

Māori Workforce Action Plan

To build a competent, capable, skilled and experienced Māori health and disability workforce over the next 5 years that reflect the values of He Kāuanuanu, Akina, Raranga Te Tira ,Tauwhiro

Drivers

Treaty of Waitangi/Te Tiriti o Waitangi ; Health Inequities are over-represented in Māori populations socio-cultural determinant of health including education and employment ; Workforce should reflect the population served ; HBDHB performance indicators ; employment composition and cultural competency,

Action /whāinga tahi

Build the capability and capacity of our Māori workforce

Mahi tahi

- Talent mapping and career planning for all Māori staff
- Obtain guidance and advice from professional bodies to support career and leadership development guidelines
- Sustain and utilise effective models increasing Māori workforce i.e. the uptake of NETP Māori.

Action /whāinga rua

Increase Māori representation in our workforce to reflect population

Mahi rua

- Partner with agencies and education sector to promote Hauora careers.
- Critically analyse our current activity and results in the 'supply chain' i.e science academy, science Wānanga and health careers promotion.
- Align scholarships (HWNZ) to the forecasted workforce demands e.g. leadership

Action/whāinga toru

Improve the cultural capability of the workforce

Mahi toru

- Engage with stakeholders to identify cultural capability indicator needs within workforce.
- Refresh recruitment and employment processes to reflect DHB Core Values
- Refresh and combine the cultural competency programme to incorporate and evaluate best practice and quality service improvement for Māori
- Appropriate actions and campaigns to address culturally unsafe practice environments impacting on retention and safety for Māori.

Action 4/whāinga wha

Increase Māori leadership visibility at all levels within the HBDHB workforce

Mahi whā

- Championing the provision of high-quality health care that delivers equity of health outcomes for Māori
- Cascade Māori workforce recruitment KPI into PDRP for all employing managers
- Identify and scope leadership programmes which are relevant and cost effective in meeting growth and development Māori health workforce.
- Establish Māori leadership programme



Key Performance Indicators

- 1) Māori workforce representation growth
- 2) Engaging Effectively with Māori completion rates and application
- 3) Number of Māori applying for positions
- 4) Conversion rate of Māori applicants shortlisted
- 5) Conversion rate of Māori Shortlisted appointments
- 6) Service utilisation breakdown (Māori)
- 7) Number of Māori in leadership positions
- 8) Turnover of Māori staff

Drivers

Māori Workforce Development

- Treaty of Waitangi/Te Tiriti o Waitangi
- Health Inequities are over-represented in Māori populations (socio-cultural determinant of health)
- Workforce should reflect the population served
- HBDHB performance indicators - employment composition and cultural competency
- **Alignment with NZ Health Strategy, HBDHB strategic Plan, He Korowai Oranga – Maori Health Strategy, Raranga Tupuake: The Māori Health Workforce Development Plan, Whanau Ora**

Action /whāinga tahi

Build the capability and capacity of the Māori workforce

- Talent mapping and career planning for all Māori staff
- Obtain guidance and advice from professional bodies to support career and leadership development guidelines
- Sustain and utilise effective models increasing Māori workforce i.e. the uptake of NETP Māori.

Key Performance Indicator milestones

- Talent mapping and career planning identified and evaluated within 6 months.
- Collective review and report completed within 12 months to support best practice models in increased capability and capacity of Māori workforce.

Action /whāinga rua

Increase Māori representation in our workforce to reflect population

- Partner with agencies and education sector to promote Hauora careers.
- Critically analyse our current activity and results in the 'supply chain' i.e science academy, science Wānanga and health careers promotion.
- Align scholarships (HWNZ) to the forecasted workforce demands e.g. leadership

Key performance Indicators

- Plan identified next 5 years to promote and continue to grow in collaboration with education providers and Hauora.
- Forecasted requirements and support included in report to support continued growth (Turuki).
- Annual review workforce growth to support and provide recommendations

Action /whāinga toru

Improve the cultural capability of the workforce

- Engage with stakeholders to identify cultural capability indicator needs within workforce.
- Refresh recruitment and employment processes to reflect DHB Core Values
- Refresh and combine the cultural competency programme to incorporate and evaluate best practice and quality service improvement for Māori
- Appropriate actions and campaigns to address culturally unsafe practice environments impacting on retention and safety for Māori.

Key performance Indicator milestones

- Cultural competency reporting indicators evaluated and integrated within cultural supervision training.
- Recruitment process completed within 6 months and externally moderated within equity lens.
- Cultural competency delivery and planning reviewed and externally moderated within 6 months. (Resourcing to support delivery).
- Engaging effectively with Māori completion rates monitored and 100% compliance
- Cultural competency evaluated within clinical settings.
- Workforce recruitment managers cultural competency KPI incorporated into PDRP within 6 months.

Action /whāinga whā

Increase Māori leadership visibility at all levels within the HBDHB workforce

- Championing the provision of high-quality health care that delivers equity of health outcomes for Māori
- Cascade Māori workforce recruitment KPI into PDRP for all employing managers
- Identify and scope leadership programmes which are relevant and cost effective in meeting growth and development Māori health workforce.
- Establish Māori leadership programme

Key Performance Indicator milestones

- Completion of scoping current leadership within 6 months to support equity of health care for Māori.
- Breakdown (Māori) the number of Māori in leadership positions.
- Identification and delivery of leadership programme commencing 2019.