



Māori Health Workforce Webinar

Health Workforce Dialogue event

7 November 2022

Talking points from the Māori Health Workforce webinar presentation at the Health Workforce Dialogue event that was held at Parliament on 12 November 2022.

1 Introduction and welcome from John Whaanga

- Kei ngā ringa raupā, kei ngā upoko pakaru o te whare hauora Māori, tēnā rawa atu koutou katoa.
- Nau mai, haere mai ki tēnei kauhaurangi mō ngā kaimahi hauora o te pūnaha hauora.
- The purpose of this webinar is to provide an update on Māori health workforce-related initiatives being progressed across the health system, and to confirm our thinking concerning key issues and opportunities.
- We want to provide a space for you to share your honest whakaaro and build on the existing insights we've gathered through previous engagements.
- Here with me today is Riana Manuel, Chief Executive of Te Aka Whai Ora, who will provide an update on the work Te Aka Whai Ora is doing in the health workforce space, and May Tien, Principal Engagement Advisor at Manatū Hauora who will speak about an online platform we're using to capture health workforce perspectives.

2 Setting the scene

- As you know, the health workforce has been experiencing immense pressure, which has only been exacerbated by COVID-19 and winter illness.
- Addressing health workforce issues and ensuring we have a sustainable, skilled and well-supported health workforce is a priority for the health system and wider government right now.
- Te Whatu Ora, and Te Aka Whai Ora have begun work to alleviate some of the pressures in the immediate term at an operational level.
- While these actions provide short-term relief to our people and system, there is further work to be done to build a sustainable health workforce for the future.

- And so, Manatū Hauora and Te Aka Whai Ora are working together on medium to long term planning, strategy and policy.
- As part of the Ministry's role as kaitiaki of the health system, we are bringing people together to address long-term challenges and opportunities.
- We are engaging with key agencies and organisations through existing hui, a series of online webinars, an online engagement tool, as well as an in-person event in Pōneke.
- All insights gathered at these engagements, in combination with the kōrero we already have on hand, will feed into a Health Workforce Strategy.
- In addition to sharing your whakaaro and questions through this webinar today, one of the most accessible ways people can contribute to this work is through our online engagement platform – Tātou.
- As I said before, May Tien is here with us today to talk about Tātou and how you can use it to share your ideas and comments.

3 Developing a national Health Workforce Strategy

So, what is Manatū Hauora specifically doing in the health workforce space?

- Manatū Hauora's role is to provide stewardship of the health workforce by setting the strategic direction for health, including for the health workforce, and bringing together health agencies to move in that direction.
- We are working with Te Aka Whai Ora on medium to long term planning, strategy and policy.
- Most notably, we are co-leading the development of a Health Workforce Strategy in conjunction with other key strategies, including the Hauora Māori Strategy, Women's Health Strategy, Rural Health Strategy, and the strategy for tāngata whaikaha.
- As part of that work, we'll be creating a Strategic Framework before Christmas that will feed into a final Health Workforce Strategy which will be released next year.

4 Kei te aha Te Whatu Ora? Developing a national Health Workforce Strategy

While Te Whatu Ora is not present today, it's important we provide a brief overview of the work they're doing.

- Earlier in the year, the Workforce Taskforce was established as a partnership between Te Whatu Ora and Te Aka Whai Ora to address significant workforce pressures, focusing both on immediate priorities and a longer-term national health workforce plan to build a sustainable workforce able to meet future challenges.

- This plan will have a strong emphasis on getting more Māori and Pacific health workers into jobs.
- In August, the Workforce Taskforce made recommendations to Minister Little on several kaupapa to address key workforce pressures and start providing immediate relief.
- Initiatives that were recently delivered include:
 - a. The Internationally Qualified Nursing CAP Fund
 - b. The Return to Nursing Workforce Support Fund
 - c. The Real Nurses campaign
- Future initiatives include:
 - a. Earn-as-you-learn scholarships, grants, apprenticeships, internships, and financial support for Māori and Pacific students
 - b. Entry-to-health jobs with schools, tertiary providers, and life-long learning and development organisations
 - c. Cultural safety training
 - d. Flexible career pathways, micro-credentialling and modular training

5 Drawing on previous engagements

This webinar and other engagements are not the start of a new conversation with the health workforce; they are a continuation of kōrero and wānanga we've already had with you and of feedback and recommendations you've already given.

6 Insights gathered through Whakamaua engagement

- In 2019, Manatū Hauora engaged with Māori communities and the health and disability sector to gather feedback on the development of Whakamaua: Māori Health Action Plan 2020-2025, which continues to set the health system's direction for Māori health advancement.
- Many of the insights gathered related to the Māori health workforce and its development.
- Some of the suggestions made by those we engaged were to:
 - a. Increase the Māori workforce in all parts of the health and disability system, including leadership
 - b. Invest in the development of the current Māori health workforce
 - c. Strengthen and adapt the Māori health workforce pipeline
 - d. Develop a culturally safe and competent health workforce

- e. Need equitable funding arrangements
- f. Address pay-parity issues.
- The engagement helped to determine eight priority areas, three of which are specific to the Māori health workforce:
 - a. Māori health leadership
 - b. Māori health and disability workforce
 - c. Māori health section development.

These priority areas, in addition to other parts of Whakamaua and He Korowai Oranga more broadly, are still being used to inform the development of the Health Workforce Strategy and the national health workforce plan.

7 Insights shared at Hui Whakaoranga 2021

Last year, Manatū Hauora re-established Hui Whakaoranga as a series of hui for Māori to connect, share aspirations, and set out milestones for achieving Pae Ora – healthy futures.

Many of the insights shared supported what had already been provided through Whakamaua engagements.

Here are some of the main ideas shared by attendees:

- Increase investment in solutions that grow the capability and capacity of the Māori health workforce
- Support more Māori into leadership and governance roles
- Need to enable mana motuhake and tino rangatiratanga, especially in commissioning
- Whānau should be key contributors in co-designing a future workforce that meets their needs
- Enable and recognise kaupapa Māori approaches to health and wellbeing

8 Kei te aha Te Aka Whai Ora

Heoi anō, that's a summary of the work Manatū Hauora and Te Whatu Ora are doing in the health workforce space, and of the insights we've already gathered through engagement for Whakamaua and Hui Whakaoranga.

I would now like to invite Riana Manuel to provide an update on the work Te Aka Whai Ora is doing to support a sustainable, skilled, and well-supported Māori health workforce.

9 On the ground, in the community (Riana Manuel)

- Thank you, John, for inviting me to speak today.
- I'm from Manaia on the Coromandel Peninsula. Manaia lies to the east of State Highway 25, and is the largest Māori community on the Peninsula north of Thames.
- Growing up in the arms of my whenua, with the support and love of my whānau and iwi – this has provided me with the skills and passion for the job I'm doing today.
- I've been a registered nurse for almost 30 years.
- It is a fabulous career and one I love being part of. I think that Māori are inherently a people of service and being a nurse suited my desire to serve and care for my community and my people.
- Before I took up my current position, I was the CEO of Te Korowai Hauora o Hauraki. For me the best part of that was - everything was local. The aspirations and ideas for healthcare came from the people of the area - what they wanted and asked for, and how they wanted to receive care.
- Like many of the organisations that are in this webinar today, Te Korowai o Hauraki is more than a healthcare provider. Te Korowai is whānau ora, it's mokopuna ora, it's rangatahi ora, it's kaumātua ora. Everything you need to create oranga -wellbeing - sits inside that kaupapa.
- The building of a new health system for Aotearoa is probably one of the greatest opportunities I will have the privilege to be involved with.
- This is when a Treaty Partnership has actually turned into a functional and operating reality – to ensure we truly push equity to the head table.
- We are at the beginning of our journey, and we have much work to do – building our Māori health workforce is a long-term effort.

10 Moving the waka together

- I know many of you have shared your honest whakaaro with me on the pressures you and you kaimahi face day-to-day.
- As John has stated earlier, we're working in partnership with Te Whatu Ora in the Workforce Taskforce to support and grow our workforce.
- To ensure we increase the number of Māori participating across the whole health workforce is paramount.
- Key areas of focus for our partnership include growing, developing and retaining the workforce in nursing, midwifery, medical, allied health and kaiāwhina, with programmes of work underway or in development to help achieve this.
- To address Māori health inequities, we will need to maintain the on-going training, recruitment, employment and retention of our Māori kaimahi across the system.
- So, what are we doing to start making progress around this?

11 Pipelines of work

Te Aka Whai Ora's Workforce Action plan focuses on growing successful health education and training programmes, implementing new initiatives to grow the Māori health and disability workforce, and investing in growing iwi-led workforce solutions that recognise and reflect traditional Māori models of care. This includes:

- Bolstering the existing Hauora Māori Scholarships, the Kia Ora Hauora recruitment and retention programme, Rongoa programmes and growing the kaiawhina and tāngata whaikaha workforce.
- Increasing the support provided to Māori students completing health and disability studies to enable them to complete their studies and transition to careers in health and disability.
- Investing in cultural-embedded training pathways to increase the number of Rongoā Māori practitioners, supporting growth in the delivery of kaupapa Māori and whānau-centred models of care.
- Investing in Māori education providers delivering STEM (science, technology, engineering, mathematics, Mātauranga) subjects at secondary schools to support more rangatahi Māori participating and succeeding in STEM subjects
 - Growing interest and success in STEM subjects is key first step for growing the Māori health and disability workforce and can lead rangatahi Māori to a range of health and disability careers across the spectrum from direct, front-line health careers to laboratory work, medical engineering, research, modelling and population health, for example.
- Growing the kaiāwhina and tāngata whaikaha workforce, with a focus on iwi-led/community solutions for kaiāwhina workforce development across the regions
- Ngā Manukura o Āpōpō (NMoA) – National Māori Nursing and Midwifery Leadership programme is a national programme aimed at supporting Māori nursing and midwifery clinical leaders' network and workforce development initiatives to grow the number of Māori clinical leaders in the health and disability workforce.
 - The programme is available for Māori nurses and midwives already practising. NMoA is grounded in te reo me ōnā tikanga, enriched by mātauranga Māori and delivered within a te ao Māori context, utilising marae and culture as a point of difference. Work is also underway to recognise and retain COVID-19 response kaimahi.
 - The focus is to recognise the skills, knowledge and community and cultural expertise of this group and encourage them to stay in the health workforce including the opportunity to gain more skills and credentials.

In addition to Te Aka Whai Ora led initiatives, we are also working with our Te Whatu Ora partners to deliver key programmes which are focused on growing the Māori health and disability workforce including:

- Nurse Practitioner Training Programme - this is an existing programme, and applications for next year will start soon. This fund prioritises places each year to addressing key gaps in the workforce, including supporting more Māori, Pacific, disability, rural and hard to reach areas, as well as communities with high deprivation.
- The Voluntary Bonding Scheme - this year's Voluntary Bonding Scheme intake is the biggest in more than a decade. Across all categories, 89 registrants are Māori (16.7%), and a record number of Māori nurses got funded as part of the scheme (70 in total). 10 dentists and 5 oral health therapists working for Māori oral health providers or rural and remote practices were also funded.
- The Nursing Pipeline programme is another mechanism in which we can work towards prioritising and supporting Māori nursing.
- The Pipeline Working Group are proposing a number of initiatives to support Māori nursing workforce development including:
 - Introducing an earn and learn programme for Kaiāwhina to EN roles
 - Three-year study grant for Māori undergraduate nursing students (subject to funding)
 - Review of the E/N to RN competency framework by Nursing Council to enable EN graduates to staircase from one qualification to the other (current process is not consistent)
 - Review of the NETP/ NESP programme and the cultural support required to support Māori new grads into practice and in time into advanced nursing and leader roles.
 - Increasing funding and mentorship for Māori nurses to become RN Prescribers and NP's particularly in primary care
 - (NOTE: that funding for cultural support for Māori nurses undertaking post-grad funding has just transferred to Te Aka Whai Ora).

12 What needs to happen

- Te Aka Whai Ora's Workforce Action Plan is focused on providing the support, training and opportunities to grow the Māori health and disability workforce, addressing the barriers that prevent kaimahi from transitioning into practice and advancing in their careers, while also encouraging and supporting our rangatahi to succeed in health careers in the future.
- Wraparound career support for our kaimahi to make the transition into practice and into advanced practice roles.
- If we invest in career planning and leadership development from the beginning - we are more likely to retain and develop the Māori intergenerational hauora leaders we need.
- We have to identify the barriers which prevent Māori hauora kaimahi from advancing and shine a light on the performance of institutions (i.e. the data) and ask what needs to be done to make the transformation needed.
- We all have a role to play in lifting up the next generation of Māori hauora leaders.

13 Ngā mihi nui

- At the heart of all our mahi at Te Aka Whai Ora is whānau and the kaimahi who serve them - we are committed to elevating those voices.
- No longer will Māori be bystanders with little control over how our health services should be.
- Your capacity to want better for your patients and communities is part of the engine that helps to drive us forward.
- For those who have paved the way, those doing the mahi now, and those who will carry this kaupapa into the future, we acknowledge you with gratitude.

14 Join the kōrero online

- Thank you, Riana, for your kōrero.
- As I mentioned earlier, Manatū Hauora has set up an online platform called 'Tātou' to provide people with the opportunity to contribute to health workforce discussions.
- I would now like to hand the rākau kōrero over to May Tien who will speak about this platform and provide a small tutorial on how to access and use it.
- Tātou is an online space that you can visit anytime you like, as many times as you like, to have your say on health workforce issues.
- You can access the site at tatou.health.govt.nz
- Your contribution will help us better understand different perspectives of complex problems and help us identify solutions or opportunities.
- You are invited to register on Tātou and contribute your ideas to the health workforce challenge.

15 Next steps

- Please continue to share your questions through the Q&A function, and your feedback through the chat section. We won't be able to answer all pātai today, but we'll provide written answers to all unanswered questions via email in due course.
- Heoi anō, it's now time for us to bring this Māori health workforce webinar to a close.
- Before I whakakapi, it's important you know about the next steps for this kaupapa.
- My team will be in touch soon with a link to a recording of this webinar, and a list of answers to all the pātai we couldn't cover in today's session.

- We will also pull together all the insights shared at today's webinar and combine them with the feedback and kōrero provided through the wider engagement programme, including on the Tātou platform, which I encourage you to use when you find the time.
- All these insights, in combination with what we've already been told at previous engagements, will be used to create a health workforce framework and strategy.
- We are also planning a series of regional wānanga across the motu to discuss the Hauora Māori Strategy. We'll use these wānanga to discuss other key strategies including the Health Workforce Strategy, so you will have an opportunity to contribute more whakaaro in that space. Invites will be sent out soon.
- Heoi anō, we'll be sure to keep you updated as the mahi progresses.

16 Kua mutu

- Kāti ake i konei, thank you all for taking the time to join our Māori health workforce webinar this afternoon. We appreciate the pātai and feedback you have provided.
- Tērā te kōrero, nā tō rourou, nā tōku rourou, ka ora ai te iwi. Through your contribution and mine, our people, our workforce, will thrive.
- Nō reira, tēnā koutou, tēnā koutou, huri noa, tēnā tātou katoa.
- Mā te wā e hika mā.



November 2022