**Māori Support fund**

Support for Māori trainees completing Ministry of Health-funded training programmes

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| **1.0**  | **Purpose**  |
| **1.1**  | The purpose of the Māori Support fund is to enhance the likelihood of the Māori workforce successfully completing Ministry -funded training programmes by providing Māori 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.  |
| **2.0**  | **Criteria**  |
| **2.1**  | The Provider (contract holder) must negotiate and agree a Support Plan with the Mentor, Cultural Supervisor and Māori trainee. The Support Plan must include mentoring and cultural supervision and may include cultural development.  |
| **3.0**  | **Expected Outcomes**  |
| **3.1** | *Trainee Outcomes:* * Completion of the qualification(s); and
* Acquisition of skills and knowledge including quality of health service delivery, to improve their understanding and application of culturally appropriate care in the provision of care to Māori consumers of health and disability services and their whānau.
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| **3.2** | *Client/Service Outcomes:* Recipients of Māori Support will be able to: * contribute to improved client and/or service outcomes by providing culturally competent care to Māori consumers of health and disability services, and in whānau support; and
* increase capacity and capability to meet the health and disability needs of their Māori service consumers and their whānau, through an increase in skill levels of the workforce at a local level.
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| **3.3** | *National Health Outcomes for Māori:* Increased capacity in the Māori health and disability workforce at a local/regional level will facilitate improvements in Māori health outcomes nationally. |
| **4.0**  | **Trainee Eligibility**  |
| **4.1** | *Māori Support funding is open to any person who:* * is an eligible trainee enrolled in a Ministry -funded training programme; and
* has whakapapa and cultural links to whānau, hapū and iwi.

*Trainees are NOT eligible for funding if:*  |
| **4.2** | • they receive scholarships or other funding from the Ministry that covers any of the same components of this specification. |

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| **5.0**  | **Funding**  |

**5.1** Funding will be provided at levels specified in each Provider’s contract on the basis of trainees actually funded. Funds are only accessible once the details of trainees undertaking training programmes are reported to Health Workforce. Funds may be spent on the following components:

**5.2** *Mentoring*

An appropriately qualified and experienced person must be appointed who facilitates learning, supervises and assesses trainees continually so 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.

**5.3** *Cultural Supervision*

An agreed supervision relationship by Māori for Māori with the purpose of enabling the trainee to achieve safe and accountable professional practice, cultural development and self-care according to the philosophy, principles and practices derived from a Māori worldview (Eruera 2005, p.61).

An appropriately qualified and experienced person must be appointed 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 Māori.

Culturally effective supervision should provide a mix of education, support and protection and support of Māori workers with a focus on the cultural protection and safety of staff and their clients.

Cultural supervision can be used either locally or regionally, individually or as part of a group.

**5.4** *Cultural Development Activities*

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

* Cultural resources;
* Membership to Māori Health professional organisations;
* Cultural activities including Kuia/Kaumātua, and peer support; and
* Workshops or conferences that specifically relate to Māori health.

**5.5** *Payment for Māori support:*

Māori Support funding is up to a maximum of $1,200 per trainee. Up to $200.00 can be used for course-related costs (eg: books and transport). Funding is applied on a pro-rata basis for part time study.

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| **6.0**  | **Reporting**  |

**6.1** The Provider will report on the Performance Measures detailed below on an annual basis. **Performance measures**

The following measures are to be reported:

* number of trainees that received Māori Support; and,
* number of trainees that received Māori Support who passed the course they were enrolled in.

**Narrative report**

* describe the key factors impacting on the performance measures for this period.
* are there any emerging issues or trends you wish to bring to our attention? Reports to be sent to vickie.turnbull@health.govt.nz