

Pacific People Support fund

Support for Pacific People trainees completing HWNZ funded training courses - Service Specification

1.0 Purpose

- 1.1 The purpose of the Pacific People Support fund is to enhance the likelihood of the Pacific workforce successfully completing HWNZ funded training programmes by providing Pacific Peoples 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.
- 1.2 Pacific people who are users of health services benefit from Pacific health staff who complete their programme of study, by having access to a workforce that safely meets their cultural needs. The funding provides access to mentoring, cultural supervision, and cultural development activities that enhance the personal, cultural, and professional self.
- 1.3 The Pacific People Support funding incorporates three key elements of wraparound support:
 - Mentoring
 - Cultural supervision
 - Cultural development activities (activities that build or strengthen cultural identity).

2.0 Background

2.1 In 2014, the overall attrition rate for Pacific part time students completing a qualification Level 3 or above on the New Zealand Qualifications Framework was 20 percent¹. The Ministry of Health's (the Ministry's) aim for the Pacific People Support funding is to increase the likelihood of those recipients completing their HWNZ funded programme of study.

2.2 *New Zealand Health Strategy:*

Enabling Pacific peoples 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 - an action under the People-Powered strategic theme of the New Zealand Health Strategy.

2.3 *'Ala Mo'ui: Pathways to Pacific Health and Wellbeing 2014-2018:*

'Ala Mo'ui: Pathways to Pacific Health and Wellbeing 2014-2018 is the Government's national plan for improving health outcomes for Pacific peoples. It is driven by the vision of achieving health equity for all Pacific peoples in New Zealand.

In order to improve and gain equitable health outcomes for all Pacific people in New Zealand, it is essential to build the capacity and capability of the Pacific health and disability workforce.

¹ Attrition and Retention Rates ARN.1 - https://www.educationcounts.govt.nz/statistics/tertiary-education/retention_and_achievement

3.0 Criteria

- 3.1. Pacific People Support funding applies to actual and reasonable costs associated with Mentoring, Cultural Supervision and Cultural Development activities.
- 3.2. Eligible trainees must be of Pacific Island descent, and have established cultural links to Pacific communities.
- 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: number of applications received; 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 Pacific trainee. The Support Plan must include mentoring and cultural supervision, and may include cultural development activities. The Support Plan should detail the expected costs of each component.
- 3.5. The Provider must appoint an appropriately qualified and experienced person who facilitates learning, supervises, and monitors the trainee's progress 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 of trainees undertaking the same course of study.
- 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 Pacific People. Cultural supervision may take place on a one to one basis or as part of a group. Both supervisor and mentor may support the further development of language and Pacific culture.
- 3.7. Mentor and cultural supervisor may be the same person as long as all components of 3.5 and 3.6 are covered.
- 3.8. The following activities are excluded from funding as part of the Pacific People Support fund:
 - academic, clinical, cultural supervision, or mentoring, already provided as part of the trainee's employment
 - mentoring, cultural supervision and cultural development funded through other sources such as scholarships
 - travel, accommodation and meals
 - conferences.
- 3.9. Funding is limited. 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 and Mental Health will be prioritised.

4.0 Application Process

- 4.1 The Provider should inform trainees of the opportunity to apply for the Pacific People Support fund and work with interested trainees who meet the eligibility criteria 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 (Pacific People Support Application Form) should be completed and submitted to HWNZ. Only one application per organisation may be submitted.
- 4.3 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 confident health service delivery, to improve their understanding and application of culturally appropriate care in the provision of care to Pacific consumers of health and disability services and their families.

5.2 *Client/Service Outcomes:*

Recipients of the Pacific People Support fund will be able to:

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

5.3 *National Health Outcomes for Pacific People:*

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

6.0 Trainee Eligibility

6.1 *The Pacific People Support fund is open to any person who:*

- is of Pacific descent, and has established cultural links to Pacific communities
- is an eligible trainee enrolled in a HWNZ funded training programme whose name appears in the HWNZ Report One Database.

6.2 *Trainees are NOT eligible for funding if:*

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

6.3 Funds are only accessible once the application process has been completed and accepted by HWNZ.

7.0 Funding Components

Funding may be spent on the following components:

7.1 *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.

7.2 *Cultural Supervision:*

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

An appropriately qualified and experienced person must be appointed who facilitates a process that explores and reconciles clinical and cultural issues with trainees. The supervisor will provide appropriate management strategies, skills and confidence for trainees to build and maintain their cultural identity and integrity as Pacific people.

Culturally effective supervision should provide a mix of education, support and protection and support of Pacific 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.

Funding may also be spent on:

7.3 *Cultural Development Activities:*

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

- Using cultural resources such as recognised texts and online tools
- Cultural activities such as elder guidance, language classes, peer support
- Networking workshops with other trainees receiving the Pacific People Support fund to connect, share, and support each other.

7.4 *Payment of the Pacific People Support fund:*

Pacific People Support funding is up to a maximum of \$1,200 per trainee, and how this will be spent should be detailed in the Support Plan. 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 hwnzreports@moh.govt.nz..

Annex A – Performance Measures

Service: Pacific People Support fund

Clients: Pacific People Trainees enrolled in HWNZ Training Programmes

Performance measures

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

- number of trainees that received Pacific People Support
- number of trainees that received Pacific People Support who completed the course they were enrolled in
- number of trainees that received Pacific People 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.