

Māori Support fund

Support for Māori trainees completing HWNZ funded training courses - Service Specification

1.0 Purpose

- 1.1 The purpose of the Māori Support fund is to enhance the likelihood of the Māori workforce successfully completing HWNZ funded training programmes by providing Māori support that is culturally competent and technically relevant to the training programme. This fund provides access to mentoring, cultural supervision, and cultural development activities that enhance the personal, cultural and professional self.

2.0 Background

- 2.1 Enabling Māori to contribute to decision-making on health and disability services, and participate in the delivery of those services are pathways to the health system becoming more responsive to people - one of three actions under the People-Powered strategic theme of the New Zealand Health Strategy.

2.2 *He Korowai Oranga:*

The Māori Health Strategy sets the strategic direction for Māori Health in the health and disability sector. One specific objective is to increase the number, and improve the skills, of the Māori health and disability workforce at all levels.

2.3 *Raranga Tupuake:*

The Māori Health Workforce Development Plan 2006 is a strategic framework that guides the development of the Māori health and disability workforce over the next 10 to 15 years. Two goals identified in the plan are to:

- expand the skill base of the Māori health and disability workforce
- enable equitable access for Māori to training opportunities.

3.0 Criteria

- 3.1. Māori Support funding applies to actual and reasonable costs associated with Mentoring, Cultural Supervision and Cultural Development activities.
- 3.2 Eligible trainees must have whakapapa and cultural links to whānau, hapu and iwi.
- 3.3 Support funding is up to a maximum of \$1,200 (excluding GST) per trainee, but may be less depending on factors such as available budget and/or type/level of support provided. Of this a maximum of \$200 (excluding GST) may be spent on resources for Cultural Development in conjunction with Cultural Mentoring/Supervision only. Funding is applied on a pro-rata basis for part-time study.
- 3.4 The Provider (contract holder) must negotiate and agree a Support Plan with the Mentor, Cultural Supervisor and Māori trainee. The Support Plan must include mentoring and cultural supervision and may include cultural development.

- 3.5 The Provider must appoint an appropriately qualified and experienced person who facilitates learning, supervises and assesses trainees continually so that the trainee achieves their outcomes at the end of the programme. Mentors motivate and encourage trainees to continue their education. Mentoring may take place on a one to one basis or as part of a group.
- 3.6 The Provider must appoint an appropriately qualified and experienced person who facilitates a process that explores and reconciles clinical and cultural issues with trainees and provides appropriate management strategies, skills and confidence for trainees to retain their cultural identity and integrity as Māori. Cultural supervision may take place on a one to one basis or as part of a group.
- 3.7 Proposed mentors and supervisors must demonstrate cultural and technical (clinical and health sector) knowledge. These individuals should have the skills to successfully guide students through the training programme. The mentor and cultural supervisor may be the same person as long as all components of 3.5 and 3.6 are covered.
- 3.9 The following activities are excluded from funding as part of Māori Support:
- academic, clinical, cultural supervision, or mentoring, already provided as part of the training programme or as part of the trainee's employment;
 - mentoring, cultural supervision and cultural development funded through other sources such as scholarships;
 - travel, accommodation and meals; and
 - conferences not specifically relating to Māori health (at the discretion of the Provider).
- 3.10 Funding is limited and should eligible applications exceed available monies the grant funding will be apportioned equally among eligible applicants on the basis of the number of eligible applications. Training programmes aligned to Community Health, Primary Health, Mental Health, national indicators of Māori health, and Level 4 non-regulated training programmes will be prioritised.

4.0 Application Process

- 4.1 The Provider should inform trainees of the opportunity to apply for Māori Support funding, and work with interested trainees to negotiate an individual support plan.
- 4.2 Once the Support Plan has been agreed between the Provider and individual trainees, the attached application form (Māori Support Application Form) should be completed and submitted to HWNZ. Only one application per organisation may be submitted.
- 4.2 A Ministry of Health Panel will evaluate all applications and determine the allocation of funding. A new contract will be created for the relevant Provider will be created for the funding.

5.0 Expected Outcomes

- 5.1 *Trainee Outcomes:*
- Completion of the qualification(s); and

- Acquisition of skills and knowledge including quality of health service delivery, to improve their understanding and application of culturally appropriate care in the provision of care to Māori consumers of health and disability services and their whānau.

5.2 *Client/Service Outcomes:*

Recipients of Māori Support will be able to:

- contribute to improved client and/or service outcomes by providing culturally competent care to Māori consumers of health and disability services, and in whānau support; and
- increase capacity and capability to meet the health and disability needs of their Māori service consumers and their whānau, through an increase in skill levels of the workforce at a local level.

5.3 *National Health Outcomes for Māori:*

- Increased capacity in the Māori health and disability workforce at a local/regional level will facilitate improvements in Māori health outcomes nationally.

6.0 Trainee Eligibility

6.1 *Māori Support funding is open to any person who:*

- is an eligible trainee enrolled in a HWNZ funded training programme whose name appears in the HWNZ Report One Database; and
- has whakapapa and cultural links to whānau, hapu and iwi.

6.2 *Trainees are NOT eligible for funding if:*

- they receive scholarships or other funding from the Ministry of Health that covers any of the same components of this specification.

7.0 Funding Components

7.1 Funding will be provided at levels specified in each Provider's contract on the basis of trainees actually funded. Funds are only accessible once the details of trainees undertaking training programmes are reported to HWNZ.

Funds may be spent on the following components:

7.2 *Mentoring*

An appropriately qualified and experienced person must be appointed who facilitates learning, supervises and assesses trainees continually so that the trainee achieves their outcomes at the end of the programme. Mentors motivate and encourage trainees to continue their education. Mentoring may take place on a one to one basis or as part of a group, dependent upon the trainee's needs.

7.3 *Cultural Supervision*

An agreed supervision relationship by Māori for Māori with the purpose of enabling the trainee to achieve safe and accountable professional practice, cultural development and self-

care according to the philosophy, principles and practices derived from a Māori worldview (Eruera 2005, p.61).

An appropriately qualified and experienced person must be appointed who facilitates a process that explores and reconciles clinical and cultural issues with trainees and provides appropriate management strategies, skills and confidence for trainees to retain their cultural identity and integrity as Māori.

Culturally effective supervision should provide a mix of education, support and protection and support of Māori workers with a focus on the cultural protection and safety of staff and their clients.

Cultural supervision can be utilised either locally or regionally, individually or as part of a group.

7.4 *Cultural Development Activities*

In conjunction with mentoring and cultural supervision, cultural development may be part of the Support Plan and includes:

- Cultural resources ;
- Membership to Māori Health professional organisations;
- Cultural activities including Kuia/Kaumatua, and peer support; and
- Workshops or conferences that specifically relate to Māori health.

7.5 *Payment for Māori support:*

Māori Support funding is up to a maximum of \$1,200 per trainee. Funding is applied on a pro-rata basis for part time study.

8.0 Reporting

- 8.1 The Provider will report on the Performance Measures detailed in Annex A within a month of the course that the trainee was enrolled in ending.
- 8.2 Performance Measures as described in Annex A will be reported by uploading via an online reporting system. The Ministry will supply instructions and links prior to the reporting period.
- 8.3 Reports should be sent to hwzreports@moh.govt.nz.

Annex A – Performance Measures

Service: Māori Support

Clients: Māori Trainees enrolled in HWNZ Training Programmes (regulated and non-regulated workforce)

Performance measures

The following measures to be reported on using the reporting system:

- number of trainees that received Māori Support
- number of trainees that received Māori Support who completed the course they were enrolled in
- number of trainees that received Māori Support who passed the course they were enrolled in
- number of trainees that have enrolled in another health and disability service related course at a higher level

Narrative report:

What's the story behind the data?

Describe the key factors impacting on the performance measures for this period.

Issues?

Are there any emerging issues or trends you wish to bring to the Purchasing Agency's attention?

Additional reporting

Any additional comments to make.