



Māori Workforce Recruitment

Appendix 1: Tikanga Competency

Tikanga Competency

Tikanga competency is integral to Māori health development and reflects true partnership of Māori-Crown relationships. By incorporating meaningful practices our DHB advance to meet obligations under Te Tiriti o Waitangi WAI 2575. It delivers us towards our promise of 'Best Care for Everyone'.

Evidence demonstrates the need to significantly improve quality services for Māori patients and whānau. As mentioned in Te Ara Tuatoru – Pathway Three of He Korowai Oranga;

“High quality care is about performance and user satisfaction: the right thing, for the right people, in the right way, at the right time. The outcome of quality services is that:

- The right result is obtained
- Care is delivered efficiently
- Adverse events are minimized

Mason Durie, in an address to the Australian and New Zealand Boards and Council Conference in 2001, Stated:

“Cultural competence focuses on the capacity of the health worker to improve health status by integrating culture into the clinical context. Recognition of culture is not by itself sufficient rationale for requiring cultural competence; instead the point of the exercise is to maximise gains from a health intervention where the parties are from different cultures.”

The importance of this statement is the recognition that Tikanga competence is a health intervention where parties are from different cultures.



Tikanga competency

When making appointments for those meeting Tikanga competency it is imperative that the employing Department and Service check and seek support and approval from Waitematā DHB Māori Health Team, He kamaka Waiora. A list competencies are shown below

| Te Tiriti o Waitangi | Māori Health Gain | Māori Culture and People |
|--|--|--|
| Knows the relevance and significance of the Treaty of Waitangi to Health | Knows about and has a basic understanding of 'Towards Māori Health Gain' framework and it's 4 main project areas | Can describe the purpose and benefits of Te Whare Tapa Whā and how they embed these into their clinical practice |
| Can describe and demonstrate how they have incorporated partnership into their practice of their previous roles/or how they would do in the role they are applying for | Shows an understanding in health of barriers and disparities that affect Māori | Has an understanding of the Māori population Waitematā DHB serve and the health needs of this population as is applicable to the area in which they will work in |
| Can describe and demonstrate how they have incorporated participation and consultation into their practice of their previous roles/or how they would do in the role they are applying for | Knows about and has knowledge in 'addressing inequities for Māori' | Knows the local iwi and mana whenua |
| Can describe and demonstrate how they have incorporated protection of Māori needs, values and beliefs into their practice of their previous roles/or how they would do in the role they are applying for | Can describe what 'Pae ora' means and the three elements on Pae ora | Can identify Māori Health providers relevant to the position, stakeholders and their roles/functions |
| | | Knows and respects Ngāti Whatua kawa and is able to demonstrate a good understanding of the concepts of whakapapa |
| | | Has an awareness of Māori healing methodologies e.g. karakia, rongoā, mirimiri, Kaumātua |

“ best care for everyone

This is our promise to the Waitematā community and the standard for how we work together.

Regardless of whether we work directly with patients/clients, or support the work of the organisation in other ways, each of us makes an essential contribution to ensuring Waitematā DHB delivers the best care for every single patient/client using our services. ”

“ everyone matters

Every single person matters, whether a patient/client, family member or staff member. ”

“ with compassion

We see our work in health as a vocation and more than a job. We are aware of the suffering of those entrusted to our care. We are driven by a desire to relieve that suffering. This philosophy drives our caring approach and means we will strive to do everything we can to relieve suffering and promote wellness. ”

“ connected

We need to be connected with our community. We need to be connected within our organisation – across disciplines and teams. This is to ensure care is seamless and integrated to achieve the best possible health outcomes for our patients/clients and their families. ”

“ better, best, brilliant...

We seek continuous improvement in everything we do. We will become the national leader in health care delivery. ”



Waitematā
District Health Board

Best Care for Everyone