

# Raranga Tupuake Māori Health Workforce Development Plan 2006

# Whakamōhio – Introduction

He Korowai Oranga: Māori Health Strategy sets the strategic direction for Māori health in the health and disability sector and outlines four pathways of action, which are described in greater detail in Whakatātaka: Māori Health Action Plan. Te Ara Tuarua: Pathway Two, which seeks to increase Māori participation in the health and disability sector required the development of a Māori health workforce development plan.

This Māori Health Workforce Development Plan has been named Raranga Tupuake. It describes the growth of the weave as it slowly develops the whakatātaka or pattern to form the korowai (cloak), and can be likened to the development of the people (workforce) to realise the aim of He Korowai Oranga: whānau ora.

## Arotahi – Aim

Raranga Tupuake is a strategic framework that will guide the development of the Māori health and disability workforce over the next 10 to 15 years.

## He Wawata – Vision

The vision for Raranga Tupuake is to build a competent, capable, skilled and experienced Māori health and disability workforce over the next 10 to 15 years.

There are three goals to achieve the vision.

- **Goal 1: Te Raranga Tuatahi:** Tuia te muka tangata i takea mai i hawaiiiki: Increase the number of Māori in the health and disability workforce.
- **Goal 2: Te Raranga Tuarua:** Te whiri i te mauri Māori ki roto i ngā mahi: Expand the skill base of the Māori health and disability workforce.
- **Goal 3: Te Raranga Tuatoru:** Te hononga ki ngā kete ako: Enable equitable access for Māori to training opportunities.

# Ngā Raranga – Goals and Actions

## Goal 1:

**Te Raranga Tuatahi: Tuia te muka tangata i takea mai i hawaiiiki: Increase the number of Māori in the health and disability workforce**

Goal 1 is about increasing the number of Māori in the health and disability workforce by attracting Māori secondary school leavers, mature Māori and Māori who have had careers in other sectors.

### Key organisations and actions

**Key organisations:** Ministry of Health (lead agency), Ministry of Education, TEC, HWAC and Career Services.

**Action 1:** Sustain relationships with key stakeholders to promote health and science as career options for Māori secondary school students.

- Maintain relationships with the Ministry of Education, TEC, HWAC and Career Services.

- Promote uptake of the Māori Provider Development Scheme and Hauora Māori Scholarships.
- Increase the media exposure of health and sciences as a career option for Māori.
- Work with Career Services to market health and science as career options for Māori.

**Action 2:** Monitor strategies to increase the number of Māori working in the health and disability sector.

- Improve data collection about, and the analysis of, Māori entering training programmes and their completion rates.
- Participate with DHBNZ in the Health Workforce Information Programme to improve the capture of Māori employed in DHBs.
- Work with DHBs to improve the capture of the Māori workforce employed in the non-governmental organisation (NGO) sector.
- Improve data collection and the analysis of Māori health practitioners.
- Explore options to improve the identification of community health workers employed in the health and disability workforce.
- Report every three years on the numbers of Māori in the health and disability workforce.
- Progress Māori health workforce research projects.
- Examine barriers and influences which increase Māori participation in the health and disability workforce.
- Evaluate the uptake of the Hauora Māori Scholarships.
- Examine retention issues for the Māori health and disability workforce.
- Identify the number of Māori taking up post-entry clinical training (PECT).

## Goal 2:

### Te Raranga Tuarua: Te whiri i te mauri Māori ki roto i ngā mahi: Expand the skill base of the Māori health and disability workforce

Goal 2 is about working towards expanding the skill base of Māori in the workforce, and supporting them to access learning opportunities and seek further qualifications.

#### Key organisations and actions

**Key organisations:** Ministry of Health (lead agency), ITOs, professional colleges, polytechnics, wānanga, Māori professional and occupational organisations, DHBs, HWAC and Māori organisations.

**Action 1:** Sustain relationships with key stakeholders to support Māori in the workforce to gain access to learning opportunities.

- Maintain relationships with relevant ITOs, professional colleges, polytechnics, wānanga, Māori professional organisations, DHBs, HWAC and Māori organisations.

**Action 2:** Build on engaging with other sectors to enable and support Māori to gain health qualifications.

- Maintain relationships with the Ministries of Education, Women’s Affairs and Social Development.

**Action 3:** Promote internships with accredited Māori providers.

- Work with training providers and occupational registration boards to identify the clinical competencies required to provide clinical oversight of trainee health practitioners.

- Work with DHBs to explore options to assist the clinical placement of trainee health practitioners in the Māori health sector.
- Work with Māori providers to encourage the use of internships.

**Action 4:** Monitor strategies to increase the number of Māori working in the health and disability sector. Explore options for providing training and career pathways for traditional Māori healers as well as community health workers.

- Explore options for training and career pathways for traditional Māori healers.
- Explore options for training and career pathways for community health workers.

### Goal 3:

## Te Raranga Tuatoru: Te hononga ki ngā kete ako: Enable equitable access for Māori to training opportunities

### Key organisations and actions

**Key organisations:** Ministry of Health (lead agency), Ministry of Education, the TEC, occupational registration boards, DHBs, Primary Health Organisations, training providers, wānanga and ITOs.

**Action 1:** Improve equitable access to quality post-entry clinical training for Māori.

- Establish a forum of key stakeholders to address equitable access issues for Māori to quality PECT.
- Explore options to promote equitable uptake of PECT by Māori.

**Action 2:** Work with DHBs to provide training opportunities for Māori to develop health career pathways.

- Provide input into the DHBNZ Workforce Action Plan.
- Monitor DHB Māori health workforce plans through the District Annual Plan process.
- Administer the Māori Provider Development Scheme with DHBs.

**Action 3:** Encourage Māori health provider organisations to support career pathways for their staff.

- Encourage the use of the Māori Provider Development Scheme as a mechanism for training and career development.
- Promote greater involvement of relevant ITO activity in the Māori health and disability sector.
- Encourage Māori provider organisations to identify the training needs of their Māori health and disability workforce.

**Action 4:** Promote Māori models of learning and training.

- Work with training providers to identify and define successful Māori models of learning.
- Work with occupational registration boards to incorporate cultural frameworks in health practitioner training curriculum.
- Work with the DHBs, ITOs and Māori providers to incorporate cultural frameworks in training programmes.

# Te Tukutuku o te Mahitahi – Working Collaboratively

Achieving the 10- to 15-year vision to build a competent, capable, skilled and experienced Māori health and disability workforce requires health and education organisations to work collaboratively.

Education and training sector organisations such as the Ministry of Education, the Tertiary Education Commission (TEC), Career Services, training providers, industry training organisations (ITOs) and wānanga will play pivotal roles in realising the aim of Raranga Tupuake.

Health and disability sector organisations like the Ministry of Health, District Health Boards (DHBs), occupational registration boards, Māori professional and occupational organisations and the Health Workforce Advisory Committee (HWAC) will have the opportunity to work together to achieve the plan's goals.

Raranga Tupuake recognises that the development of the Māori health and disability workforce will be different in each area, and that activities will need to meet the needs of DHBs, Māori provider organisations and Māori providers at the local level. Raranga Tupuake supports, guides and encourages regional and local developments and initiatives.

There is a wide range of workforce activity and plans currently under way across the health and disability sector such as mental health, disability and public health. An important overarching strategic workforce plan is the District Health Board New Zealand (DHBNZ) Workforce Action Plan. This is a shared framework across key sector stakeholders, including the Ministry of Health and, with HWAC's input, provides a sector-wide collaborative approach to addressing workforce issues.

The DHBNZ Workforce Action Plan identifies three key activities for DHBs:

- developing workforce information
- co-ordinating stakeholder relationships
- building strategic capacity in the sector.

Specific to Māori health workforce development, DHBs will be integrating workforce priorities for Māori with wider workforce issues. This will ensure plans are aligned to the principles of the Treaty of Waitangi in relation to the wider goal of improving Māori health.

## Ngā Rauemi – Resourcing Raranga Tupuake

The Ministry of Health, DHBs, the Ministry of Education and other funders and providers are expected to prioritise implementing Raranga Tupuake within their funding allocations. Prioritisation processes will build on all stakeholders' current work, will identify and develop synergies, and will maintain collaborative relationships.

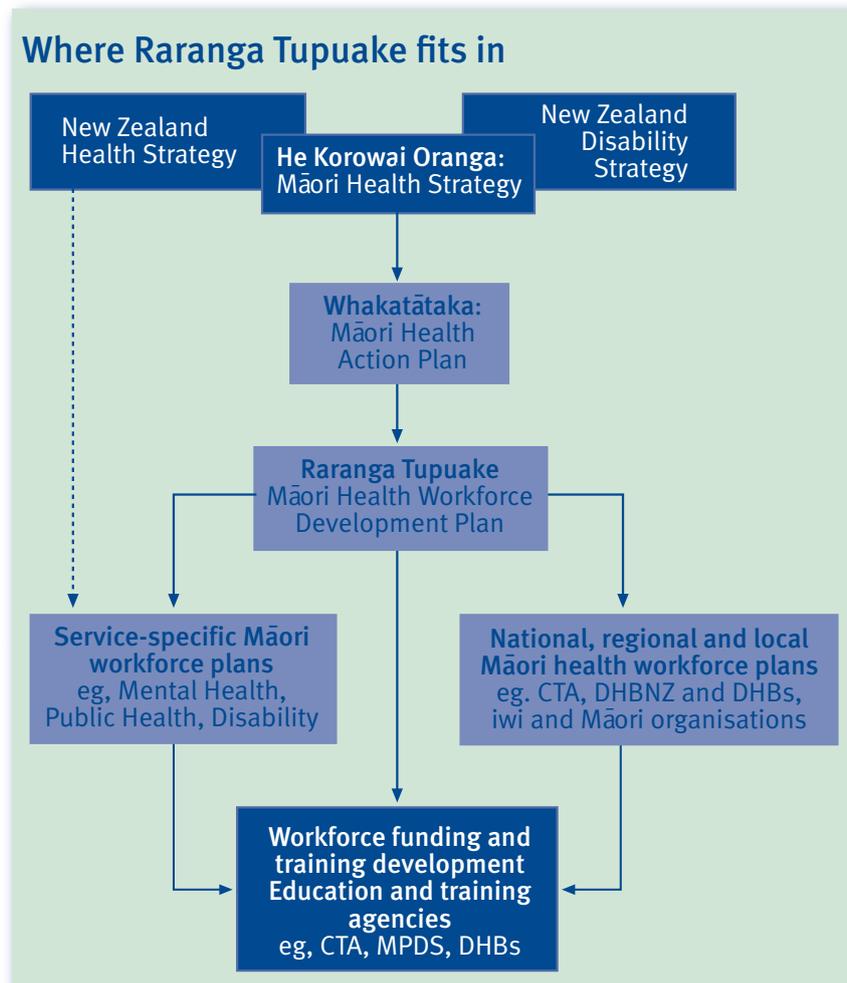
The Māori Provider Development Scheme (MPDS) will continue to assist in the further development of the Māori health and disability workforce. The MPDS was established in 1997 to help Māori providers develop their capacity and capability, and provide scholarships for Māori health workforce training programmes.

Those programmes funded by the Clinical Training Agency (CTA), the National Screening Unit (NSU) and other Ministry of Health directorates will continue to contribute to Māori health workforce development.

# Ngā Aroturuki – Monitoring Raranga Tupuake

The Ministry of Health is the lead agency monitoring the numbers of Māori in registered health occupations. The New Zealand Health Information Service (NZHIS) undertakes this activity.

Other parts of the Ministry of Health will work with the NZHIS, and other collectors of Māori health workforce data, to improve the quality of Māori health and disability workforce information.



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