**Pacific People Support fund**

Support for Pacific People trainees completing Ministry of Health-funded training programmes

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| **1.0** | **Purpose** |
| **1.1** | The purpose of the Pacific People Support fund is to enhance the likelihood of the Pacific workforce successfully completing Ministry -funded training programmes by providing Pacific People 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 Pacific 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 Pacific consumers of health and disability services and their families.

**3.2** *Client/Service Outcomes:*

Recipients of Pacific People Support will be able to:

* contribute to improved client and/or service outcomes by providing culturally competent care to Pacific consumers of health and disability services, and family support; and
* increase capacity and capability to meet the health and disability needs of their Pacific service consumers and their families, through an increase in skill levels of the workforce at a local level.

**3.3** *National Health Outcomes for Pacific People:*

* Increased capacity in the Pacific health and disability workforce at the local/regional DHB level will facilitate improvements in Pacific health outcomes nationally.

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| **4.0** | **Trainee Eligibility** |

**4.1** *Pacific Support funding is open to any person who:*

* is an eligible trainee enrolled in a Ministry of Health-funded training programme; and,
* is of Pacific descent and has established cultural links to Pacific communities.

**4.2** *Trainees are NOT eligible for funding if:*

* they receive scholarships or other funding from the Ministry that covers any of the same components of the 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 that 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 Pacific people for Pacific people with the purpose of enabling the trainee to achieve safe and accountable professional practice, cultural development and selfcare.

An appropriately qualified and experienced person must be appointed who facilitates a process that explores and reconciles clinical and cultural issues with trainees. The supervisor will provide appropriate management strategies, skills and confidence for trainees to build and maintain their cultural identity and integrity as Pacific people.

Culturally effective supervision should provide a mix of education, support and protection and support of Pacific 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;
* Cultural activities such as elder guidance, language classes, peer support
* Networking workshops with other trainees receiving the Pacific People Support fund to connect, share, and support each other.

**5.5** *Payment of the Pacific Support fund*

Pacific 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 a six-monthly basis. **Performance measures**

The following measures are to be reported:

* number of trainees that received Pacific Support; and,
* number of trainees that received Pacific 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