

**Te Whatu Ora**  
Health New Zealand

**Webinar will start shortly**

**Te Whatu Ora**  
Health New Zealand

**Welcome**

# Opening Karakia

**Whāia, whāia, whāia,  
Ngā uaratanga o te Manatū Hauora.  
Ko te manaakitanga  
Ko te kaitiakitanga  
Ko te whakapono  
Ko te kōkiri ngātahi  
Kia tae atu tātou ki pae tata, ki pae  
tawhiti, ki Pae Ora.  
Kia tūturu ka whakamaua kia tīna, tīna!  
Haumi e, hui e! Tāiki ē!**

**Let us jointly pursue the values of the  
Ministry of Health**

**We take care of each other**

**We create an environment for our  
people to thrive**

**We work in good faith**

**And we move forward together**

**If we do this, we will lay hold of  
distant horizons and those near to us,  
and we will create a thriving future  
for all people**

# Introduction

- This webinar is part of a larger piece of work called the [Health Workforce Strategy](#).
- All questions and feedback from this webinar plus the following engagements will feed into the strategy:
  - An MOH webinar from Te Aka Whai Ora (7 November)
  - A further MOH webinar (10 November)
  - The Workforce Dialogue (12 November at Parliament)
- To ask a question here – please use the [Q&A button](#), and ‘thumbs up’ any questions you’d like to be asked.



# Tātou

- To contribute to the Health Workforce Strategy outside of this webinar, we have a new engagement platform called Tātou.
- The ideas and comments captured through these activities will help us collectively agree on steps to address the long-term challenges facing the health workforce in the reformed health system.
- You're invited participate at [tatou.health.govt.nz](https://tatou.health.govt.nz)

**Ailsa Claire**

**Anna-Marie Ruhe**

**Pauline Sanders**

# **Health System Workforce**



# Background

- Collaborative, **integrated and coherent approach to workforce**
  - ✓ Te Aka Whai Ora - Māori Health Authority
  - ✓ Te Whatu Ora - Health New Zealand
  - ✓ Manatū Hauora – Ministry of Health
- The workforce programme is **whole of health system**, integrated with the wider social care system
- A clear **strategic intent** with short and longer term initiatives **to address significant workforce pressures**
- **Single workforce team** in Te Whatu Ora and **establishment of the Workforce Taskforce**
- **Joint leadership** – Ailsa Claire, Te Whatu Ora and Anna-Marie Ruhe, Te Aka Whai Ora  
**Collaboration** – Pauline Sanders, Te Whatu Ora Pacific Health

# Equity and Te Tiriti

- **Model a Māori partnership approach**
- **Ensure equity and Te Tiriti are central to all Taskforce activities**
- **Ensure clear alignment between Taskforce activities and medium to long-term work planning by Te Whatu Ora and Te Aka Whai Ora**

***“What’s good for Māori is good for everyone”***



# Overarching Programme Principles

## Whakamaua: Māori Health Action Plan 2020-2025 and Te Tiriti o Waitangi principles

### Te Tiriti o Waitangi principles

<i>Tino Rangatiratanga</i>	Are we actively enabling and advocating for Māori self-determination and mana motuhake in the design, delivery and monitoring of workforce activity and initiatives?
<i>Equity</i>	Are we actively enabling and advocating for equitable access for Māori to workforce programmes and initiatives?
<i>Active Protection</i>	Are we demonstrating the dedicated effort required to achieve Māori Health equity through increasing Māori within the workforce?
<i>Options</i>	Are we actively enabling and advocating for Kaupapa Māori Services Workforce needs and hauora Māori models of understanding in our activities and initiatives?
<i>Partnerships</i>	Are we actively enabling and advocating for partnership with Māori with the governance, design, delivery and monitoring of Workforce activity and initiatives?

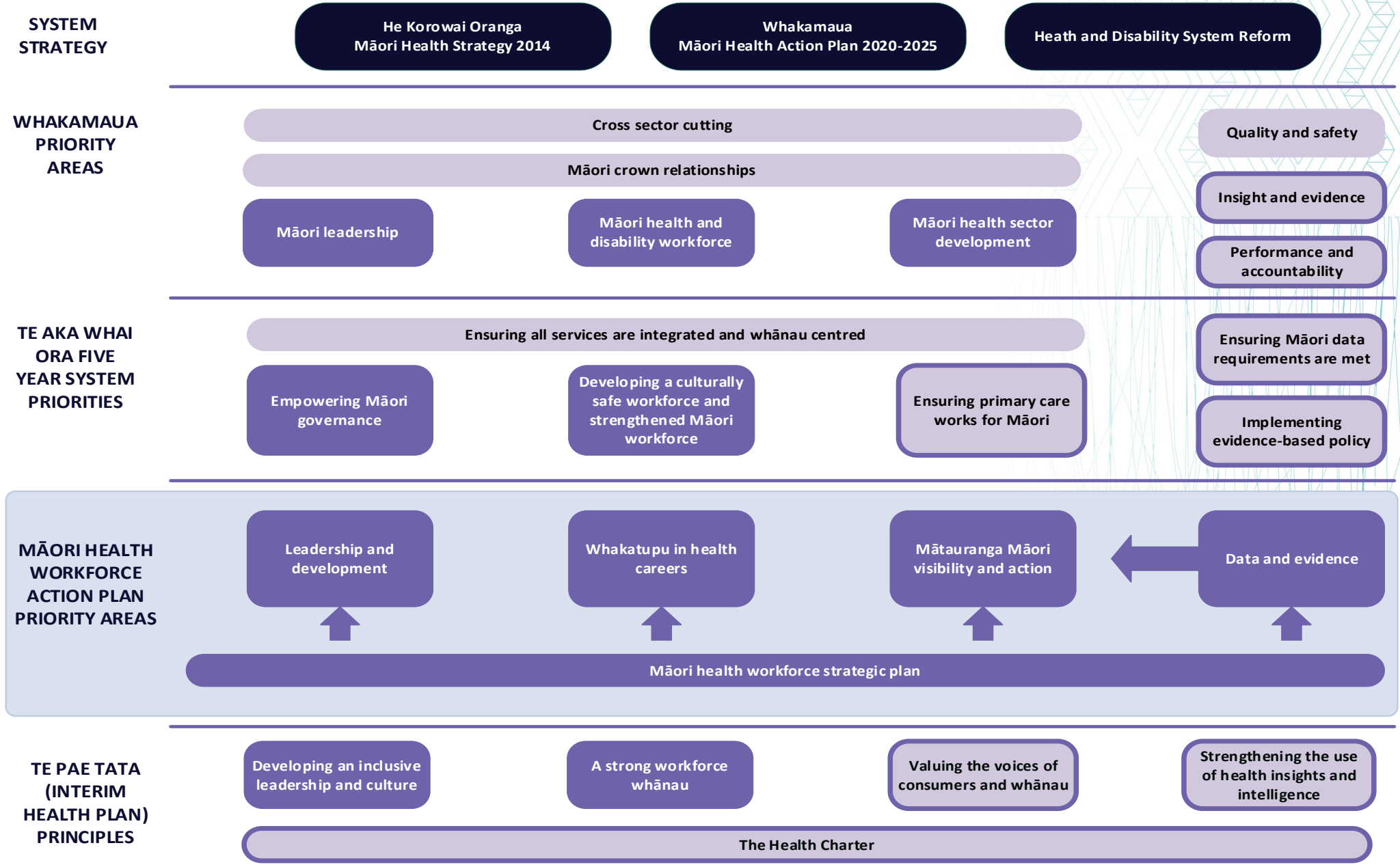
## Whakamaua: Māori Health Action Plan 2020-2025 and Māori Health & Disability Workforce

**Priority 2 (Whakamaua)** Increase Māori decision-making throughout the Health and disability system's leadership and governance arrangements.

**Reflective question for leads, members and its workstreams to utilise:**  
Will this (idea or decision) enable more Māori to participate in leadership and decision-making opportunities?

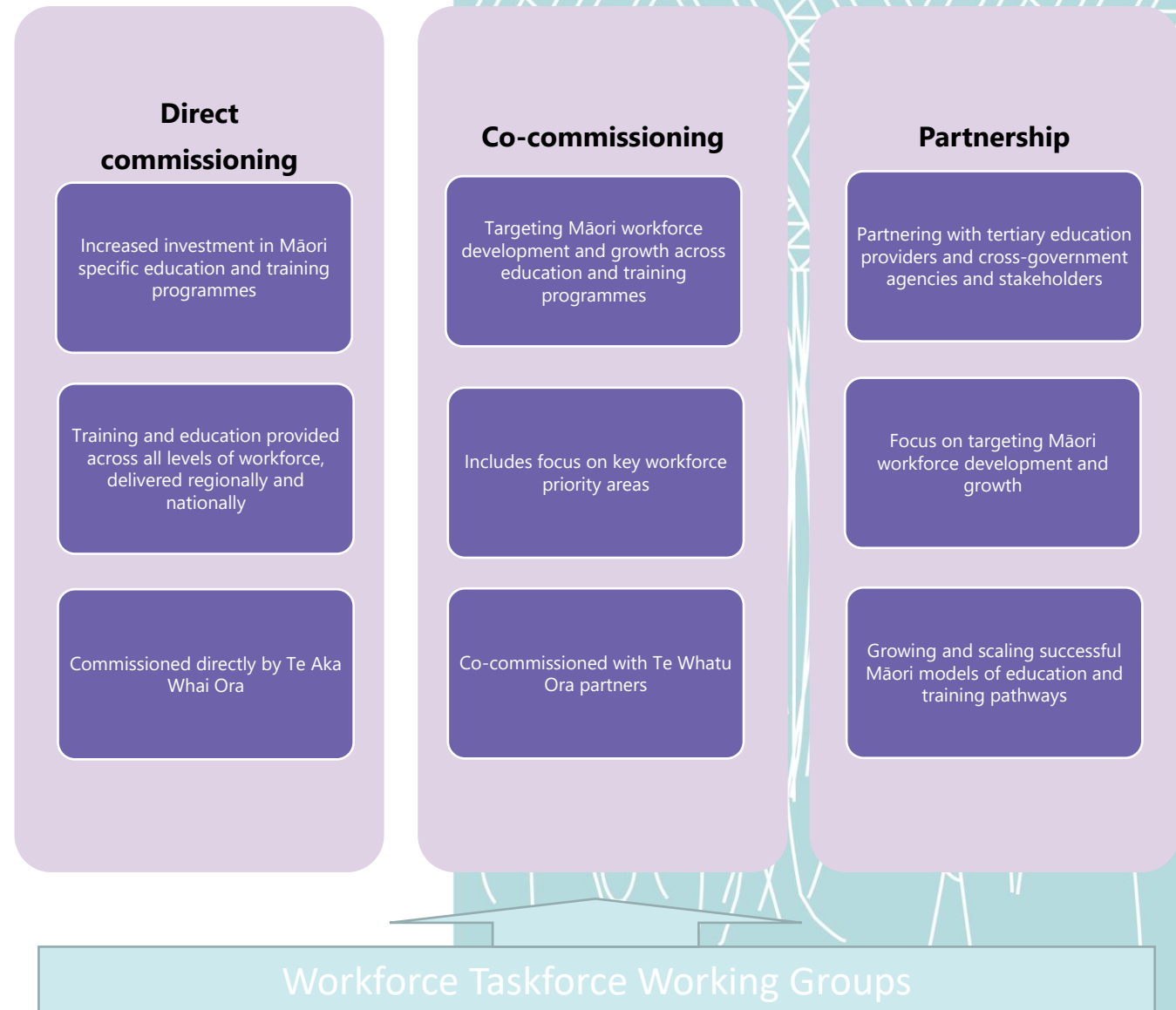
**Priority 3 (Whakamaua)** Develop a Māori Health and disability Workforce that reflects the Māori population, Māori values and Māori models of practice.

**Reflective question for leads, members and its workstreams to utilise:**  
Will this (idea or decision) enable the reflection of the Māori population, Māori values and Māori models of practice within the profession?



# Our partnership approach

- A **shared way** of working which reflects a **Te Ao Māori** approach
- **Kaupapa Māori / mātauranga Māori** approaches ensure meaningful engagement with our wider partners and communities
- Informed by quality data and evidence
- Supports achievement of key priority areas for Māori health workforce development and growth



# Pacific Health Workforce Team

## DEVELOP

*Pacific Health Workforce Action Plan*



## INFLUENCE

*Models of Care & Initiatives*



## INVEST

*Initiatives to Strengthen & Transform*

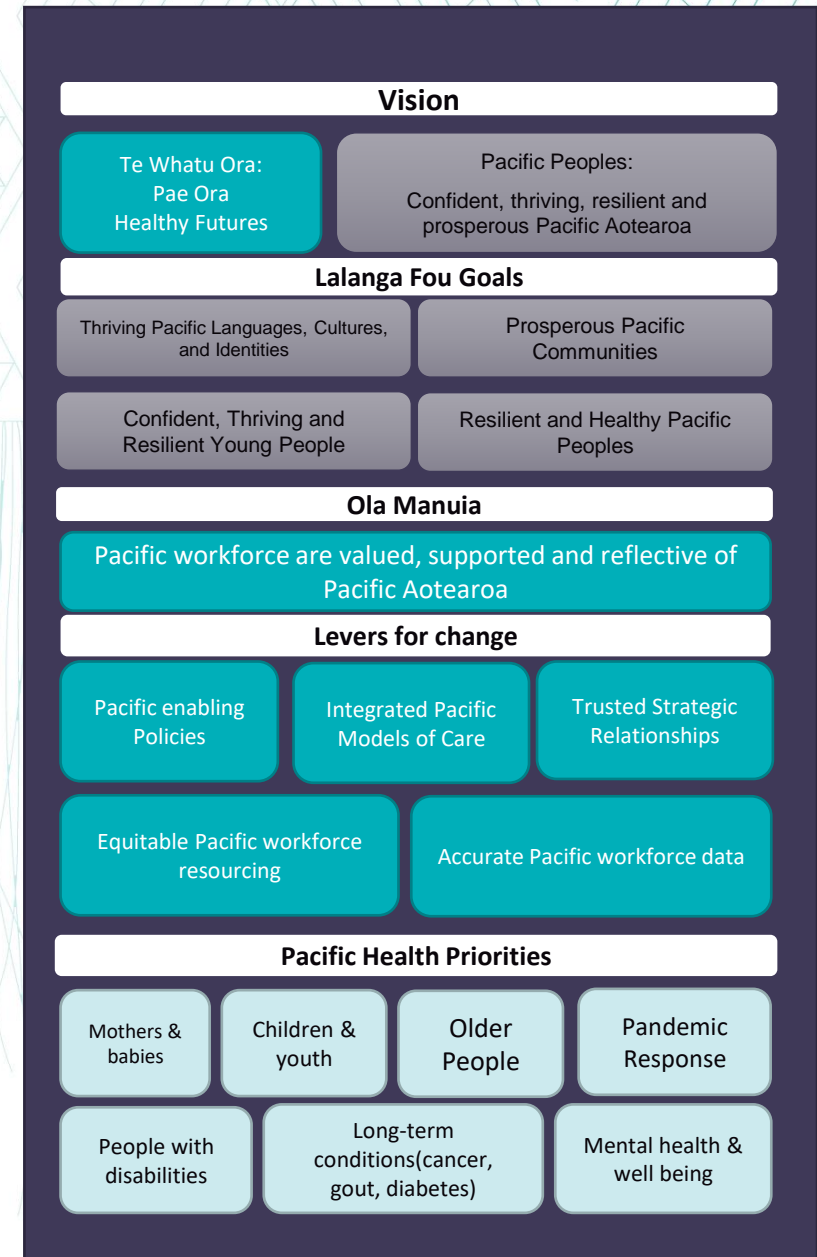


## DELIVER

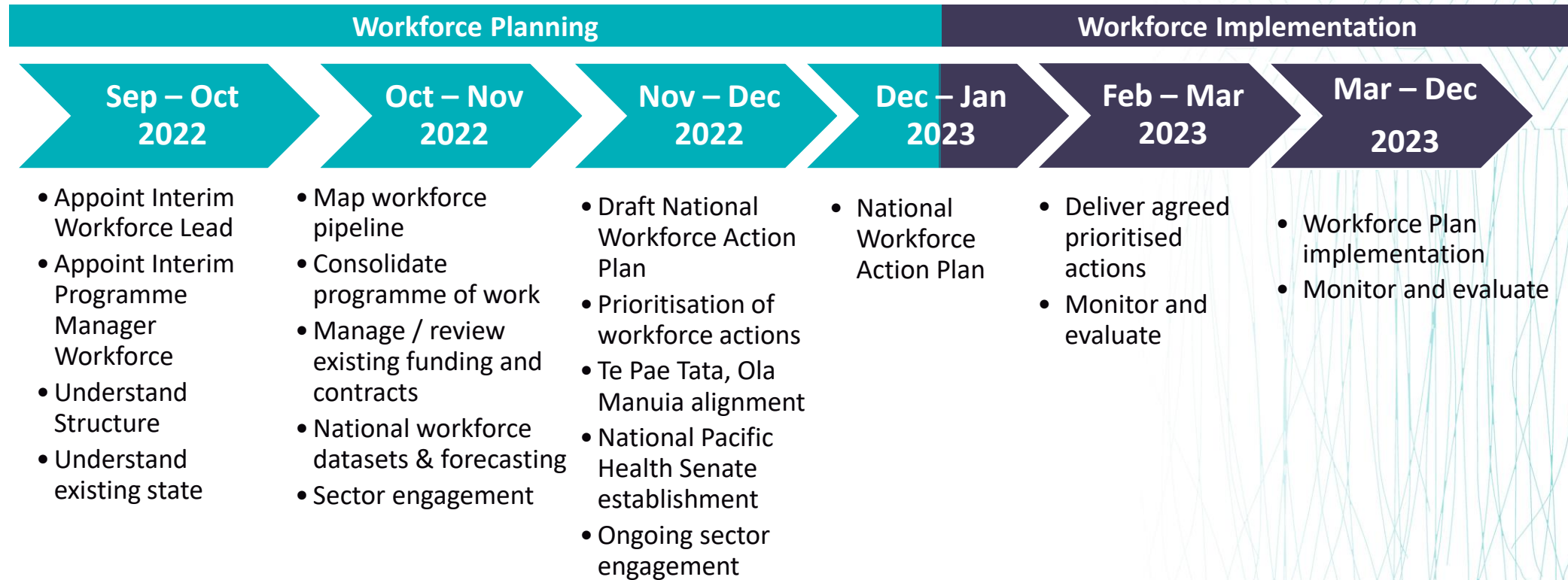
*Ola Manuia action in Te Pae Tata*



# Equity for Pacific



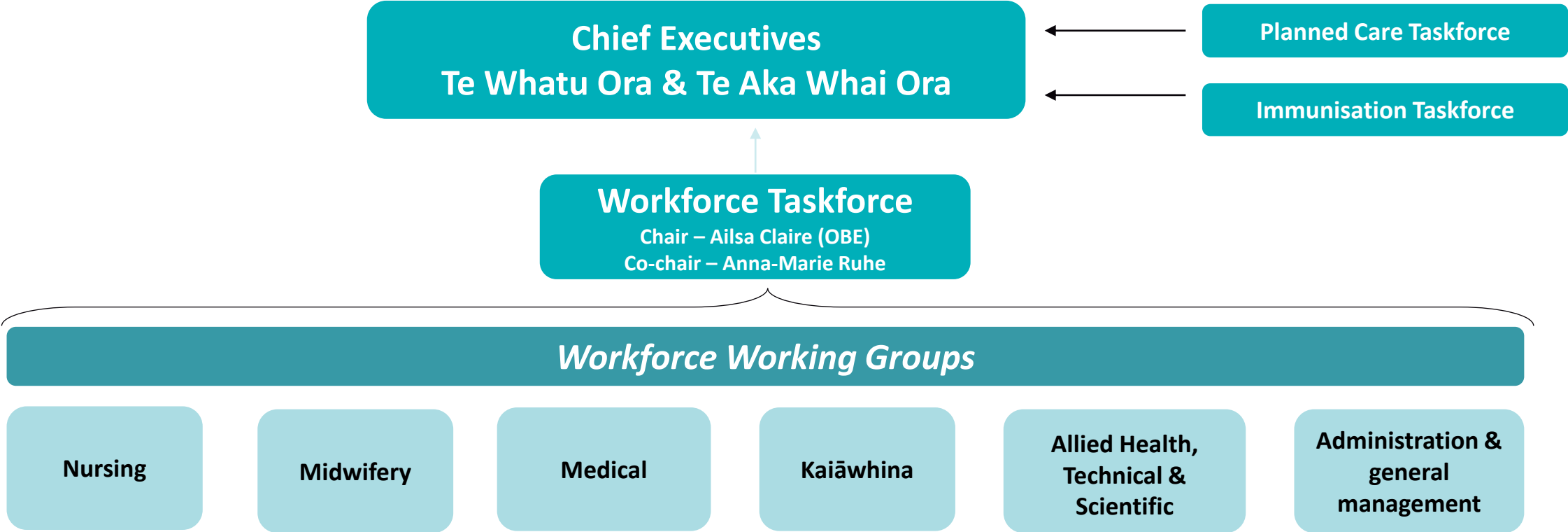
# Pacific Health Workforce Timeline



# Nature of Work

ŪPOKO   HEAD	RINGA   HANDS	NGĀKAU   HEART
<ul style="list-style-type: none"><li>• <b>Te Titiri is central to our mahi</b> – ‘what works for Māori will likely work for everyone’</li><li>• Our work models deliver <b>wellbeing, flexibility and satisfaction</b> of employment</li><li>• <b>Appropriate number of skilled workers</b> to meet population needs and safe staffing</li><li>• Our people are and feel <b>well-led</b></li><li>• <b>Adaptable mindsets and careers</b> are supported, developed and enabled</li><li>• <b>Autonomy</b> is as close to patients as possible</li></ul>	<ul style="list-style-type: none"><li>• <b>Cultural safety</b> and <b>addressing unconscious bias</b> interwoven in every education and training experience</li><li>• <b>Training is flexible, modular</b> and includes micro-credentialling</li><li>• <b>Prior learning and life experience has assessment value</b></li><li>• Learning methodology and core structures <b>enable rapid creation</b> of suitable workforce</li><li>• <b>Earn and learn</b> is a valued and viable pathway for workforce training</li></ul>	<ul style="list-style-type: none"><li>• Employees who live, work in and support their own communities are supported to <b>develop and remain serving their communities</b></li><li>• Health workers are confident to think and act <b>beyond traditional care models</b></li><li>• The health outcomes communities and whānau want are <b>honored</b></li><li>• <b>Māori aspirations and philosophies are valued</b></li><li>• <b>Cultural worldviews</b> are recognized and integrated into care</li><li>• It’s an honour to teach and placement is a <b>mana-enhancing experience</b></li></ul>

# Taskforce structure overview



# Members of the Taskforce

Ailsa Claire - Taskforce Chair/ Interim Workforce Lead, Te Whatu Ora

Anna-Marie Ruhe - Taskforce Chair/Interim Workforce Commissioning Lead, Te Aka Whai Ora

- Abbe Anderson - National Commissioner, Te Whatu Ora
- Andrew Slater - National Director Innovation, Te Whatu Ora
- Dr Jason Tuhoe - General Practitioner
- Fiona Michel - Chief Executive Officer, Braemar Hospital
- Fionnagh Dougan - National Director, Hospital & Specialist Services, Te Whatu Ora
- Gillian Dudgeon - Deputy Chief Executive, Delivery, Tertiary Education Commission
- Kate Clapperton-Rees - New Zealand Council of Trade Unions (NZCTU)
- Mara Andrews - Deputy Chief Executive, Service Development and Relations, Te Aka Whai Ora
- Markerita (Meg) Poutasi - National Director, Pacific Health, Te Whatu Ora
- Mairi Lucas - New Zealand Council of Trade Unions (NZCTU)
- Professor Joanne Baxter - Dean, Dunedin School of Medicine, University of Otago
- Sonia Hawea - Chief Executive Officer, Taikura Trust
- Taima Campbell - Manukura Hauora - Te Puna Hauora Matua o Hauraki.



# Kaiāwhina

## Vision

*Whanau and communities will achieve Pae Ora/Ola Manuia*

*Through building and developing capability within  
whanau and communities*

**By growing, valuing and retaining the kaiāwhina workforce**

## Future State

- Planned and strategic approach to developing Kaiāwhina pathways
- Community knowledge increases and connectivity with the health system through the Kaiāwhina role
- Flexible learning models that attract more people into these roles
  - **Earn and learn**
  - **Multi-channel learning modalities**
  - **Ability to train in rural areas**
- More opportunities for disabled people | tāngata whaikaha to thrive in Kaiāwhina roles
- The Kaiāwhina role is recognised and valued
- People are proud to work in the Kaiāwhina area

## Principles

- Whanau centred approach underpinned by cultural models of care
- Te Tiriti is embedded and upheld
- Model a partnership approach with key stakeholders
- Equity enabling
- Iwi and community led co-design
- Engagement, joined up and collaborative
- recognise and valuing potential, support and enable people to thrive and grow
- Continuous improvement model

## Plan to December 2022

- Establish the Kaiāwhina Workforce Working Group
- Service agreement in place with Toitu Te Wairoa to ensure prioritization of micro-credentialling
- Work programme agreed and implemented.
- Priority areas:
  - **Vaccinator health workforce development**
  - **Micro-credentialling**
  - **Oral health**
  - **Health Care Assistants 'Earn as you learn' model**
- Sector engagement model developed
- Initial update to the sector

# Allied Health, Technical & Scientific

## Strategic challenges

- High workforce pressure (vacancies, fatigue, attrition)
- Difficult training pathway(s) with limitations for entry + high clinical placement training hours required
- Poor representation of Maori & Pacific people in the workforce
- Unable to work at top of scope due to stretched resource
- Workforce required for planned care restore & reset
- Changing models of care
- Additional FTE required to accommodate supervision for trainees – currently not budgeted
- *Out of scope: FTE, Remuneration & Reward*

## Desired Outcomes & actions

- Te Tiriti partnership & Whakamaua priorities throughout
- NZ-based training programmes/sustainable programmes available
- Training programmes suitable for Maori & Pacific trainees
- Implementation of micro-credentialing
- Ability for AH S&T to work at top of scope to best support community

## Priority Areas



Strategic  
Workforce  
'pipeline'  
audit



## Project workstreams

1. Education & Training

2. Regulatory Authorities

3. Demand Forecasting &  
modelling

4. Workforce  
composition/design

# Overview of initiatives

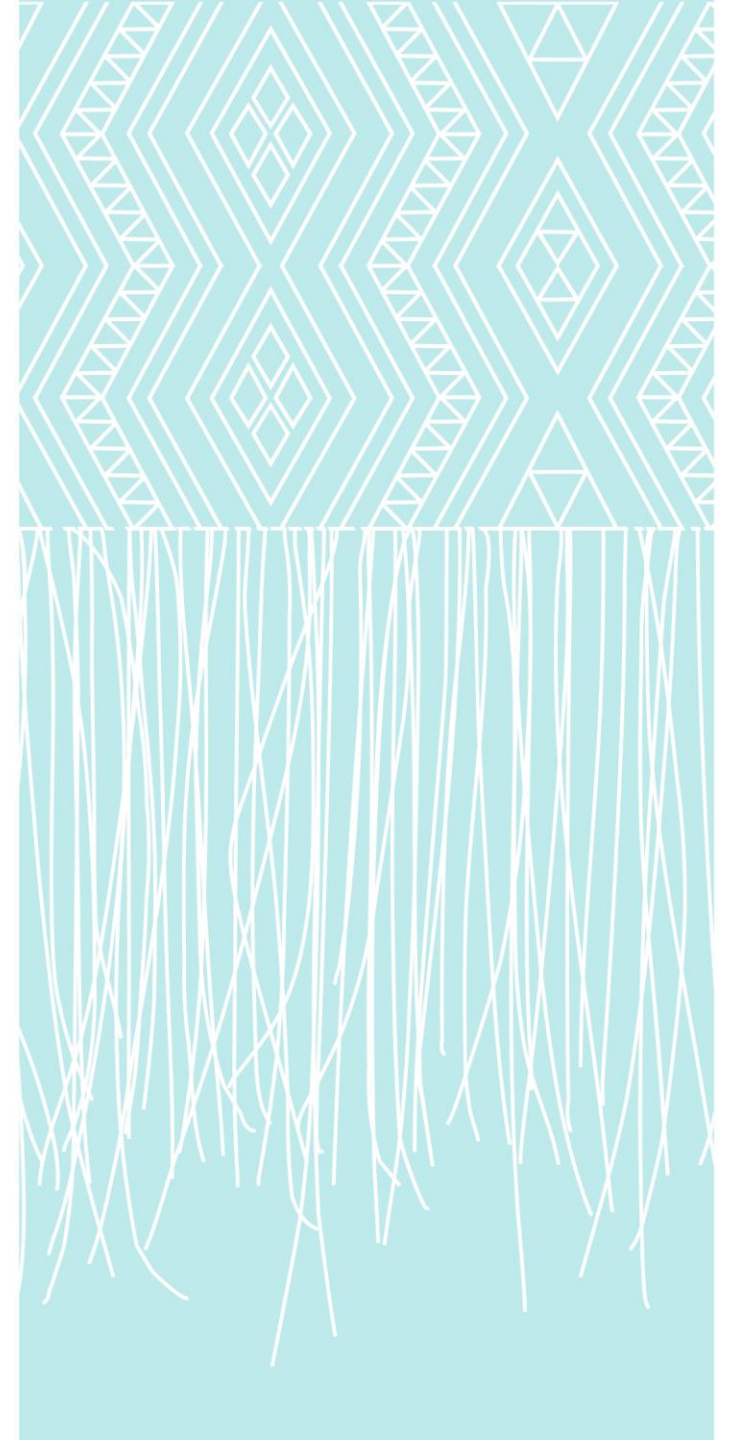
- **International Recruitment Centre**
- **International recruitment campaign and ethical recruitment approaches**
- **Immigration support**
- **Registration fast track**
- **Return to Nursing Workforce Fund**

- **Return to Midwifery Workforce Fund**
- **Real Nurses campaign**
- **Expanding the Nurse Practitioners programme**
- **Internationally Qualified Nurses CAP Fund**
- **Postgraduate Diploma for Pacific trained Nurses**

- **NZREX bridging programme**
- **NZREX General Practice Pathway**
- **General Practice Education Programme**
- **Rural Locum Scheme**
- **GP and Public Health Doctors**
- **Radiology Registrar training placements**

# Working with TEC and Education providers

- **Single point** of connection/governance
- **Understand** the workforce pipeline
- **Evaluation** on training
- **Common** curriculum
- **Modular** training possibilities
- **Micro-credentialling**
- Training **placements centrally co-ordinated**



# Future initiatives

- Earn-as-you-learn, scholarships, grants, apprenticeships, internships, financial support for **Māori and Pacific students**
- **Entry-to-health** jobs, schools, tertiary providers, life-long learning and development
- **Flexible career pathways**, micro-credentialling and modular training
- **Cultural Safety**
- Early in **career development** and support
- Review of **regulatory framework** and role of colleges (Ministry of Health)
- **Whole system training** settings
- **Partnerships**, including MSD, Corrections, ACC
- **Prioritisation Framework**

**Working  
Together  
for  
Success**





**Any questions?**

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**Thank you for attending**

**[tatou.health.govt.nz](https://tatou.health.govt.nz)**



# Closing Karakia

**Kia whakairia te tapu**

**Kia wātea ai te ara**

**Kia turuki whakataha ai**

**Kia turuki whakataha ai**

**Haumi e. Hui e. Tāiki e!**

Restrictions are moved  
aside

So the pathways are clear

To return to everyday  
activities.

