



South Island Workforce Development Hub

South Island Māori Health Workforce Project

Project:

This project is a collaboration between Te Herenga Hauora (the South Island DHB GMs Māori) facilitated by SIAPO (Workforce Development Hub) and Kōhatu, Centre for Hauora Māori in the University of Otago. Kōhatu is supporting the background, design, implementation and evaluation of a strategy to grow the South Island Māori health workforce and ensure that workforce is well supported and thrives. Learnings from this project will be of direct benefit to the SI DHBs and learnings from this project will be shared with others nationally.

Rationale:

There are marked inequalities in the health of Māori, when compared with non-Māori New Zealanders. New Zealand's health workforce has a crucial role in meeting the needs of Māori. Furthermore, in order to contribute to Māori health and achieve equity, there is a need to foster the growth and development of the Māori health workforce specifically. Analysis of New Zealand's registered health workforce shows Māori are currently greatly under-represented in all areas. For example workforce statistics show Māori comprise around 8% of New Zealand's registered nurses, and even smaller proportions of doctors (3.4%), dentists (3%) and others e.g. physiotherapy (3%), in the context of the Māori population being 14.9% of NZ's population.

Project Stages:

Stage 1 – Background (Review of Evidence, Stocktake, Consultation, Benchmark, Programme and Evaluation Plan)

Aim of Stage 1: To investigate how SI DHBs can deliver 'best practice' in the recruitment, retention and support of the emerging Māori workforce through exploration of the current picture, and review and identification of recognised best practice.

Timeframes: This stage will occur in the first six months of the project.

Stage 2 – Co-design of evidence informed strategy and initiatives

Aim of Stage 2: To draw on knowledge from Stage 1, and to co-design with SI DHBs a strategy and actions to build and support the DHB's Māori workforce.

It is envisaged that this phase will be completed by the end of the first 18 months of the project with outcomes emerging from this stage over the course of 12-18months.

Stage 3 – Implementation and evaluation

Aim of Stage 3: To implement the recommended initiatives, evaluate, quality improvements, write up final report and develop the Toolkit

We envisage that this project will have an iterative and 'continuous learning' approach, with high levels of communication within and between DHBs, the project team members, project Governance and relevant other stakeholders. Our experience is that responsive and timely communication is a crucial component of success for a project such as this, and ensuring there is responsive communication will be an important goal of all phases of the project.



Key deliverables will include:

- a report summarising key findings from the background review,
- a description of initiatives, their implementation and evaluation
- a toolkit incorporating strategies and initiatives that can be disseminated.

Outcomes and Benefits

Our overall aim is to have the proportion of the South Island health workforce at least mirror the proportion of the South Island Māori population to support equitable health outcomes for the South Island Māori population.

We ultimately seek to have:

- Recruitment processes for Māori entering South Island (SI) DHBs that are highly effective (including being culturally responsive)
- The creation of a very positive transition experience for Māori coming from health professional training into the South Island DHB workforce
- SI DHBs that are accessible, responsive, attractive and supportive places for the emerging Māori workforce to work in (i.e. Māori staff thrive).
- The collection of high quality information and data to benchmark and monitor the impact of strategies
- A set of learnings from this initiative that can be shared with others (e.g. DHBs, others) including the development of a Toolkit that aims to provide user-friendly information about the development and delivery of successful Māori Health Workforce development initiatives and approaches within DHB settings.

As part of this project, a series of indicators will be identified in stage one, and as part of consultation, that we will be monitoring success against. We will also develop a comprehensive evaluation plan around each phase of the project, and ensure that formative, process, outcomes and impact evaluation are included as part of this. We recognise that in the time frame of the project, that some of the outcomes will be only just being realised however we will aim to set up a process to continue longitudinal outcomes are able to be measured.

For further information contact:

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