

Te Aka Whai Ora | Māori Health Authority

People, Culture & Workforce Kōmiti

Date: Thursday 6 Hōngongoi 2023 **Time:** 9.30am – 11.30am

Location: Hui a ipurangi

Heamana: Dr Mataroria Lyndon

Attendees: Te Aka Whai Ora Board members:

Tipa Mahuta

Awerangi Tamihere

Te Whatu Ora attendee:

Vanessa Stoddart

Te Aka Whai Ora attendees:

Michelle Hippolite, General Manager, Secretariat

Justin Te Rangiita, General Manager, People & Capability

Tony Tikiku, Senior Adviser, Health and Safety, People & Capability

Mel Cranko, Principal Adviser, People and Capability

Sally McLean, Principal Adviser, Governance and Advisory

1. Dr M. Lyndon opened the hui with karakia.

Chairperson's Report

2. The Chair highlighted the following areas:
 - a. congratulations on the Workforce Plan and its release;
 - b. asked Te Aka Whai Ora to consider how to profile working opportunities in Aotearoa New Zealand in light of Māori workforce moving to Australia, and for those wanting to return to home, how they can connect in; and
 - c. in terms of recruitment, could Te Aka Whai Ora promote job sharing/secondments to enable workforce to stay connected to hauora.
3. Insights provided about using a range of tools/techniques to enable people to see themselves in the new reform. Recruitment to be tailored for different audiences.

People & Culture Report and Dashboard

4. Sub-Kōmiti noted significant progress made on the dashboard.
5. An update provided on work about setting expectations of leaders drawing on a tikanga led, Matauranga Māori, Te Ao Māori focus of application. Te Mauri o Rongo a key plank to activate values-based behaviour. Must ensure Te Aka Whai Ora has a unique response – a pro-equity, pro-Tiriti way, not an unconscious bias narrative.

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People, Culture & Workforce Kōmiti

6. Culture of the system will matter. Te Aka Whai Ora approach will enable Te Whatu Ora to learn about some unique aspects of reform in Aotearoa New Zealand.
7. When considering a whanau centric approach, encouraged to consider how this relates to kaimahi and what they do with their whanau, hapū and iwi. Insight about whanau can help understand kaimahi when support is required.

Monitoring: Full Time Equivalent

8. An enquiry about the resourcing for the Monitoring directorate. The Kōmiti were advised that 2023-24 planning and budget provides for an increase in kaimahi once scope of the work is confirmed. The Kōmiti advised that a new Maiaka Monitoring will start on 31 July 2023.

Health, Safety & Wellbeing

9. Using District Health Board (DHB) legacy systems and reporting is a work in progress.
10. Recent decision by the Executive Leadership Team to fund Rongoā Māori offerings is yet to be rolled out.

Workforce bargaining

11. The People team encouraged to be connected with the Te Whatu Ora team on industrial relations and pay equity.
12. Te Whatu Ora to consider whether a weekly Employee Relations report to the Minister can be shared with the Chair of Te Aka Whai Ora from a no-surprises perspective.

Te Mauri o Rongo

13. The Sub-Kōmiti recognised that a joint Board meeting convened earlier in the day discussed Te Mauri o Rongo.

Organisational Policies: Draft Leave Policy

14. Differences in leave policy relate to cultural leave and those associated with bereavement (tangihanga, unweilings) to reflect who we are as Te Aka Whai Ora. Advised to put all aspects about *mate/death* in one area rather than mixing it throughout the document and means all other aspects focus on *oranga/wellbeing*.
15. Given Te Aka Whai Ora is standing up new systems, encouraged to understand trends in leave such as when kaimahi are using sick leave caring for others (children, parents etc) as wellbeing can be impacted by caring for others. Collecting data on the needs of the workforce is important. Can lead to the development of different policies or people management approaches and important to be proactive.
16. The Kōmiti noted the five (5) weeks annual leave in the total remuneration package and should not be viewed in isolation.

Decision

17. The Kōmiti agreed to refer the Leave Policy to the Board for endorsement.

Kōmiti Secretariat

Register of Interest

18. The Kōmiti noted no changes to be made.

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

19. The Kōmiti noted no changes to be made.

Action register

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

Kōmiti only session

21. A Kōmiti only session took place.

The Kōmiti closed at 11.30am

Proactively Released