

# Te Aka Whai Ora | Māori Health Authority

## People, Culture & Workforce Kōmiti

**Date:** Rātū 30, Haratua 2023 **Time:** 12.00pm – 02.00pm

**Location:** Hui a ipurangi

**Heamana:** Dr Mataroria Lyndon

**Attendees:** **Te Aka Whai Ora Board members:**

Tipa Mahuta

Awerangi Tamihere

**Te Aka Whai Ora Management**

Craig Owen (Maiaka Tōakiaki | Deputy Chief Executive Governance & Advisory)

Juanita Te Kani (Maiaka Tukanga | Deputy Chief Executive System Strategy & Policy)

Riana Manuel (Te Aka Matua | Chief Executive)

Kingi Kiriona (Mātauranga Māori)

**Te Aka Whai Ora:**

Michelle Hippolite (General Manager, Secretariat)

Kadeen Williams (Secretariat)

Sally McLean (Principal Advisor)

Edmund Nikora (General Manager National Workforce)

Kadin Latham (General Manager, Outcomes & Knowledge Systems)

**Apologies** Vanessa Stoddart (Te Whatu Ora Board Member)

### Register of Interest

1. The Kōmiti noted no changes to be made.

### Te Mauri o Rongo

2. The Kōmiti noted a verbal update from Craig Owen and Kingi Kiriona.
3. The Kōmiti noted a paper was provided to Te Whatu Ora Board, Friday 26 May 2023. Further discussions required for images, engagement, integration of tikanga and the narrative required.
4. The Kōmiti noted Te Aka Whai Ora will conduct a consultation phase to wānanga with communities.

#### Action:

- The Kōmiti and Te Aka Whai Ora Board to receive the latest iteration of Te Mauri o Rongo.

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## People & Culture Report and Dashboard

5. The Kōmiti received a paper that provided a summary of the People & Capability work:
- a. Angitu tonu:
    - i. Transitioning our kaimahi;
    - ii. Pause of two weeks for final consultation;
    - iii. Outcomes document, He Whiria te Tāngata released 16 Haratua; and
    - iv. Kaimahi in role as at 22 Haratua 23.
  - b. Policies & Processes:
    - i. Steady progress being made; and
    - ii. Remaining Tranche 1 policies have been consulted on and reviewed. They are now before the Governance group for consideration those ready for Board to be progressed.
  - c. Te Whatu Ora Honongā:
    - i. Steady progress being made in health, safety, and wellbeing.
  - d. To Tātau Ahurea:
    - i. Regular engagement & guidance from Mātau ānga Māori Directorate.
  - e. Kaimahi:
    - i. Leadership Expectations Interview with Te Akua Matua complete;
    - ii. Leadership Expectation interviews with Deputy Chief Executives in process;
    - iii. Onboarding – review of process improvement and streamlining of processes is well underway. Draft workflow process currently being reviewed;
    - iv. Kaimahi will be asked to update their data, including Diversity & Inclusion; and
    - v. Health, safety, and wellbeing mahi has progressed with event and hazard reporting now set up.

## Aotearoa NZ Health Workforce Plan Update

6. The Kōmiti note the Minister's feedback is being incorporated into the next iteration.
7. The Kōmiti noted there are five flagship opportunities for Te Aka Whai Ora to grow the pathway in health for Māori, Māori leadership and development.

## Organisational policies update

8. The Kōmiti received a paper to seek the People, Culture and Workforce Kōmiti endorsement of the Health and Safety and the Protected Disclosure Policies and to provide an update on the programme for the development of organisational policies. The Kōmiti:
- a. **noted** the progress made in the organisational policies programme;
  - b. **noted** a separate Wellbeing policy will be drafted as part of the programme, and
  - c. **recommend** to the Board that they approve the following policies:

- i. Protected Disclosure, and
  - ii. Health and Safety.
- d. **agreed** to not proactively release this paper.

Action:

- The Kōmiti asked for the ethnicity data collection to be brought forward on the schedule.

### Te Aka Whai Ora Board Manual

9. The Kōmiti received a paper that seeks the People, Culture and Workforce Committee's endorsement of the Board Manual. The Kōmiti:
- a. **noted** the proposed contents of the Board Manual and that it aligns with the Public Services Commission's recommendations on the contents for governance manuals for Crown entities;
  - b. **endorsed** the Board Manual and paper to the Board for approval; and
  - c. **agreed** to not proactively release this paper.

Action:

10. The current paper template to include a section to identify Te Whatu Ora commentary when appropriate

### Establishment Chart - update

11. The Kōmiti noted and received the establishment chart.

### Data & Digital update

12. The Kōmiti received a verbal update on the Data & Digital recruitment area.
13. The Kōmiti noted Te Whatu Ora Data & Digital Committee was asked to work with Te Aka Whai Ora to ensure resources are shared.

### Kōmiti Secretariat

Register of Interest

14. The Kōmiti noted no changes to be made.

Nga mininga Kōmiti o Te Aka Whai Ora 06/04/23

15. The Kōmiti noted no changes to be made.

Action register

16. The Kōmiti noted the actions and updated the register as required.

### Nga korero o te wa | General Business

17. The Kōmiti noted a verbal update for Monitoring recruitment being completed.
18. The Kōmiti noted the next hui agenda to include updates on Culture and Te Mauri o Rongo.

The Kōmiti closed: 01.39pm.

PROACTIVELY RELEASED

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