

WCDHB MAORI WORKFORCE DEVELOPMENT PLAN 2003-2009

Objective

To increase the number and improve the skills of the Maori Health and Disability workforce.

The National MWDP 2003-2008 is aimed at providing overall direction to avoid duplication within DHB's.

Background

It has been identified that Maori workers in health and disability are disproportional to NZ population particularly in registered professions (all residing largely in community and or support functions).

Ministry involvement

The Ministry have accepted responsibility for the following to identify why Maori workers are disproportionally represented in the health and disability sector:

- development of National MWDP 2003-2008 identifying the numbers and skill mix of Maori linked to both Health and Education sector.
- assisting with data collection initiatives i.e. Maori work forces numbers, occupations, education and career choice drivers, reasons for low retention rates.

Strategic Objectives of National MWF Plan and their link to a WCDHB action plan

1. Information – Robust Maori Health Workforce data

- What information do we currently have recorded?
- Do we have a process in place to collect it e.g. Explore scope to tap into patient ethnicity data collection method.
- If not, we need to develop a system to collect and collate data.
- Develop strategy based on data i.e. establish where there is disproportionate Maori representation within the workforce and devise a plan to redress.

2. Forming relationships - Building effective relationships within and across the sectors

- Identifying organisations where there is a synergy between our MWFD objectives and their business in order to facilitate our progress towards achievement of KPIs.
- Attendance at meetings, committees, where appropriate and on mailing lists for relevant publications.
- Incorporating information gained in order to reduce ‘reinventing the wheel’ and duplication – tap into information/systems already existing to facilitate achievement of WCDHB KPIs.

3. Building capacity

1. Promoting health and disability careers with Maori.
 - Careers workshop/roadshow at learning institutions identified as having Maori pupil/student representation.
 - Identify learning institution, set dates, develop seminar content, follow up (check 3,4,5 August sessions booked with TT).
 - Media communication promoting career opportunities in health for Maori to encourage a return to study for sections of the population such as mothers or school leavers without qualifications. This strategy would ideally be a joint initiative with a local learning institution. We also need to identify learning programmes that are offered locally that facilitate entry into health and or those that are offered nearby and or by correspondence. Identification of government support initiatives to facilitate a return to learning would also assist encouraging Maori to consider additional learning and or retraining.
2. Accelerated Maori workforce pathways ?
3. Develop Maori workforce pathways – need to watch Human Rights legislation and ensure that the WCDHB adopt a ‘right person for the role approach’ to recruitment and selection.
4. Recruitment and retention of Maori workforce – to complement and capture results from career roadshow/education promotion activities.
 - Review of existing recruitment and selection policy and procedure and process to ensure that our recruitment advertising is sending the ‘right message’ to Maori and that we are advertising in the right publications/venues.
 - Following review of our R&S policy and procedure and any adjustments made, we need to ensure we maximise each application that comes in.
 - Establish a ‘candidate database’ (even if only Maori initially) to maintain contact with applicants identified as having potential so that contact can be made if a suitable vacancy arises.
 - Once the Maori employee is appointed, increase chances of retaining them by ensuring that the delivery of care within the WCDHB includes being able to work ‘in the Maori way’.

- This may involve the requirement to conduct a 'climate survey' to identify the level of cultural maturity within the WCDHB operation. Following outcome of survey, make changes, if required, in consultation with key staff to ensure that our models of care are cultural competent.
 - Conduct an annual climate survey to ensure high levels of cultural competence are maintained.
5. Incorporate Maori models of care and cultural competence into health and disability workforce education and training.
 - Review, on an annual basis as a minimum, mandatory and needs driven training to ensure that the required level of cultural competence is reached.
 6. Support Maori leadership in Maori health and disability workforce development.
 - Ensure that WCDHB senior management support Maori participation where appropriate in key decision making, project management and promotional activity to facilitate in raising the profile of Maori leadership capacities.
 7. Maori participation in leadership and management programmes.
 - Identification of personnel that require development (development of individual training plans via annual performance appraisal) with encouragement and support provided to invest in participation and development activities.
 8. Health and disability training meets the education and training needs of Maori health workers.
 - Ensure training programmes identified are cultural competent.
 9. Auditing training programmes
 10. Supporting Maori led initiatives
 11. Addressing pay inequities.

Going Forward

Agreement between key staff of action points from strategic national plan.