

People, Culture & Remuneration Committee

Mauhanga

Date: Thursday 15 September 2022 | **Time:** 9.30am – 11.30am | [Meeting link](#)

Name	Role	Attendance	Notes
Tipa Mahuta	Board Member	Online	-
Dr Mataroria Lyndon	Board Member	Online	-
Awerangi Tamihere	Board Member	Online	-
Riana Manuel	Attendee	Online	-
Craig Owen	Attendee	Online	-
Leanne Tutty	Attendee	Online	-
1 Whakahaerenga / Admin			
Karakia / Meeting opening			
<ul style="list-style-type: none"> noted meeting opened by Tipa Mahuta 			
1.2 Continuous Disclosure			
<ul style="list-style-type: none"> noted no updates to be made or noted 			
2 Āmine/ Approval			
2.1 Terms of Reference			
<ul style="list-style-type: none"> noted the Terms of Reference (ToR) have been framed to reflect Te Aka Whai Ora as a start up to allow “deep dives” as required with the workforce, Health & Safety (H&S), Remuneration, Board self-assessments etc. noted the Committee were interested in what supports can Te Aka Whai Ora provide for Iwi Maori Partnership Boards (IMPBs) with hiring staff, Māori workforce development. The relationships and collective work will be reliant on the agreements between each IMPB and Te Aka Whai Ora e.g., local staff vs deployed staff from Te Aka Whai Ora noted there needs to be a risk management plan to support IMPBs while protecting Te Aka Whai Ora aspiration specifically for the first year to ensure there is a kawa in place there will need to be a high level Māori world view Human Resources (HR) approach noted there will likely be a new ToR set after the “start-up” phase has been completed to ensure that the ToR is reflective of the needs of the Committee noted while the current ToR are supportive of the internal needs with Te Aka Whai Ora the Committee are interested in the broader workforce aspects with the external sector organisations noted health sector principals can be included however the Te Tiriti o Waitangi (Te Tiriti) articles should be our principal document noted there was discussion to have an all staff wānanga/hui agree the Committee support the ToR with the changes and amendments to be made 			
2.2 Membership & Roles Allocation			

- **noted** there is an opportunity to co-opt external members as required
- **noted** there is an opportunity to invite a Te Whatu Ora Board member as a participant
- **agreed** to recommend to the Board that Tipa Mahuta be the Chair of the People, Culture & Remuneration Committee. This can be reviewed when new members are integrated
- **noted** it is expected further members will be in a position with Te Aka Whai Ora November 2022

• 2.3 Work Plan

- **agree** next agenda is the CE KPIs, learning on staff conflicts, transfers, org design, Remuneration, contracted workforce and the Māori workforce plan and strategy
- **agree** standing items to forward agenda to include, recruitment and transfers

7 Any other business

- **noted** there was discussion for supports for the Chief Executive. Assistance with high level recruitment to come through the PCR Committee
- **noted** how are the committee minutes managed; public or public?
 - There will be a paper presented to the Board with “transparency” and what is made available to the public. This is likely to be completed through a Board meeting note to encompass the Committees
- **noted** discussion on the naming of our committees as a “stock standard” or should we look to rename and ensure that they reflect the work
 - The names will be reviewed, and appropriate names will be applied according to Aka Tikanga
 - Te Reo Māori name to reflect the purpose of the Committees
- **noted** there needs to be conversations with how to engage with the wider sector and give effect to the change Te Aka Whai Ora wants to see
- **noted** there are discussions with Leadership Academy which needs to have further detail, diversity which needs to reflect the whole sector in the charter
- **noted** the Board will be receiving an updated organisation chart which includes the transfers from Te Whatu ora and Manatū Hauora. HR recruitments have accommodated for staff transfer built into the pending organisational chart
- **noted** discussions on the job certainty with political changes need to be taken into consideration for the next 12 months due to elections.
- **noted** there is an opportunity to have a specific Kaumātua conversation at a local level to ensure good supports
- **noted** planning and strategy for a sustainable Māori workforce will be an internal function with Te Aka Whai Ora (786 current national Māori positions)
- **noted** there is a large piece of work to improve and grow the Māori clinician workforce to ensure the right placements are happening with long term plans including removing barriers, ensure staff are supported through the system, education and leadership etc.
- **noted** Culture, Te Reo, Te Tiriti knowledge, anti-racism community education and practice is a core skill and should be recognised and remunerated by Te Aka Whai Ora and the sector
- **noted** Māori and Pacific contracts are in discussion to be improved from the current 6monthly contract programme. Kai manaaki workforce could be utilised for more tasks (vaccinations, wound dressing etc.)
- **noted** the CE will send out the draft organisation structure to the Committee before the Board meeting

Meeting closed: 10:47am