

# MĀORI WORKFORCE STRATEGY 2018 – 2023

*Our Health Your Team • Tō Oranga Tou Kapa*

## TE PAERANGI *Our Guiding Values & Vision*

### VISION

To build a competent, capable, skilled and experienced Māori health and disability workforce over the next 5 years that reflect the values of

### HE KAUANUANU *Respect*

Showing respect for each other, our staff, patients and consumers.

### ĀKINA *Improvement*

Continuous improvement in everything we do.

### RARANGA TE TIRA *Partnership*

Working together in partnership across the community.

### TAUWHIRO *Care*

Delivering high quality care to patients and consumer.

### DRIVERS

- Te Tiriti o Waitangi Treaty of 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

## NGĀ WHĀINGA *Goals*

## NGĀ ARA HEI WHAI *Strategies*

## ARA WHAKATUTUKI *Measurements*

### MĀORI CAPACITY *Raukaha*

## BUILD THE CAPABILITY AND CAPACITY OF OUR 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.

- Trial 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.

### MĀORI REPRESENTATION *Whakatipu*

## INCREASE MĀORI REPRESENTATION IN OUR WORKFORCE

- 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.

- 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 (Tūruki).
- Annual review workforce growth to support and provide recommendations.

### CULTURE COUNTS *Tikanga Hauora Me Tōna Reo*

## INCREASE CULTURAL CAPABILITY OF OUR 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.

- 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.

### LEADERSHIP *Rangatiratanga*

## INCREASE MĀORI LEADERSHIP AT ALL LEVELS

- 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.

- 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.