

# Position Statement by Tumu Whakarae on Māori Workforce

Endorsed by the National DHB Chief Executives March 2019

*You cannot be clinically competent if you're not culturally competent.* (Riki Nia Nia, 2018)

Tumu Whakarae, the national Māori General Managers/Directors are committed to a Treaty based response to Māori health inequity and accelerating health gain for Māori in Aotearoa. While addressing inequity is complex, requiring multiple interventions, workforce is entirely modifiable but will require deliberate and specific action. Workforce development is crucial in achieving Māori health gain.

Our position recommends three key influencers to improve workforce responsiveness:

- New and future staff; i.e. growing our proportion of Māori workforce to reflect the ethnic makeup of NZ society.
- Current and existing staff; i.e. realise cultural competence throughout the entire workforce.
- Making our environment conducive to greater uptake by Māori to improve recruitment and retention of Māori.

To that end, Tumu Whakarae is compelled to provide leadership and guidance in this area and is sending clear messages to the sector about its expectations around workforce development that supports the elimination of Māori health inequity:

1. **All DHBs will actively grow their Māori workforce to achieve a Māori workforce that reflects the proportionality for their Māori population**, particularly, but not limited to, all clinical professions. It is acknowledged that these targets are a start point in a long-term strategy to seek and achieve Māori proportionality in our health workforce.

Growing Māori staff will require the measurement of progress by reporting the ethnicity for all DHB staff. This should be led by GMs HR/People and Capability and be completed within the next 12 months.

2. **All DHBs will set in place steps to significantly and meaningfully realise cultural competence for all clinical staff, the Board and other staff groups that have regular contact with patients and whānau.** Tumu Whakarae remains concerned about the evidence that continually points to poor Māori experience and lower levels of health care.

Cultural competence should be monitored against changes to individual clinical practice which ensures Māori receive optimum care.

3. **All DHBs will measure and report on the recruitment and retention of Māori staff in clinical and non-clinical occupations.** Tumu Whakarae believes there should be identified recruitment and retention targets, supported by policies that works towards improved practices utilised by DHBs.

Tumu Whakarae acknowledges the time for rhetoric is well past and we must all collectively be bold as we look to achieve health equity. Such objectives can be both aspired to and achieved if we demonstrate strong leadership and guidance to staff that are seeking pathways to improve. We believe these resolutions provide such leadership.

***We seek a workforce that cares about caring for our people.***

***A workforce that values and demonstrates indigenous intelligence; Mātauranga Hauora.***

March 2019