

He Raranga-A-Tira

Regional Services Plan
Midland Māori Health
Accountability Framework

 **Midland**
District Health Boards
www.midlanddhbs.health.nz

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MIHI

Ka horahia ngā mihi whānui o te wā!

Ara, ngā mihi tonu ki te Atua, Matua nui o ngā mea katoa,

me te inoi atu ki a ia, kia tau tonu ōna manaakitanga maha ki runga i a Kiingi Tūheitia me te Kahui Ariki katoa

E tangi tonu ana ki ō tātou huhua mate – takoto mai koutou! moe mai! haere, haere, haere!

Kaati! Rātou ki a rātou; tātou ki a tātou!

Ka whai iho nei ngā whakamāramatanga, e pā ana ki te waihanga anga rautaki, ka pā ki a rātou e tohatoha ana i ngā ratonga hauora ki te iwi Māori, e noho ana mai i te Tairāwhiti, whiti atu ki 'Te Moana-a-Toi', peke atu ki Te Arawa me Tūwharetoa, tahuri atu ki Taranaki, tae noa ki te Taihauāuru!

Kua whiriwhiri kororerongia; kua rangahaua; kua whakarāpopotonga nga muka, no reira, ko ia tēnei, te hua kua puta mai, hei awhina, hei hāpai i te kaupapa; kia tutuki anō te kōrero e kiia ana:

'Ko te pae tāwhiti, whaia kia tata! Ko te pae tata, whakamaua kia tina!'

Haumi e!

Huie!

Taiki e!

HE RARANGA-A-TIRA

Conveying the sense of weaving together the different strands that respective people/groups bring to a kaupapa. Hence the meaning of the word 'RANGATIRA' as in, a person capable of weaving together a group of people and their otherwise disparate ideas and kōrero e.g. te miro mā, te miro whero me te miro pango.



SECTION ONE

MIDLAND MĀORI HEALTH ACCOUNTABILITY

FRAMEWORK

Introduction

The Midland DHB region has produced a Regional Services Plan (RSP), which has replaced the individual DHB District Strategic Plans. The strategic intent for the Midland DHB region is described in our RSP and is presented in the diagram below. Further information is available in the Midland DHB Region RSP¹.

Diagram: Regional Strategic Intent

Midland Vision	All residents of Midlands DHBs lead longer, healthier and more independent lives				
Midland Outcomes	To improve the health of our population			To reduce or eliminate health inequalities	
Midland Strategic Objectives	To build the workforce	Systems integration across the continuum of care	To improve quality across regional services	To improve clinical information systems	To improve Māori Health outcomes
By focusing on these objectives, we will be able to drive change that enables us to live within our means					

While all the activities undertaken in alignment with the regional strategic intent framework are expected to have a positive impact on Māori health, only the specific detail on the “to improve Māori health outcomes” objective is presented in this framework.

The Midland Regional Services Plan (RSP) gives cognizance to section 22(1) (e) and (f) of the new Zealand Public Health and Disability Act 2000 (the Act), which states that DHB’s have a statutory obligation to reduce (with a view to eliminating) health outcome disparities “by improving health outcomes for Māori and other population groups”.² As such the health priority workstreams associated with the Regional Services Plan are expected to prepare and put into effect initiatives that reduce health inequalities for Māori across regional services. Under the Act, DHBs must also establish and maintain processes enabling Māori to take part in, and contribute to, strategies for improving the health of Māori.

Midland Māori Health Accountability Framework

The RSP Midland Māori Health Accountability Framework is endorsed by Te Tumu Whakarae the Midland Māori Health GM’s forum and the RSP Steering Group and was developed in conjunction with the Māori representatives that participate across the various RSP workstream priority areas. The RSP Midland Māori Health Accountability Framework is a framework which seeks to provide guidance to the health priority workstreams associated with the Regional Services Plan in relation to meeting their respective obligations to promote opportunity for Māori health gain. The health priority workstream areas include:

¹ http://www.waikatodhb.govt.nz/page/pageid/2145849563/Midland_DHBs%2fHealthShare

² OAG Ministry of Health 2012

- Rural Health
- Cardiac
- Cancer Control
- Elective Services
- Maternity
- Renal
- Health of Older People
- Radiology
- Mental Health
- Smoke free
- Trauma

Across these 11 health priority areas there is a continued focus on addressing key enablers such as workforce, Māori health and information technology systems (IT). The RSP Midland Māori Health Accountability Framework comprises a number of key tasks that each workstream should reflect in planning that ensures:

1. *Active Participation of Māori in Decision Making*
2. *Māori Health Workforce Capacity Development*
3. *Building Culturally Responsive Services*
4. *Promoting and Monitoring Māori Health Gain*

Activities that relate to the four directions which comprise the RSP Midland Māori Health Accountability Framework that each RSP workstream should consider are detailed in the following pages.

1. Active Participation of Māori in Decision Making

Midland Iwi Relationship Board (MIRB) participates in the strategic planning process at a regional level, and support Midland GM's Māori, Māori Health Plan's, projects, initiatives and developments.	<input type="checkbox"/>
The Midland Regional Services Plan Steering Group membership will include a representative from the Te Tumu Whakarae, the Midland Māori Health GMs Forum.	<input type="checkbox"/>
All Regional Services Plan health priority workstreams will have a Māori representative which is endorsed by Te Tumu Whakarae being the Midland Māori Health GMs Forum.	<input type="checkbox"/>
Reports which detail progress on the implementation of Regional Services Plan projects and initiatives will be forwarded to the Midland Iwi Relationships Board (MIRB) for their information (Regional Services Plan quarter 2 and quarter 4 reports to Ministry of Health).	<input type="checkbox"/>
Iwi Relationship Board (MIRB) reports may be supported by face to face updates (kanohi ki te kanohi) as appropriate or as requested by the MIRB or the Regional Services Plan Steering Group	<input type="checkbox"/>
Any regional clinical governance, structures, which are established will include Māori clinical representation as appropriate.	<input type="checkbox"/>

2. Māori Health Workforce Capacity Development

RSP Workforce Development programme, project, initiatives will evidence a commitment to build Māori health workforce capacity (clinical networks and action group)	<input type="checkbox"/>
All health priority workstream areas will ensure that their workforce is working towards being culturally competent	<input type="checkbox"/>
Health priority workstream areas will establish a one off training day for non-regulated Māori health workforce over Midland.	<input type="checkbox"/>
The Midland Training Network Leadership Group membership will included a Te Tumu Whakarae representative	<input type="checkbox"/>
Te Tumu Whakarae via the Midland HR Managers through to the Midland Māori Health Monitoring Framework will provide an annual report on the % and total number of Māori employed within the Midland Group by professional group (Ministry of Health Māori Health Plan planning template annual report)	<input type="checkbox"/>
Te Tumu Whakarae will work with the regional workforce development programme to support the implementation of Kia ora Hauora for a further three years. Kia ora Hauora seeks to recruit and mentor Māori into a career in health (Regional Services Plan quarterly report to the Ministry of Health)	<input type="checkbox"/>

3. Building Cultural Responsive Services

All health priority workstream areas will ensure that their workforce is working towards being culturally competent	<input type="checkbox"/>
All staff employed within Midland inclusive of regional services will have access to bicultural education/ training which covers: <ul style="list-style-type: none"> • <i>Orientation/ induction to Māori Health</i> • <i>Te Tiriti o Waitangi</i> • <i>Tikanga Best Practice Guidelines</i> • <i>E-learning- Bicultural Education</i> • <i>Ethnicity data collection training</i> 	<input type="checkbox"/>
At least one regional clinical service per annum will complete <i>He Ritenga</i> Cultural Audit and will put in place an action plan to address any actions required as identified by the cultural audit process	<input type="checkbox"/>
Midland DHB's will support as appropriate, the development of regional services that integrate with and support the development and implementation of: <ul style="list-style-type: none"> • <i>Whānau Ora</i> • <i>Better Sooner More Convenient</i> • <i>National Māori Health Indicators</i> 	<input type="checkbox"/>
Regional services staff will make themselves available to attend as appropriate regional hui that	<input type="checkbox"/>

<p>focus on:</p> <ul style="list-style-type: none"> ▪ <i>Whānau Ora and best practice</i> ▪ <i>Better Sooner More Convienant- best practice</i> ▪ <i>National Māori Health Indicators – best practice hui</i> 	
<p>Regionl clinical services information technology (IT) system can:</p> <ul style="list-style-type: none"> ▪ report regional service access rates, interventions, outcomes and readmissions by ethnicity (Māori comparative to non-Māori) ▪ integrate cultural assessment processes electronically into triage, care plan and discharge planning processes ▪ interface with Māori providers and PHO's to ensure information sharing and seamless patient transition between primary and secondary/tertiary based services 	<input type="checkbox"/>

4. Promoting and Monitoring Māori Health Gains

All health priority workstreams will be able to evidence a commitment to reducing health inequities for Māori	<input type="checkbox"/>
All health gain indicators / KPIs developed across RSP health priority areas will be reported as appropriate by ethnicity (Māori comparative to non-Māori).	<input type="checkbox"/>
The Midland Monitoring Framework established by Te Tumu Whakarae will report on the Midland DHB's performance againts National Māori Health Indicators quarter 2 and quarter 4	<input type="checkbox"/>
<p>RSP Steering Group will report on progress on the implementation of the Māori health component to the RSP inclusive of Māori health areas to:</p> <ul style="list-style-type: none"> ▪ <i>Ministry of Health and National Health Board</i> ▪ <i>Midland Iwi Relationship Board (MIRB)</i> ▪ <i>HealthShare Board</i> ▪ <i>Health workstream priority areas</i> 	<input type="checkbox"/>
HealthShare and Midland DHB's will have specific emphasis on reducing Māori smoking rates (Regional Services Plan quaterly report to Ministry of Health)	<input type="checkbox"/>
<p>Te Tumu Whakarae will hold hui which focus on best practice for:</p> <ul style="list-style-type: none"> ▪ <i>Whānau Ora and best practice</i> ▪ <i>Better Sooner More Convienant- best practice</i> ▪ <i>National Māori Health Indicators – best practice hui</i> <p>The focus will be to put in place strategies and initiatives that seek to promote Māori health gain through a variety of mechanims inclusive of regional clinical services</p>	<input type="checkbox"/>
All regional healthy priority workstream areas will be able to evidence how they are working regionally to support the attainment of MOH National Health Indicators detailed in the Midland DHBs Māori Health Plans.	<input type="checkbox"/>

Regional Service Alignment to Māori Health Plan National Indicators







The Ministry of Health has developed a number of Māori Health Indicators which are clearly defined in the MOH Māori Health planning template (Operating Framework OPF). Many of these indicators intersect with regional clinical service areas and should be given consideration by the respective workstream areas. In particular what needs to be considered is how will the health priority workstreams associated with the Regional Services Plan support Māori health gain across National Māori Health Indicators. A table which identifies national Māori health indicators for RSP health priority workstream areas consideration is provided below.

SERVICE PRIORITIES	REQUIRED MEASURES ³
Vulnerable Services	
Maternity Services	<p>Within the better help for smokers to quit health target a specialised identified group will include:</p> <ul style="list-style-type: none"> • Progress towards 90 percent of pregnant women who identify as smokers at the time of confirmation of pregnancy in general practice or booking with Lead Maternity Carer are offered advice and support to quit. • PP21: Immunisation coverage (percentage of 2 year olds fully immunised) • Health Target: Percent of eight months olds will have their primary course of immunisation on time
Renal Services	<ul style="list-style-type: none"> • PP 20 improved management for long term conditions (specific measure is around diabetes management) • Percentage of people who attend their diabetes annual review (DAR) • Percentage of people with diabetes who complete a DAR and have a HbA1c level less than 8%
Rural Health	<ul style="list-style-type: none"> • No nationally required measure at present
Health of Older People	<ul style="list-style-type: none"> • No nationally required measure at present
Radiology	<ul style="list-style-type: none"> • No nationally required measure at present
National Priority Services	
Cardiac Services	<ul style="list-style-type: none"> • Number of tertiary cardiac interventions (no target, information only) • Health Target: Percent of the eligible population will have had their cardiovascular risk assessed in the last five years
Cancer Control	<ul style="list-style-type: none"> • Breast Screening • Cervical Screening

³ From the DHB Non-financial Monitoring Framework or the Māori Health Plan expectations

Elective Services	<ul style="list-style-type: none"> No nationally required measure at present
Stroke Services	<ul style="list-style-type: none"> Number of tertiary cardiac interventions (no target, information only) Health Target: Percent of the eligible population will have had their cardiovascular risk assessed in the last five years
Regional Activities	
Mental Health and Addictions	<ul style="list-style-type: none"> PP6: Improving the health status of people with severe mental illness (for ages 0-19, 20 – 64 and 65+) PP7 Improving mental health services using relapse prevention planning (for child and youth and adult (20+ years)) PP8 Waitlist HoNOS targets
Smokefree	<ul style="list-style-type: none"> Health Target: Percent of patients who smoke and are seen by a health practitioner in public hospitals are offered brief advice and support to quit smoking. Health Target: Percent of patients who smoke and are seen by a health practitioner in primary care are offered brief advice and support to quit smoking.
Trauma	<ul style="list-style-type: none"> No nationally required measure at present
Measures which are required to have targets set for Māori	
	<ul style="list-style-type: none"> PP10 Oral Health DMFT Score at year 8 PP11 Children caries free at 5 years of age PP 20 improved management for long term conditions (specific measure is around diabetes management) SI1 Ambulatory sensitive (avoidable) hospital admissions (for ages 0-4, 45 – 64 and 0 – 74) SI7 Improving breast-feeding rates (at 6 weeks, 3 months and 6 months) Accuracy of ethnicity reporting in PHO registers Percentage of Māori enrolled in PHOs Percentage of people who attend their diabetes annual review (DAR) Percentage of people with diabetes who complete a DAR and have a HbA1c level less than 8% PP21: Immunisation coverage (percentage of 2 year olds fully immunised) Seasonal influenza immunisation rates in the eligible population (65 years and over) Percentage of Māori staff in DHB's by occupation class.(y) (no target, information only) Health Target: Percent of eight months olds will have their primary course of immunisation on time

LEGEND

-  Denotes measure is a requirement from the Māori Health Plan expectations only
-  Denotes measure is a requirement from the DHB Non-financial Monitoring Framework only
-  Denotes measure is a requirement in both the Māori Health Plan expectations and the DHB Non-financial Monitoring Framework
-  Denotes measure is a requirement in both the Māori Health Plan expectations and the DHB Non-financial Monitoring Framework, however there are potential issues with consistency of the measure
-  Denotes information about this measure has been included for information only and there is no requirement's for targets to be set by ethnicity
-  No nationally required measure at present

Its should be noted that national indicators are subject to change and as such RSP workstream areas would be advised to keep abreast of new developments as they occur.

From a Framework to an Action Plan

The Midland Māori Health Accountability Framework is not an end in itself. The objective of the framework is to provide a platform that provides health priority workstream areas with guidance on ways in which they can ensure that regional services develop in such a way as to support opportunity for Māori health gain. There is an expectation that the workstream areas build forward on the framework by developing action plans for their respective areas which have a 12-24 month horizon. These plans will be developed by the workstream priority areas and may be supported by Te Tumu Whakarae the GM's of Māori Health forum and appointed Māori representatives that now sit in most workstream areas. Further a general Māori Health action plan that will span all regional health priority workstream areas has been developed and is attached to the framework, as a means of providing more detail on the way forward over the 2012-2013 period.

Conclusion

The RSP Midland Māori Health Accountability Framework is a framework which seeks to provide guidance to the health priority workstreams associated with the Regional Services Plan in relation to meeting their respective obligations to promote opportunity for Māori health gain. The framework aligns to national indicators identified in Midland DHB's Māori Health Plan's and seeks to give a structured platform upon which regional clinical services can build upon to better support Māori health gain and reduce health inequalities for Māori as a disadvantaged group.

SECTION TWO

MIDLAND REGIONAL SERVICES MĀORI

HEALTH ACTION PLAN 2012-2013

Midland Regional Services Māori Health Action Plan 2012-2013

Area of Focus	Key Planning approaches	Action no	Actions to deliver improved performance at a regional level	Measured by	Responsibility	Time Frame
Active Participation of Māori in Decision Making/ Promoting & Monitoring Māori Health	<p>Integrate a robust Māori Health component into the Midland Regional Services Plan (RSP)</p> <p>Integrate Māori Health plan priorities and monitoring framework into the Midland Regional Services Plan</p>	1.	<ul style="list-style-type: none"> Participate in the establishment and implementation of a Midland Māori Health Accountability Framework to define the different RSP workstreams key accountabilities to Māori Health gain as per Māori Health Plan national and regional priorities Midland Māori Health Accountability Framework is aligned with priorities, indicators, targets and reporting requirements detailed in the Midland DHB's Māori Health Plans. 	<ul style="list-style-type: none"> Midland Māori Health Accountability Framework completed 100% of RSP health priority areas are aligned to the Midland Māori Health Accountability Framework All RSP "Health Priority indicators are reported by ethnicity" (Māori comparative to non-Māori as appropriate) 	RSP Steering Group/ Te Tumu Whakarae	July 2012
		2.	<p>Ensure that effective Māori representation is integrated across RSP workstream areas to ensure Māori actively participate in decision making.</p> <p>Māori representatives are jointly accountable and report to Midland GMs Māori for activities related to the RSP workstreams.</p> <p>Services are monitored and evaluated for responsiveness to Māori and achievement against Māori Health Plan targets.</p> <p>Establish a Midland Monitoring Framework that monitors and compares progress of Midland DHB's against Māori Health priorities</p>	<ul style="list-style-type: none"> Māori representation secured on all RSP health priority workstream areas: <ul style="list-style-type: none"> - Cancer - Cardiac - Renal - Maternity - Rural - Mental Health Midland Māori Health Monitoring Framework established and implemented. Framework used to report on Midland DHB's progress across National Māori Health Indicators 	RSP Steering Group/ Te Tumu Whakarae	July 2012

Area of Focus	Key Planning approaches	Action no	Actions to deliver improved performance at a regional level	Measured by	Responsibility	Time Frame
Workforce Capacity Development	Build Māori Health Workforce capacity within Midland region	3.	<p>Implement Kia Ora Hauora Māori health workforce Development Initiative:</p> <p>Secondary Schools</p> <ul style="list-style-type: none"> ▪ Deliver pilot Science Professional Development programme to 10 Midland teaching staff by September 2012 ▪ Deliver a work placement programme in Lakes, Taranaki and BOP DHB areas for 12 Māori secondary students by June 2012 ▪ Deliver mentor training to 10 Midland mentors by June 2013 ▪ Deliver a Māori health careers workshop to Māori secondary students in year 9 & 10 in 15 Midland secondary schools by June 2013 <p>Tertiary Institutes</p> <ul style="list-style-type: none"> ▪ Contract delivery of 10 retention activities for Māori students in Midland tertiary institutes by June 2013 ▪ Deliver 5 scholarship workshops with Māori tertiary students by June 30 2013 <p>Māori Community</p> <ul style="list-style-type: none"> • Define and deliver a Māori health career promotion project in Midland WINZ offices by June 30 2013 	<ul style="list-style-type: none"> ▪ Quarterly report completed evidencing attainment of Kia Ora Hauora programme targets 	Te Tumu Whakarae	Quarterly report

Area of Focus	Key Planning approaches	Action no	Actions to deliver improved performance at a regional level	Measured by	Responsibility	Time Frame
		4.	Annual report on Māori health workforce by professional group across Midland DHB's (linked to Midland Māori Health Monitoring Framework)	<ul style="list-style-type: none"> ▪ Annual report completed improving trend evidenced 	Midland GM's HR / Te Tumu Whakarae	Annual report
Workforce Capacity Development	Build Māori Health Workforce capacity within Midland region	5.	Renal health priority workstream and Cancer health priority workstream will establish a one off training day for non-regulated Māori health workforce over Midland.	<ul style="list-style-type: none"> ▪ Renal training session with non-regulated workforce within Midland completed ▪ Cancer training session with non-regulated workforce within Midland completed 	Renal Steering Group/ Te Tumu Whakarae	Annual report
		6.	The Midland Training Network Leadership Group membership will included a Te Tumu Whakarae representative	<ul style="list-style-type: none"> ▪ Representation secured on Training Network Leadership Group ▪ Strategic direction focuses on building Māori health workforce capacity 	RSP Steering Group/ Te Tumu Whakarae	Annual report

Area of Focus	Key Planning approaches	Action no	Actions to deliver improved performance at a regional level	Measured by	Responsibility	Time Frame
Building Culturally competent services	Mechanisms in place to audit and monitor cultural responsiveness of NGO sector and Midland DHB provider arm services	7.	<ul style="list-style-type: none"> ▪ He Ritenga Cultural audit undertaken within one regional service area ▪ Services are planned, developed and implemented in a way that is clinically and culturally responsive to the needs of Māori 	<ul style="list-style-type: none"> ▪ Audit completed in health priority area, action plan in place to address any areas of deficiencies (all the DHBs) 	RSP Steering Group/ Te Tumu Whakarae	Annual report
Building Culturally competent services	All health priority workstream areas will ensure that their workforce is working towards being culturally competent	8.	<p>All staff employed within Midland inclusive of regional services will have access to bicultural education/ training which covers:</p> <ul style="list-style-type: none"> ▪ <i>Orientation/ induction to Māori Health</i> ▪ <i>Te Tiriti o Waitangi</i> ▪ <i>Tikanga Best Practice Guidelines</i> ▪ <i>E-learning- Bicultural Education</i> ▪ <i>Ethnicity data collection training</i> 	Narrative report completed on Midland staff access to Bicultural Education	Te Tumu Whakarae	Annual Report

References

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- Ministry of Health. The Primary Care Strategy 2001. Wellington, Ministry of Health
- Ministry of Health. He Korowai Oranga Māori Health Strategy 2001. Wellington, Ministry of Health
- Ministry of Health. National Māori Health Workforce Development Plan, Raranga Tupuake, 2006
- Midland Regional Services Plan, Midland DHB's 2011
- Whanau Ora Taskforce Report 2010
- Te Matakite Taranaki DHB Maori Health Plan 2012-2013
- Te Ekenga Hou BOP Māori Health Strategic Plan 2012-2013
- He Pou Tuarā Mo te Oranga o Te Tairāwhiti 2012
- He Tohu Oranga Lakes District Health Board Māori Health Plan 2012-2013