	27	28	29	30





Dr. James Graham

### SENIOR ADVISOR CULTURAL COMPETENCY

The Senior Advisor Cultural Competency has reviewed the cultural training (Engaging Effectively with Māori). Initial impressions have identified an intent towards cultural understanding, confidence and competency by the workforce towards implementing the organisational vision and core values. Feedback from participants support follow up workshops to progress initial learning from the programme. Anne McLeod has been seconded for 18 month to develop new engagement training programme that incorporates the Meihana and other reviewed models into the programme. The training will include an online training module and two face- to- face training modules with the Māori Health Service continuing to deliver the programme.

### SCHOLARSHIPS TŪRUKI

The Tūruki scholarship funding rounds are held twice a year to coincide with tertiary enrolment dates. From 2016-2017, 60 scholarship were awarded within the following areas of study: Social Work, Public Health, Dental Surgery, Science, Health Psychology, Medicine, Surgery, Neuroscience, Business and Nursing. See Figure 14A

### HWNZ

212 applications were received for Health Workforce New Zealand (HWNZ) scholarships. These scholarships are targeted at Māori wanting to work within the non-regulated workforce (i.e. administration and support workers roles). See Figure 14B for a breakdown of each category.

Figure 14a

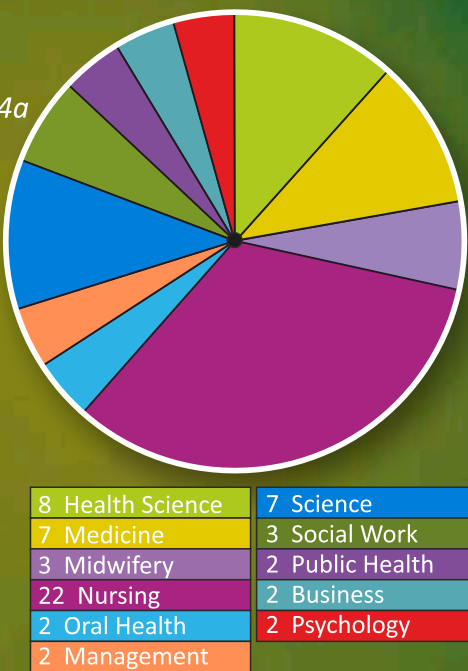
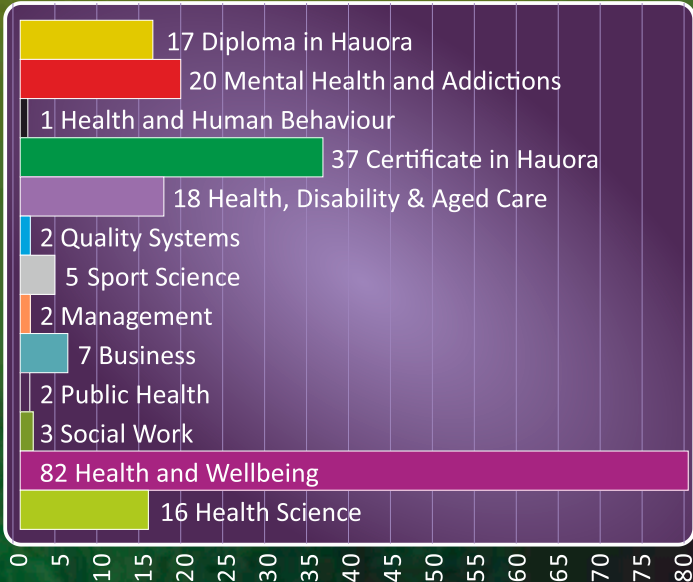


Figure 14b



## December 2018

November						
M	T	W	T	F	S	S
			1	2	3	4
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
31					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
		School Holidays				
24	25	26	27	28	29	30
	Christmas Day	Boxing Day				