Whanau Ora and the Public Health Workforce.
Health Promotion Forum Symposium July 1st and 2nd 2010.
"If you want one year of prosperity, grow grain. If you want ten years of prosperity, grow trees. If you want a hundred years of prosperity, grow people.” Olde Whanau Ora Whakatauki.
MANA TANGATA

Rangatiratanga
The Whanau Ora Context
Whanau Ora is about....... 

- Strengthening whanau capabilities
- An integrated approach to whanau well-being
- Collaborative relationships between state agencies in relation to whanau services
- Relationships between government and community agencies that are broader than contractual
- Improved cost effectiveness and value for money
Whanau Ora is about.....

** Principles**
- Nga kaupapa tuku iho – Maori values, beliefs, obligations and responsibilities
- Whanau opportunity
- Best whanau outcomes
- Whanau integrity
- Coherent service delivery
- Effective resourcing
- Competent and innovative provision

**Outcome Goals**
- Self managing
- Living healthy lifestyle
- Participating fully in society
- Confidently participating in te ao Maori
- Economically secure and successfully involved in wealth creation
- Cohesive, resilient and successfully involved in wealth creation
- Cohesive, resilient and nurturing
Whanau Ora is NOT about...
Whanau ora services
Health
Social Services
Education
Housing
Employment
Justice
Land
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Who is doing what, when, why, how, to whom and at what cost?
And what are the implications for workforce development?
# Whanau Ora Workforce

## Whanau Ora Governance
- Minister – Tariana Turia
- Governance
  - Rob Cooper
  - Leith Comer
  - Peter Douglas
  - Nancy Tuaine
  - Professor Sir Mason Durie
  - Director General Health

## HWNZ
- Professor Des Gorman
- Karen Roach
- Professor Max Abbott
- Professor Greg Coster
- Professor Don Roberton
- Ms Helen Pocknell
- Dr Andrew Wong
get the whanau back into the picture.

Nau mai, Haere mai.
Calling all

Whanau Ora Practitioners

Te Whirunga (the National Collective of Maori Community Health Workers) and Hauora.com (National Maori Health Workforce Organisation) invite you to attend the

Whanau Ora Workforce Conference. Friday May 28th 2010

Te Manukanuka o Hoturoa marae, Auckland Airport.
9am (powhiri) to 4pm. (lunch will be provided)

An invitation to: Whanau Ora Practitioners across all sectors

Kaupapa: To discuss the implications of the Whanau Ora framework on our workforces.

Be in quick because numbers are limited to the first 85 persons.

For more information and to book your seat contact Jaylene on:
jaylene@hauora.com or 021 1270 987. RSVP by 21st May 2010
Professor Des Gorman
Health Workforce New Zealand.
The New Zealand Health System in 2009/10

Doubling of demand for health services over next decade

- Funding at or near limit
- Hopeful and aspirational reporting and 450 planning agencies and groups
- DHBS not mandated to train workforce and TEC funding of undergraduates
- Reliance on immigration
- 21 DHBs and 84 PHOs, Colleges, Societies, Councils, NGOs and private sector

50 unsuccessful reform reports
Workforce innovations

- Revised GP scopes of practice and training
- Practice assistants
- Extended pharmacist practice
- Nurse-led diabetes care
- Nurse colonoscopy
- Nurse colposcopy
- Nurse cardiovascular assessment clinics
- Nurse pre-admit clinics
- Patient centred bookings

Robust intelligence

Health workforce planning and funding

Service configuration and models of care

IT and capital

One, five and ten year demand projections

National, regional and district health plans

Training purchase plans – the special engagement model
Towards a sustainable and fit for purpose health workforce

- A challenged health system – the New Zealand health system in 2009/10
- A reformed health system - the New Zealand Health System in 2010/11
- The unification of health workforce planning and funding - Health Workforce New Zealand
- The way ahead - diversification of the New Zealand health workforce through intelligence, innovation and clinical leadership
Workshop Groups

- Workforce policy, strategy, funding and leadership
- Workforce roles, responsibilities, skills and competencies
- Workforce training and development including career development
- Benefits and risks
- Other matters

Whanau Ora Workforces
Findings

• There are lots of players in the Whanau Ora workforce and lots of confusion at the moment. It will be a challenge to co-ordinate everyone effectively.

• People are concerned about losing their jobs on account of changes going on in the sector. In particular, there is a fear that the Whanau Ora programme will be used to diminish the Maori health provider network.

• Whanau need to be involved in the planning and delivery of services to them but there are lots of issues around empowering and enabling this to happen.

• Maori Community Health Workers ought to be re-named Whanau Ora Kaimahi.
Findings

- Existing skills of whanau ora workers should be acknowledged and validated.
- BUT there is an URGENT need to improve the skills and effectiveness of the whanau ora workforce.
- Everyone working in whanau ora should have attained a minimum qualification level (to be determined) by 2015.
- This should be funded out of CTA unregulated workforce funds
Findings

- Because education is at the heart of employment, mainstream and tertiary education institutions need to be accountable for their Maori results.
- The whanau ora workforce should have access to student debt write-offs, financial incentives, mentoring support and other initiatives that are currently available to doctors, nurses and midwives.
- There are going to be new positions created and old ones diminished on account of the new Whanau Ora paradigm. We need to understand what this will mean for us and our organisations.
Findings

- Whanau Ora workforce planning must be an integral part of the wider whanau ora policy, planning, strategy, funding and service delivery work.
- This is a systemic and structural initiative that needs embraced by all of the public sector, not parts of it.
- We need to be wary that in our desire to integrate and co-ordinate we don’t increase inefficiencies and inequalities
- There is a genuine desire to give it a go.
“One generation plants the trees, another gets the shade.” Olde Whanau Ora Whakatauki.