

People, Culture & Workforce

Date	Rāpare, 4 Haratua 2023	Time:	09:30am – 11:30am
Location:	Hui a-ipurangi Online meeting		
Heamana:	Dr Mataroria Lyndon		
Attendees:	Te Aka Whai Ora Board members: Tipa Mahuta Awerangi Tamihere (Chair from, 10:20am) Te Whatu Ora attendee: Vanessa Stoddart, Te Whatu Ora Board member left hui at 11:35am David Galler, Executive Lead, Te Mauri o Rongo, Te Whatu Ora, Item 8 Te Aka Whai Ora: Craig Owen, Maiaka Tōakiaki Deputy Chief Executive Governance & Advisory Justin Te Rangīita, General Manager, People & Capability Juanita Te Kani, Maiaka Tukanga Deputy Chief Executive System Strategy & Policy, Item 7 Edmund Nikora, Chief Advisor, Item 7 Te Aka Whai Ora Secretariat: Michelle Hippolite (General Manager, Secretariat) Kadeen Williams (Secretariat)		

Karakia

1. The Chair opened the People, Culture & Workforce Kōmiti (the Kōmiti) hui at 09:30am.

Register of Interest

2. The Kōmiti noted no changes and approved the register of interests.

Ngā miniti a Kōmiti o Te Aka Whai Ora 06/04/23

3. The Kōmiti approved the minutes from the hui 06 Pāenga-whāwhā 2023.

Action register

4. The Kōmiti reviewed the action list with a number of items remaining.

Health, Safety & Wellbeing

5. The Health & Safety report provides a useful starting point and recommended that the Executive review the quality of information drawn on and gathered for the report. A specific Te Aka Whai Ora Health, Safety & Wellbeing approach is yet to be developed.
6. For the next 3-4 months, the Kōmiti asked the Executive to ensure issues of health, safety and wellbeing are prioritised as there may be increased scrutiny of Te Aka Whai Ora work while recognising that staff

transfer discussions are underway. The response to the recent loss of and tangi for a Te Aka Whai Ora kaimahi was commended. No further issues were raised.

7. The Kōmiti noted that V.Stoddart and Dr M.Lyndon are members of Te Whatu Ora Health & Safety Committee.

Action:

- Add Health, Safety & Wellbeing as a regular item on the Board agenda.

Heamana I Chair update

8. The Chair acknowledged the work to induct new kaimahi, the lift in recruitment support and emphasised the need to instil the values of Te Aka Whai Ora. The Chair requested that new Te Aka Whai Ora kaimahi are profiled.
9. Deputy Chief Executive Governance & Advisory advised that additional items for the forward work programme for this Kōmiti will include the Board Charter/Manual and the information management policy.

People & Culture Report and Dashboard

10. The Kōmiti appreciated the refinements made to the People & Culture Report and Dashboard. Further changes include assurance that ethnicity data standards are applied, choices for gender identification are part of Te Aka Whai Ora profile information, financial personnel budget update is included and identification of roles vacant and filled.
11. The Kōmiti conveyed their expectation that Te Aka Whai Ora must have a distinctive character that:
 - a. models' partnership and shows the inter-dependencies of 'mahi' and 'mana' relationships;
 - b. includes the utilisation and application of equity and Mātauranga Māori throughout Te Aka Whai Ora;
 - c. supports and acknowledges the te ao Māori knowledge and skills that kaimahi bring to Te Aka Whai Ora;
 - d. strengthens kaimahi understanding and application of te ao Māori, Te Reo me ngā tikanga Māori at Te Aka Whai Ora, through initiatives such as Te Ekenga, pōwhiri for kaimahi and the induction programmes about the Te Tiriti;
 - e. ensures investment in kaimahi incorporates their te ao Māori journeys;
 - f. has insights and data framed by Mātauranga Māori, collated in ways that reflect a more Māori approach and not just pulse surveys;
 - g. applies engagement process that include Māori ways such as wānanga and kanohi ki te kanohi; and
 - h. when engaging with sector interests to request discussions with Māori specific roopu such as the Public Service Association (PSA) Rūnanganui in the union movement.

12. The opportunity to develop new people models is now. A discussion about Te Aka Whai Ora character and culture, especially Mātauranga Māori, is to be included on the Board agenda. Te Whatu Ora member to consider what it needs to do for its organisation and to support Te Aka Whai Ora in this transformation.

Actions

- People and Culture Report and Dashboard to:
 - Advise on ethnicity and gender identification;
 - include a personnel financial report, and an update on the Data and Digital and Monitoring capacity.
- Identify priority recruitment for Te Aka Whai Ora.

Organisational Policies Work Programme update

13. The Kōmiti noted and received an overview of the Organisational Policies Development Register.

Actions:

- Board Charter to come through to Kōmiti hui, Rāpare, 1 Pīpiri 2023
- Information Management Policies to come through to Kōmiti hui, Rāpare, 1 Pīpiri 2023
- Add review dates for organisation policies.

Workforce Taskforce

14. The Kōmiti received an overview of the Strategic Māori Workforce Development Plan and Roadmap and the relationship to the people and culture discussion. The Kōmiti encouraged exploration of new models that include targets and key focus areas, for example the role that Māori women play in community. The Executive were reminded to consider the role of professional in growing the Māori workforce and the need to have a cross organisation approach and view for supporting Māori kaimahi.

Decision

- a. **noted** work so far to develop the Strategic Māori Workforce Development Plan and Roadmap with Manatū Hauora to ensure alignment across strategic workforce development initiatives;
- b. **noted** that further work needs to be undertaken on the scope of the Strategic Māori Workforce Development Plan and Roadmap, including whether Hauora Māori Providers and Iwi Māori Partnership Boards should be included.
- c. **agreed** to not proactively release this paper.

Actions:

- Utilise concepts and language that supports the to re-indigenisation of the health system.
- Add Workforce at the Joint Board hui on 18 Haratua 2023.

Te Mauri o Rongo

15. David Galler, Executive Lead, Te Mauri o Rongo, Te Whatu Ora joined the meeting.
16. The Kōmiti received a paper for Te Mauri o Rongo seeking endorsement for next steps of engagement to go to both Te Aka Whai Ora and Te Whatu Ora Boards. The Kōmiti wanted assurance that Te Mauri o Rongo delivers a 'customer promise' and asked the working group to ensure Te Mauri o Rongo was intention. This is a kaupapa that should be considered by Joint Boards.
17. Before widespread engagement, the Kōmiti asked that the timing of consultation taken into account that Māori health partners are currently negotiating new contracts and preparing to deliver for Winter.
18. Appreciating the draft is due to the Minister, the Kōmiti requested a timetable and key milestones for next steps.
19. The Kōmiti:
 - a. **noted** the work done in 2022 to establish the four pou, the development principles and behaviours at three levels to support the pou;
 - b. **noted** that the four pou, the principles and the three levels of behaviours (organisational, collective, and individual) will be used to structure a multi-year work programme;
 - c. **noted** that the first phase of the work programme is to engage with the health workforce to seek feedback on Te Mauri o Rongo and the work plan before either is finalised;
 - d. **noted** that a draft version of Te Mauri o Rongo, a draft Engagement Plan and a draft Work Plan have been developed to support the engagement with Kaimahi hauora;
 - e. **invited** the Working Group to review the timing of engagement with Māori health partners;
 - f. **noted** that governance and resourcing of the programme also needs to be confirmed as part of the next phase of planning;
 - g. **noted** that Te Mauri o Rongo is required to be endorsed by the Minister of Health and tabled in Parliament but timing for this is yet to be established; however, it is planned for 2023;
 - h. **noted** that the Minister's feedback is currently being sought on her expectations for Te Mauri o Rongo and how she wishes to be involved in development;
 - i. **noted** that Te Whatu Ora People Sub-Committee is yet to be engaged on this draft of Te Mauri o Rongo.

Action:

- To schedule Te Mauri o Rongo for a Joint Board discussion.

Nga korero o te wa | General Business

Transfers

20. Following feedback from the consultation process for transfers from Te Whatu Ora to Te Aka Whai Ora, the Kōmiti were advised that Deputy Chief Executives are working with the 119 individuals to negotiate

transfer arrangements. This work to be completed by the end of May 2023. The supply and support agreement will be taken into account.

The Kōmiti closed: 11:37am

Proactively Released