

New Zealand Health Group - Equity and Treaty Statements

Equity

We have chosen to align ourselves with the Ministry of Health’s definition of Equity.

“In Aotearoa New Zealand, people have differences in health that are not only avoidable but unfair and unjust. Equity recognises different people with different levels of advantage require different approaches and resources to get equitable health outcomes.”

We have steered away from the ‘one-size fits all’ concept of equality where everyone gets the exact same resources and moved to this concept of equity that acknowledges people require different approaches and resources.

What this means for us is ensuring that we deliver services, opportunities and resources to meet the needs and rights of our communities, particularly our marginalised populations, e.g. Māori. This concept aims to improve the community wellbeing, especially that of our marginalised communities, to close the gap between differential health outcomes between our marginalised communities and non-marginalised communities.

Commitment to Te Tiriti

We acknowledge Te Tiriti o Waitangi is the founding document of Aotearoa New Zealand. We acknowledge that this is an agreement between the crown and Māori, and as a New Zealand health organisation we are committed to understanding and contributing to our obligations under Te Tiriti o Waitangi.

The development of our Cultural Services Team and our focus on Māori health equity stems from our commitment to Te Tiriti o Waitangi as an organisation.

Our Māori Health Equity Framework, Pae Ora Mō Tātou Katoa, was created with the hope to give effect to the articles of te tiriti and to support the implementation of equitable healthcare for Māori.

We recognise that this is a journey for us as an organisation, we welcome feedback and recommendations from Iwi, Māori providers, whānau Māori and service users to reflect on our practices and adapt our models to provide a relevant and equitable service for Māori and other communities.

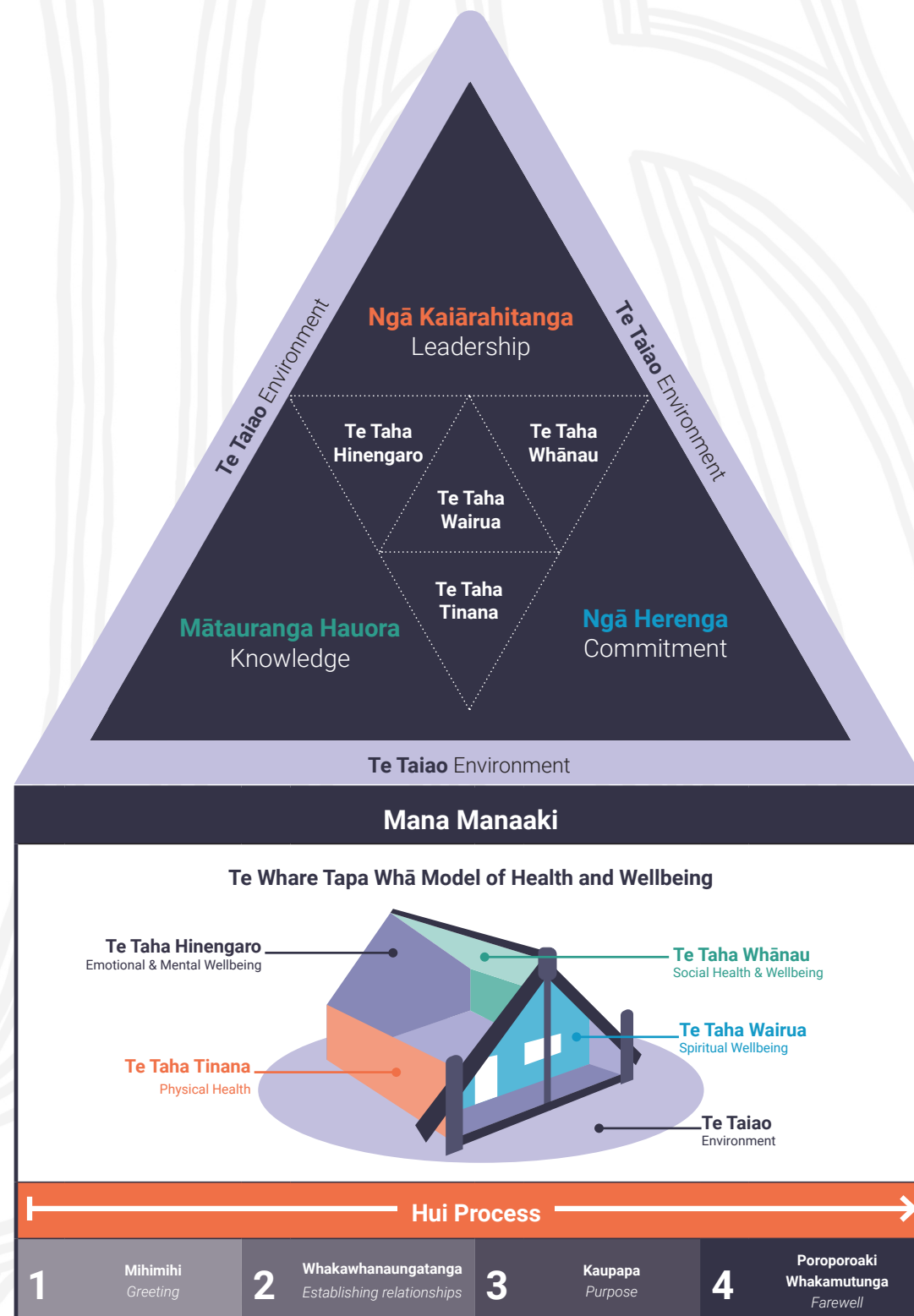
How to apply the new Pae Ora model into your work

To view examples on how you might want to apply this new model to your way of working, please download the Pae ora Matrix with this link: bit.ly/paeoramatrix or by scanning this QR code.

The document includes a blank Action Plan if you want to complete it yourself. Creating your own Action Plan in the Pae Ora Matrix will help you and your team to identify areas that you are doing well in, and areas that you may want to work on for the year.



Pae Ora mō Tātau Katoa Info Sheet



Pae Ora mō Tātau Katoa – Achieving Wellbeing for Everyone

Pae Ora mō Tātau Katoa is the new Māori Equity Framework for New Zealand Health Group. It consists of 3 core components these are:

1. Te Whare Tapa Whā

Te Whare Tapa Whā is a Māori health model that encompasses five dimensions. This model provides a holistic view of health and wellbeing and uses the whare to represent the hauora (overall health) of a person. Each side of the whare represents a different dimension of health, the sides come together and create four walls to support the structure of the whare.

To keep the whare (hauora) strong and stable we must remain connect through Te Taiao and maintain balance across all four Taha and nourish each dimension of health. These 4 taha are:

- Te Taha hinengaro – Emotional and Mental Wellbeing
- Te Taha Tinana – Physical Wellbeing
- Te Taha Whānau – Social Wellbeing
- Te Taha Wairua – Spiritual Wellbeing

We have also included Te Taiao to include the environment and the reciprocal relationship this has on one’s overall wellbeing.

2. 3 Key Elements/Aims

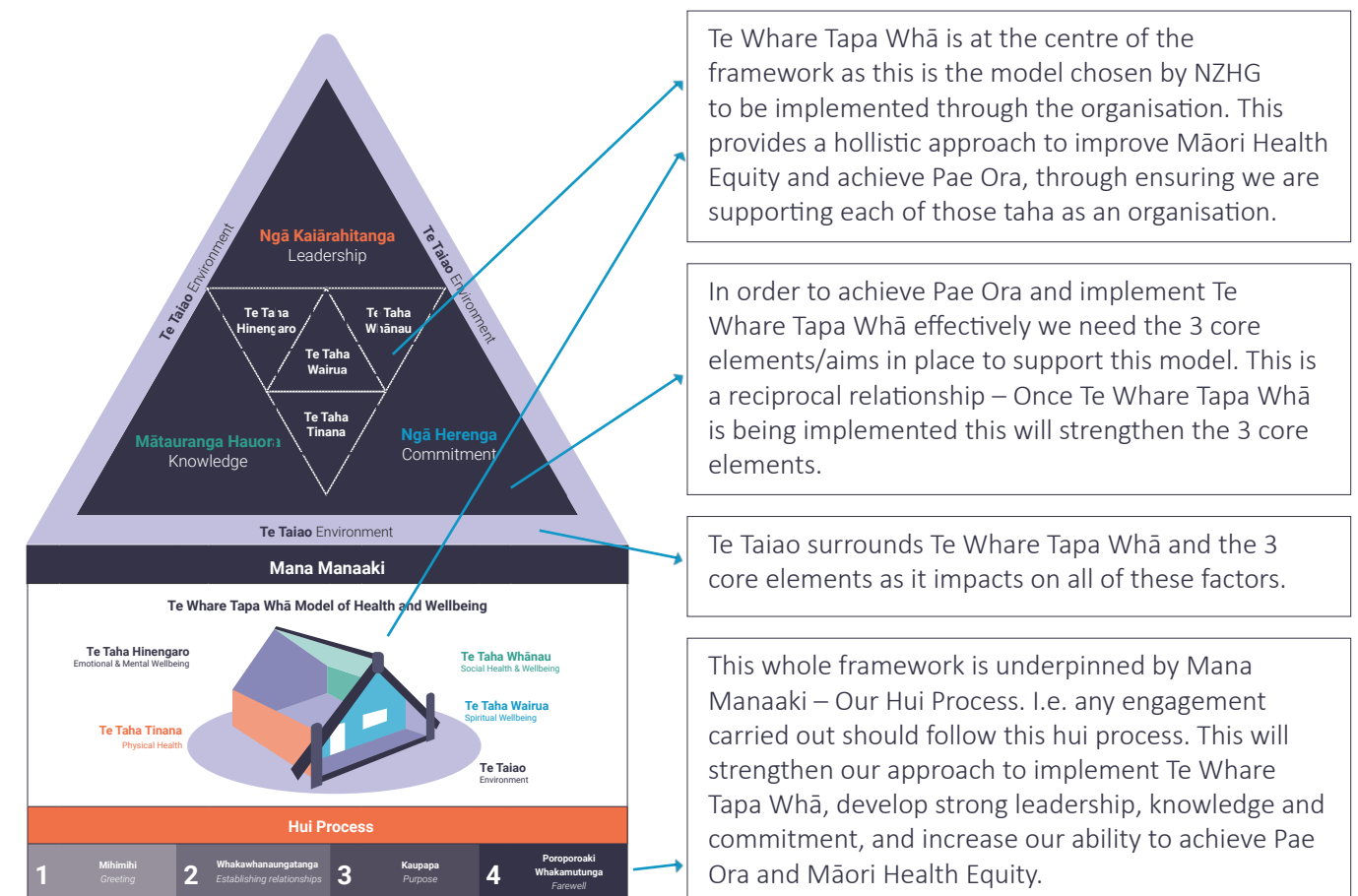
Ngā Kaiārahitanga - Leadership
To achieve Pae Ora, leadership across New Zealand Health Group (NZHG) means championing the provision of high-quality healthcare that delivers equity of health outcomes for Māori. The NZHG Board and Group will support each Partner and their board, staff and community providers and partners to act on improving equity of health outcomes for Māori. We will strengthen our partnership with iwi, grow an understanding of Te Tiriti o Waitangi and express this understanding in our everyday work.
Mātauranga Hauora - Knowledge
New Zealand Health Group will ensure it has environments and knowledge to encourage learning and sharing of high-quality health information and best practice in Māori health. We will undertake initiatives designed to lead Māori Health innovation and outcome improvement. Health equity for Māori (Pae Ora) will be achieved when Māori have the same health outcomes as non-Māori.
Ngā Herenga - Commitment
New Zealand Health Group is committed to delivering high-quality health care that meets the health care needs, rights and aspirations of Māori and clients. New Zealand Health Group is committed to regularly measure and monitor progress towards achieving health equity for Māori (Pae Ora).

3. Mana Manaaki

This is what is referred to by the Hui Process. The Hui Process is a process that should be followed for any form of engagement. For example, engaging with a client, colleague, partner, Māori/Iwi providers, whānau, etc. Examples of what this looks like in practice are below:

Hui Process							
1	Mihimihi <i>Greeting</i>	2	Whakawhanaungatanga <i>Establishing relationships</i>	3	Kaupapa <i>Purpose</i>	4	Poroporoaki <i>Whakamutunga</i> <i>Farewell</i>
	<ul style="list-style-type: none"> • Introduction to client and other whānau or residences • Introduction phone call to introduce yourself and service • Kanohi ki te kanohi / technology • Get to know client and whānau needs • Get to know whānau connections with community and services • Connect with whānau • Share kai 		<ul style="list-style-type: none"> • Whakapapa, whenua and whānau • Service and goal planning • Connect with client and whānau • Assessments complete • Goals, objectives and plans complete or reviewed • Confirmation of consent • Determine how whānau want to participate in client care • Te Ao Māori and Te Taiao 		<ul style="list-style-type: none"> • Delivery of care service • Build confidence and capability of client and whānau • Support and monitor progress • Link to other services as required • Comply with conditions of care • Ensure client and whānau have tools to care, resources, skills and confidence • Prepare for transition and identify when ready • Provide practical support for client and whānau 		<ul style="list-style-type: none"> • Celebration of success • Person presents their aftercare plan • Mihi back to team and to back to whānau <p>* The Hui Process is used when engaging with a Person during a care visit, corporate client planning sessions, engagement with whānau or partners or engagement with Iwi/Māori or other providers and partners</p>

How does this all work together?



Te Whare Tapa Whā is at the centre of the framework as this is the model chosen by NZHG to be implemented through the organisation. This provides a holistic approach to improve Māori Health Equity and achieve Pae Ora, through ensuring we are supporting each of those taha as an organisation.

In order to achieve Pae Ora and implement Te Whare Tapa Whā effectively we need the 3 core elements/aims in place to support this model. This is a reciprocal relationship – Once Te Whare Tapa Whā is being implemented this will strengthen the 3 core elements.

Te Taiao surrounds Te Whare Tapa Whā and the 3 core elements as it impacts on all of these factors.

This whole framework is underpinned by Mana Manaaki – Our Hui Process. I.e. any engagement carried out should follow this hui process. This will strengthen our approach to implement Te Whare Tapa Whā, develop strong leadership, knowledge and commitment, and increase our ability to achieve Pae Ora and Māori Health Equity.