



PSA Te Tira Hauora Submission to the Pae Ora Legislation Committee

Pae Ora Healthy Futures Bill

December 2021

Introduction

Our purpose in making this submission is to follow up on our collective submission that influenced the recommendations for the Māori Health Authority (MHA) and Health NZ. We feel heartened the Bill proposes to address the inequities Māori have continually experienced in our public health services.

Māori believe health reforms are necessary and long overdue. We welcome the Pae Ora Bill to ensure the health needs of Māori are met. As stakeholders of this public service, we believe these reforms are timely and want to highlight the importance of some crucial aspects for our members.

Who are we?

We are Te Tira Hauora, a committee representative of 1,500 Māori PSA members in the DHB sector. Our Kōmiti, under the stewardship of Te Rūnanga o Ngā Toa Āwhina, and the auspices of Te Pūkenga Here Tikanga Mahi (PSA), are a voice for those PSA kaimahi employed in DHBs from Northland to Invercargill. We are mindful of registered and non-registered kaimahi in allied health, having effect across services inclusive of mental health. The Te Whare Tapa Whā model of assessment characterises our hauora Māori applications as practiced by our kaimahi. In this we are broadly accountable not only to our tangata whaiora, their whānau, hapu and iwi, but also to our colleagues and employers.

Why are we making a distinct submission on the health reform?

Māori face several distinct challenges:

- Disregard for Tikanga Māori, i.e. practices without cultural considerations in clinical setting
- The practice of Mātauranga Māori, cultural qualifications, and cultural experience not being validated appropriately in DHBs
- Inconsistencies with cultural competencies between Māori and non-Māori
- Leadership styles preventing career advancement e.g. recruitment processes that aren't culturally appropriate and are biased
- Staffing that does not reflect and therefore support the culturally diverse needs of our population in Aotearoa

These issues are historically constant and well known by Māori in health services, whether they be in a DHB or in a community service. Amongst members there is excitement to dismantle these issues through the Māori Health Authority, by setting in place safe practices that really align with what Pae

Ora promises, i.e. Healthy Futures for our whānau and communities. Te Tira Hauora knows our members' collective pūkenga have the expertise and resource to contribute kōrero in a constructive way to improve our working environs. We have seen how prejudice erodes our opportunities for advancement, and how racism bruises our members. We think it is necessary to have a working relationship with the Māori Health Authority, Health NZ and the Hauora Māori Consultancy Group, to have input with the co-design on all policies and strategies before advising the Minister. The Hauora Māori strategy must consult widely before setting priorities.

How do we transform the health system for the better?

The best way to transform the health system is to transform ourselves under the korowai of Pae Ora: to use Pae Ora as a template, a measure, and a quality purveyor.

Te Tira Hauora wants to have a working relationship alongside the MHA to establish a framework to cite appropriate credit for the usage of Mātauranga Māori, to give us confidence in the service and reassure kaimahi that their pūkenga and experience will be acknowledged. The framework will anticipate the value Tikanga Māori has in partnership with the service, and how the cultural embellishments and activities will determine an inclusive user-friendly service ideally preventing 'takahi wairua' and 'takahi mana'. This will have mana enhancing effects for everyone and support culturally safe staffing.

For additional consideration we propose Te Rūnanga's 'Ngā Kaupapa Framework' is acknowledged alongside the Code of Conduct. This framework demonstrates a Tikanga Māori perspective on workplace behaviour, giving an understanding of cultural concepts at work.

Similarly, with the MHA we want to achieve a determination to support cultural competency for Māori and non-Māori, to champion anti-racism, cultural safety, and remove unconscious bias. This determination should measure and monitor cultural competencies, keeping in mind the relationship tangata whenua have with maataa waka. We anticipate regular measurement and monitoring will be needed to maintain quality of service provision, and the Charter could support a better integrated and more holistic workforce approach ensuring all people get the quality care they need.

We keenly anticipate more Kaupapa Māori services will be commissioned. Doing so would have implications for an expansive workforce. Kaupapa Māori services are found more often in the community, but will that kōrero extend into hospitals? Often this idea has been touted in the DHB, but it feels like this has not eventuated in a tuturu way. Members have been approached by māuiui expressing a desire for this option for treatment. We hope there will be further information about what this will look like, and opportunities to shape this, later.

We support the visibility of Te Tiriti o Waitangi in all health documents to provide grounding and a point of reference for Pae Ora. This will help define relative responsibilities and obligations of the services to Te Tiriti, and for Te Tiriti to act as the basis for future systems in these entities. Te Tiriti must be foremost in recruitment activities i.e. health educative venues; recruitment processes; performance appraisals, to determine how are those responsibilities and obligations are visible and measured.

Māori whānau are consumers of all health services. With Te Tiriti embedded in the way these entities work, they will be compelled to adhere to the Charter and the Code of Consumer Participation. These standard-setting documents would ideally require a separate entity that can impartially monitor our health services' adherence.

Te Tiriti o Waitangi plays a significant role in the PSA as the founding document of Aotearoa. Te Tira Hauora feel we are in an excellent position to develop meaningful whanaungatanga to make a real culture change for our people and realise Pae Ora together.

Thank you for considering our submission.

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