

Māori Health Workforce Webinar

Developing a common understanding of health
workforce challenges and opportunities

Presented by **Manatū Hauora** and **Te Aka Whai Ora**

Nau mai | Welcome

The **purpose of this webinar** is to provide an update on Māori health workforce-related initiatives across the health system, and to confirm thinking on key issues and opportunities.

We want to provide a space for you, as our te Tiriti partners, to share your honest whakaaro and build on the existing insights we've gathered through previous engagements.

Ngā tikanga | Housekeeping

Webinar duration: one hour, half an hour for Q&A

Pātai | Questions: please use the question and answers function (see below) to send through any pātai you have throughout the presentation. Please note, we won't have time to answer all questions live, but we will follow up with responses as soon as possible.

Recording: this session is being recorded and will be shared with you via email after the webinar.



Purpose of engagement

Setting the scene

- The health workforce has been experiencing immense pressure
- Addressing health workforce challenges and ensuring we have a sustainable, skilled and well-supported health workforce is a top priority in the reformed health system
- 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
- Manatū Hauora and Te Aka Whai Ora are working together on medium to long term planning, strategy and policy.

Setting the scene

- As part of the Ministry's role as kaitiaki, we are bringing people together to address long-term challenges and opportunities
- We are engaging through existing hui, a series of online webinars, an online engagement tool, as well as an in-person event in Pōneke
- All insights gathered will feed into a Health Workforce Strategy
- One of the most accessible ways that people can contribute to this work is through our engagement platform – Tātou (tatou.health.govt.nz)
- We are not starting from scratch – this kōrero will build on previous engagement.

He aha te mahi a te Manatū Hauora?

Developing a national Health Workforce Strategy

- 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
- Manatū Hauora is co-leading the mahi on developing the Health Workforce Strategy in conjunction with other key strategies.

He aha te mahi a Te Whatu Ora?

Relieving workforce pressures in the short-term

- Workforce Taskforce was established as a partnership between Te Whatu Ora and Te Aka Whai Ora to address workforce pressures
- Development of a national health workforce plan is underway
- In August, the Taskforce made recommendations to Minister Little on several kaupapa to address key workforce pressures
- Find more information on Te Whatu Ora website

Drawing on previous engagements

Insights gathered through Whakamaua engagement

- **Increase the Māori workforce** in all parts of the health and disability system, including leadership
- **Invest in the development** of the current Māori health workforce
- Strengthen and adapt the Māori health workforce **pipeline**
- Develop a **culturally safe and competent** health workforce
- Need **equitable funding** arrangements
- **Address pay-parity** issues

Insights shared at Hui Whakaoranga 2021

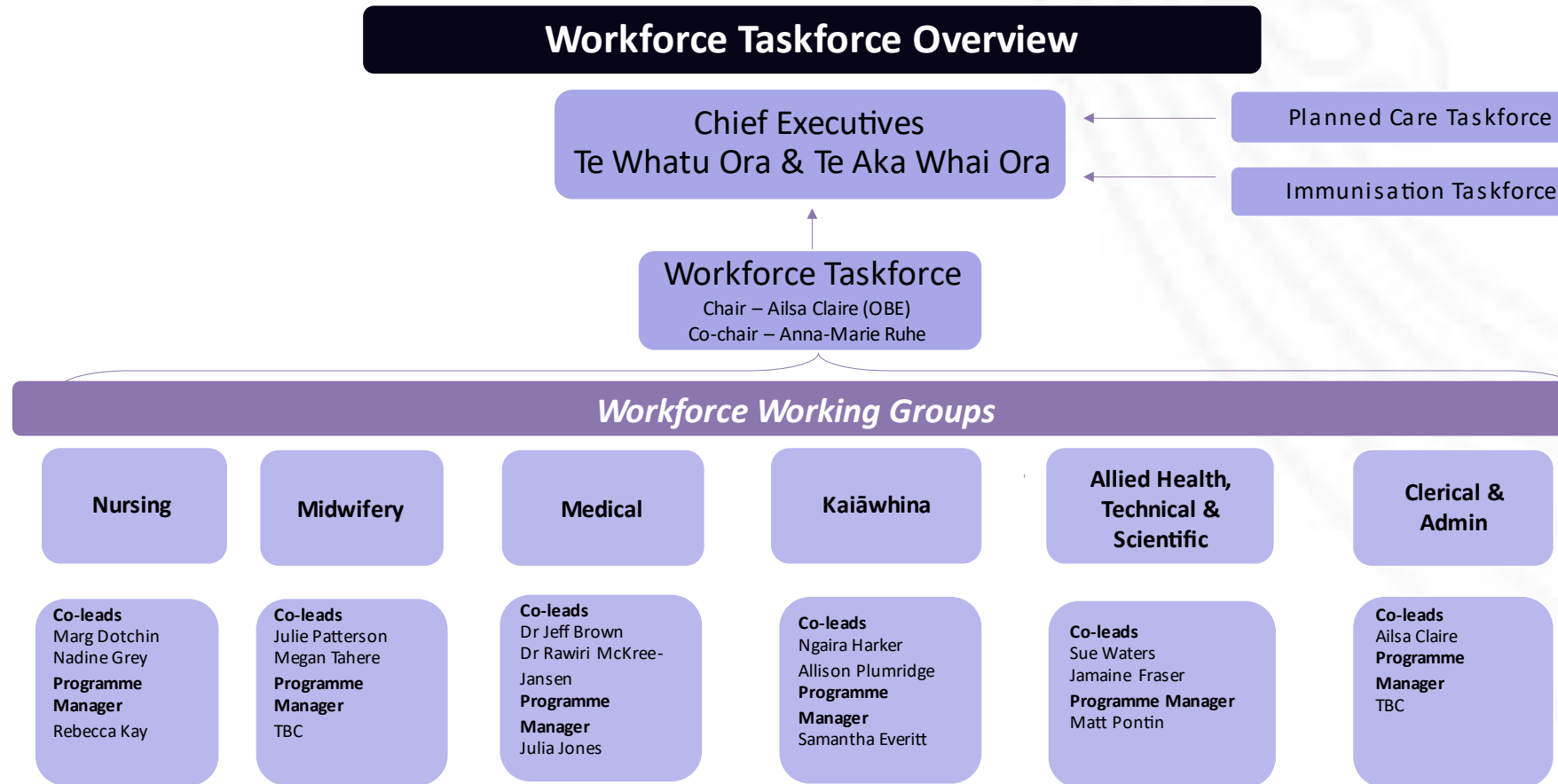
- **Increase investment** in solutions that **grow the capability and capacity** of the Māori health workforce
- Support **more Māori into leadership** and governance roles
- Need to **enable mana motuhake and tino rangatiratanga**, especially in commissioning
- **Whānau should be key contributors**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

He aha te mahi a Te Aka Whai Ora?

On the ground, in the community

- The building of a new health system for Aotearoa – we need to start planting the seeds now.
- A Treaty Partnership that's functional and an operating reality – to ensure we truly push equity to the head table.
- At the beginning of our journey, we have much work to do. Building our Māori health workforce is a long-term effort.

Moving the waka together



Taskforce and working groups underpinned by the Māori Workforce Action Plan and Pacific Work Programme .

Pipelines of work

Whakatapu in health careers

- Increasing numbers of Māori studying, graduating, entering and remaining in health careers across all health roles
 - Growing pathways into health careers and scaling successful models of education and training
 - Investing in hauora Māori based workforce initiatives that support career development
 - Initiatives aimed at increasing capacity and capability in the kaiāwhina and tangata whaikaha workforce

Leadership development

- Growing hauora Māori leadership and development
- Establishing an international network of Māori health practitioners
- Partnering in the development of Māori leadership positions

Mātauranga Māori visibility and action

- A health and disability system that recognises and reflects Māori values and models of care
 - Identify and support iwi-centric workforce solutions
 - Grow the Rongoā Māori workforce
 - Develop and grow pathways into traditional hauora roles

What needs to happen

- **Wraparound career support** for our kaimahi to make the **transition** into practice and into advanced practice roles.
- Investing in **career planning** and **leadership development** from the beginning for our kaimahi.
- **Identifying the barriers** which prevent kaimahi from advancing in their careers.

**Ngā mihi nui – thank you for everything
you do to serve and care for our whānau.**

Join the kōrero online

Tātou – Our digital engagement platform

- 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 website using this URL – 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
- Here's a run through of how it all works.

Questions and feedback

Next steps

Kua mutu

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