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1. Purpose and Scope

The purpose of this policy is to identify and implement a proactive Waikato District Health Board response to Māori health gain issues and development by ensuring all Waikato DHB health provider contracts and services abide by the following clauses.

The Waikato DHB agrees that Māori health is a health gain priority area. In doing so, Waikato DHB services must therefore establish how they are tackling health gain for Māori. In particular, Waikato DHB will identify those services being delivered as explicit contributions to Māori health gain priorities. Waikato DHB services will be measured to determine the benefits and opportunities that may exist for furthering Māori health gain including reducing health inequalities.

This policy applies to:

- Waikato DHB Health Services
- any other designated organisation dealing with health contracts for, or on behalf of, Waikato DHB
- These people are collectively referred to in this policy as “service provider contracts”

2. Policy


The Waikato DHB policy for Māori Health is that:

- Waikato DHB shall improve Māori Health by ensuring targeted planning, implementation, monitoring and audits are completed within the financial and personnel resources including additional resources where available.
- Waikato DHB shall provide high quality culturally appropriate and clinically effective services.
- Waikato DHB service provider contracts will seek to address and reduce health inequalities by using Health Equity Assessment Tool (HEAT) to adjust the health sectors frame and gaze.
- The Waikato DHB provider arm will focus on how health provider services can identify and address health inequalities. This will involve identification, assessment and resolution of:
 - differences in access to health care, and quality/performance of the health system
 - unequal distribution of the social determinants of health
 - interpersonal or institutional discrimination which advantages certain populations.
- All Māori specific positions in the Waikato District Health Board organization must be exclusively managed by the General Manager of Te Puna Oranga Māori Health services, as agreed by the Chief Executive Officer.

3. Authorisation

Pursuant to Waikato District Health Board Resolution of: 12 May 2010

As signed above on behalf of the Chief Executive.

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Appendix A

1. The Treaty of Waitangi and Māori Health Statement

1.1. Te Tiriti o Waitangi is New Zealand's founding document.

The Treaty of Waitangi principles of partnership, participation and active protection must guide the way in which the Waikato District Health Board responds to Māori health care issues.

All Waikato DHB contracted service providers shall demonstrate these same principles and actively demonstrate how the policies and practices of their clinical service or organisation will lead to Māori health gain. Māori health and reducing health inequalities for Māori relative to non- Māori is a shared responsibility and a shared commitment for all health services and providers within the Waikato DHB district.

Māori health is a specifically identified health gain priority area. The service provider will establish a Māori health plan with Te Puna Oranga Māori Health services that addresses this priority. In developing this operational plan the provider will take into account the Waikato DHB and Ministry of Health strategic directions for Māori health.

Each service will identify their intentions on improving Māori health within their service areas:

- What the service will deliver as targeted contributions to Māori health gain priorities.
- How the service will measure and evidence benefits to Māori and any other additional opportunities that may exist for furthering Māori health gain.

2. Internal Employee Relationships

Waikato DHB is committed to supporting staff, consultants, and volunteers to develop relationships internally and externally that facilitate the delivery of culturally appropriate and clinically effective health services that contribute to Māori health gain.


3. Standards and processes

All Waikato DHB regional strategic plans, district annual plans and Waikato DHB service plans must provide strategies by which Māori health gain objectives including reducing inequalities shall be achieved.

Monitoring, evaluation and audits are in regard to Māori health gain and reducing inequalities of Waikato DHB plans, provider contracts and reporting process.

3.1. Resource Allocation Prioritisation

Waikato DHB shall contribute to Māori Health gain and reducing inequalities through the prioritisation of available resources in accordance with the requirements and outcomes specified in The New Zealand Health Strategy, He Korowai Oranga, and Waikato DHB's Māori Health Plan Ki Te Taumata o Pae Ora.

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4. Use of and Access to Employee Information

4.1. Contracts of service

Waikato DHB position descriptions must incorporate a Treaty of Waitangi Statement. Evidence and commitment to Māori health gain and reducing health inequalities for Māori.

4.2. Staff Ethnicity Data

Collection of ethnicity data via annual workforce profile by professional groups comparative between Māori and non-Māori as well as percentage and total under reported and by tribal affiliation

4.3. Provider contracts

Service specifications within Waikato DHB provider contracts must incorporate a standard Māori Health plan.

5. Ngā mahi a waho, External Responsibilities

The Waikato DHB is committed to building a public health relationship with Māori communities and has a Memorandum of Understanding in place with Ngāti Maniapoto, Te Runanga o Kirikiriroa, Hauraki and Ngāti Tūwharetoa. Waikato/ Tainui, Raukawa Trust Board and Whanganui Trust Board who are recent members to the Iwi Māori Council. The role of the Iwi Māori Council is to provide advice to the Waikato DHB at the strategic level on all matters pertaining to health and disability services for Māori. Te Tiriti o Waitangi shall guide the relationship between Iwi Māori Council and the Waikato DHB. Specifically Te Tiriti o Waitangi will be operationalized by the Waikato DHB by:

- Reducing health inequalities between Māori and non- Māori
- Promoting the implementation of Whānau Ora/ Paeora (family health and wellbeing/ a healthy future for the Māori population)
- Improving mainstream responsiveness to Māori health needs
- Encouraging the development of sustainable Māori health providers

5.1. Relationships with Māori

The Waikato DHB must provide Māori the opportunity to contribute to the development of principles and practices, which improve Māori Health and focus on reducing inequalities.

5.2. Engagement with Iwi/Māori

The Waikato DHB has a responsibility to engage with Iwi/Māori in any major developments and projects to be undertaken across the Organisation.


5.3. By Māori for Māori

Waikato DHB in alignment with the Governments rules of procurement is committed to purchasing “kaupapa Māori led services for all”.

5.4. Māori provider development

Waikato DHB has a responsibility to develop improved access and choice of services for Māori through Māori provider development.

Waikato DHB has a responsibility to develop improved services for Māori by non-Māori through all provider contracts and annual service plans.

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6. Health provider contract procedure

6.1. Contracting

Waikato DHB's healthcare provider contracts must include Waikato DHB's statement of its position on the Treaty of Waitangi and Māori Health as directed in the purpose of the Māori health policy.

6.2. Monitoring mechanisms

Waikato DHB must define and implement performance accountabilities within provider contracts which allow for monitoring, audits and evaluation against the standard conditions of the provider contract.

7. Māori Health clause

Māori health is an identified health gain priority area requiring improvement and this includes the ability to reduce system inequalities. Te Puna Oranga Māori Health Service & Ministry of Health has established an agreed Māori health plan that focuses on Māori health gain and reducing inequalities for Māori. In developing this plan the provider will take into account the Waikato DHB strategic direction for Māori health and the crown objectives for Māori health.

The provider will specify how it intends to implement this plan. In particular, the provider will identify those services it will deliver as explicit contributions to Māori health gain priorities, how these services will be measured to ascertain what benefit is evident and other additional opportunities that may exist for furthering Māori health gain.

8. Success indicators

8.1. Collective accountability

All decisions impacting upon Māori health must be consistent with the annual Waikato DHB Māori Health plans 'Ki te Taumata o Pae Ora' and Māori health principles, policies and practices approved by the Waikato DHB.


All activities undertaken by Waikato DHB that directly align to the key objectives of Māori health and culture must be endorsed by Te Puna Oranga Waikato DHB's Māori Health Service.

8.2. Māori workforce development

Waikato DHB will ensure equitable access for Māori high school students to hospital placements and or health career expo within the Waikato.

Waikato DHB will work to increase the numbers of Māori working within the health sector and work to ensure the necessary resources are made available to respond to the health needs of the population.

Waikato DHB will accelerate Māori recruitment and retention strategies to support attraction of Māori to the Waikato DHB.

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- Advertise in Māori media and Job vacancy websites i.e. mahi.com
- Mihi may be included in appropriate job advertisements i.e. Māori specific
- Māori health will be given the opportunity to participate in selection and interview process for all senior staff viewed.
- Shortlisted job seekers may have whanau support through the interview process
- Look to develop strategies that better retain the Māori workforce within the health sector

8.3. Organisational cultural response

- Ongoing monitoring and evaluation of the implementation of the Māori Health plan activities.
- All plans and initiatives shall seek to improve Māori health gain and reduce inequalities for Māori.
- All plans and initiatives shall align to key policy documents relating to Māori health including Tikanga Recommended Best Practice Guidelines Policy.

8.4. Cultural Identity

Whānau, Hapū, and Iwi shall retain ownership of Te Reo me ōna Tikanga and Tāonga Māori. The Waikato DHB will follow the pōwhiri process as determined by Tainui kawa.

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Appendix B

1. Definitions

Committed to the Treaty of Waitangi

The government is committed to fulfilling the special relationship between Iwi and the Crown under the Treaty of Waitangi.

Partnership

Working together with Iwi, hapū, whānau and Māori communities to develop strategies for Māori health gain and appropriate health and disability services.

Participation

Involving Māori at all levels of the sector, in decision making, planning development and delivery of health and disability services.


Protection

Working to ensure Māori have at least the same level of health as non-Māori and safeguarding Māori cultural concepts, values and practices.

2. Māori Terms

For the Māori terms that are not defined in this and other Waikato DHB documents, a translation or meaning is provided below. However the interpretive meaning given here is only one example of the meaning of some of the Māori terms. There are several meanings and contexts that these terms can be applied. Accordingly the interpretive meaning is to help give an understanding to Māori terms within this Māori Health Policy and other Waikato DHB documents

Aotearoa	New Zealand
Āhuatanga	the way in which Māori customary values, practices, beliefs and protocols are carried out
Hapū	Sub-tribe
Hauora	Health
He Huarahi Oranga	A pathway to improved health
Hui	Meeting, gathering
Iwi	Tribe
Kaha	Strength
Kaiwhakarite	Advisor, facilitator
Karakia	Prayer, incantation
Kaumātua	Elder (male or female)
Kaupapa	Theme, strategy
Kawa	Protocol
Kāwanatanga	Government
Kitea	Seen, visible
Koroua	Elderly male
Kuia	Elderly female
Mana	Integrity, prestige
Manaakitanga	A practice of caring for others
Manuhiri	Visitor
Marae	The courtyard adjacent to the whare tūpuna (main meeting house)
Ngā mahi a roto	Internal Pursuits
Ngā mahi a wāho	External Pursuits

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Pōwhiri	Traditional Māori welcome
Rōpū	Group
Tangihanga	Ceremony for mourning the dead
Taonga	A qualitative expression used to denote recognition of value
Tāonga Māori	anything that is highly prized
Tapu	A condition affecting persons, places or things and entitles that person, place or thing to be treated with respect. It can also be described as a prohibition, but essentially its function is that of a protective device
Te reo Māori	Māori language
Tinana	Body
Tikanga	A collection of Māori customary principles-laws, this process is unchanging
Tino rangatiratanga	Self determination
Tohunga	Expert in a particular profession
Tūpāpaku	Deceased person
Waiora	Well-being
Wairuatanga	Spirituality
Whakapapa	Genealogy
Whānau	Family
Whakaritenga	refers to regulations concerning Māori customary values, practices, beliefs, and protocols, and ensuring how they are carried out correctly

3. Associated Documents

- Tikanga Recommended Best Practice Guidelines (available online at intranet or from Te Puna Ōranga Services) (2118)
- Waikato DHB Cultural Audit Tool, 'He Ritenga', 2002.
- Waikato DHB Māori Health Plan 'Ki te Taumata o Pae Ora' 2014-2015.
- Waikato DHB Annual Plan.
- Waikato DHB Procedure for Engaging Kaumātua Services (2911)
- Waikato DHB Pōwhiri and Whakatau Guidelines (1847)

4. Legislative requirements

- The Treaty of Waitangi Act 1975
- Medicines Act 1981
- Code of Health and Disability Services Consumers' Rights 1996
- The Health and Disability Services Act 2001
- Health and Disabilities Sector Standards NZ S 8134: 2008
- Health Information Privacy Code 1994
- Human Rights Amendment Act 2008
- Mental Health Commission Act 1998
- New Zealand Public Health and Disability Act 2000