

TO: Geoff Milner, CEO, NHHT

DATE: 27/4/2022

ITEM #

NAME OF PAPER: Te Tai Tokerau Iwi Māori, Rural Hauora Centre of Vocational Excellence

AUTHOR: Toa Faneva CEO

PURPOSE

To gain support for the establishment and focus on Rural health/Hauora Māori as a key vocational centre of excellence focus for Te Tai Tokerau.

SUMMARY

Tai Tokerau Wananga, as part of the national provision of vocational education under Te Pūkenga is proposing the acceleration of the Hauora/Māori Health workforce development projects. This proposal is in line with the NorthTec strategic goals, our Ministerial letters of expectation and the indicators for development of the Rove Reforms including the Operating Model.

In line with the intent of Essential Rural Health and Social Services strategic priorities, a number of conversations have occurred which bring together in a collaborative approach to propose the advancement of this strategic priority into a proposed area of specialisation to focus on Hauora workforce development as a key anchor for Te Tai Tokerau moving beyond 2022.

BACKGROUND

In May 2021, NorthTec's refreshed strategic plan "Nga Tini Whetu", identified essential rural health/Hauora Māori and social services as one of a number of strategic priorities for inclusion in the Better Business Case that a submission to Te Pūkenga.

In December 2021, the BBC proposal has been with Te Pūkenga for additional Capex and Opex funding to progress these priorities as well. NorthTec has identified support from Te Pūkenga to assist us to achieve these outcomes is underway.

In December 2021, and 2022 BBC Plan on a page has been presented to the board for implementation and this includes advancement of the strategic priorities.

In the February 2022 draft Te Tai Tokerau RSLG Workforce Development Plan (due to be released in June/July 2022), Hauora and Healthcare has been identified as the priority area for workforce development for the region. This has also been identified as priority in the Te Kahu O Taonui priorities Terms of Reference and reflected in the current Te Kotui Hauora partnership.

As well as being a strategic priority for NorthTec, Healthcare then has been identified as a priority across other key forums in the North.

DISCUSSION

As identified earlier, Hauora and particularly rural health and Hauora Māori for NorthTec has been supported for further development by Te Pūkenga and key stakeholders both within the region and wider to support a focus on Hauora (Health) and Hauora Māori as a priority for Te Tai Tokerau.

These discussions regarding a collaborative approach to healthcare for the north have been held with key agencies both within the health reform space as well as across the regional leadership collaboration in the Northland Intersectoral Forum (NIF). These include a growing collaboration across the region including:

- Te Kahu O Taonui
- Tai Timu, Tai Pari (Tai Tokerau Māori health provider's collective)
- Northland District health Board (Via. Development of CTC at the Whanagrei Hospital site)
- Toitu Te Waioira WDC
- Te Tai Tokerau RSLG and MBiE
- Northland Intersectoral Forum (MSD, TPK, NDHB, MoE, Corrections, Police, Oranga Tamariki, Local Govt, CDEM, Northland Inc etc) and Regional Public Service Lead Commissioner
- Northland Community Foundation (Funding the Clinical Training Centre for the north as well as supporting the Health workforce priority for Te Tai Tokerau)

As identified earlier, the additional strategic projects identified are aligned not only to our regions demands to meet skill shortages, but also to enable sustainability by adding value to the regions social, economic, environmental, and cultural wellbeing.

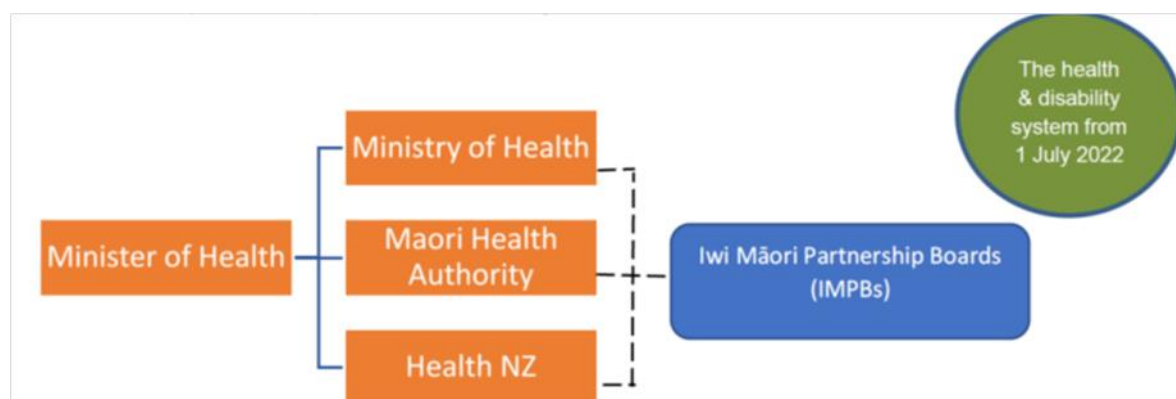
Health Reforms

With the current health reforms progressing, current positioning of the region in anticipation of these reforms with the advent of the Māori Health Authority, Health New Zealand and the Ministry of Health has opened the way forward to discuss and share the potential for a Health specialisation in Te Tai Tokerau as a way of ameliorating the current health workforce shortages in the region.

As identified in previous reports to the board, Māori Health providers (Tai Timu, Tai Pari), Te Kahu O Taonui and others are critical partners taking stock of their potential future role in the new health system and how its partnerships become more important to ensure advice to MHA, HNZ and MoH reflects its Iwi/Māori priorities including Health Workforce needs.

Within this environment current work is being undertaken in the rohe to formalise the membership to the Iwi Māori Partnership Board which will be the key influencer in the region across critical functions within MHA, HNZ and MoH.

The proposed functions of the IMPB include engagement, assessment and evaluation, monitor and report on critical areas regarding Hauora Māori and to influence the systems in a performance-based setting.



This includes Health Workforce development priorities for Te Tai Tokerau which have been articulated by the Māori health provider under the umbrella of Tai Timu, Tai Pari and also Te Kahu O Taonui has identified this in their short memo presented in March at their CE's and Chairs forum as reimagining healthcare in Te Tai Tokerau.

Tai Timu, Tai Pari the collaboration of Māori Health providers in Te Tai Tokerau has identified Māori health workforce development as a priority and is identified as a key strategic priority for the future of all Māori health providers in the region.

RoVE Reforms

As the elements of the RoVE reform are pulled together closer to ensure better seamlessness across the seven reform priority areas, Toitu Te Waioira WDC and the Te Tai Tokerau RSLG have signalled a priority in Healthcare for Te Tai Tokerau and is a priority in the current draft RSLG Regional Workforce plan as well as within Toitu Te Waioira's priorities plan.

Under Te Pūkenga, we have identified alignment of our strategic priorities with Te Pūkenga's current iteration of the operating model including a shift towards Ako networks including the Health, Community, Education and Social Services Ako network which brings the formalised networks of teams that deliver teaching and learning and support the application of work-based skills across the country, for a specific group of qualifications and/or credentials.

Together with the letter of expectation in terms of Te Tiriti futures and Mātauranga Māori, Hauora is key priority, and this is supported by Te Pūkenga for Te Tai Tokerau Wānanga to advance this into a model for success across the whole network.

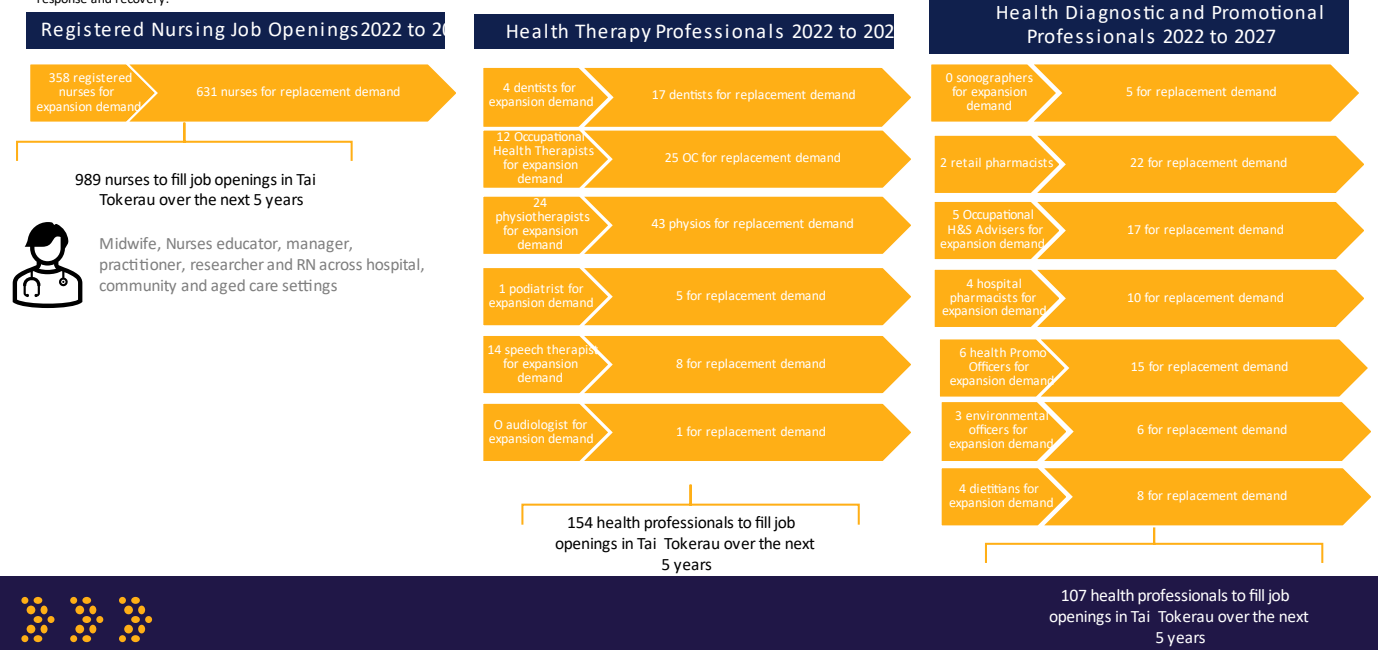
The advancement of the National Work Based Learning Entity (WBL) which is now a part of Te Tai Tokerau Wānanga includes the additional focus on pilot projects where the WBL can align its current value offerings into focus projects across regions including learn while you earn approaches to health qualifications which can be piloted in Te Tai Tokerau.

Potential Pipelines for Workforce Training

With analysis provided by MBiE, the current healthcare needs are wide ranging and broad, but for Te Tai Tokerau the needs across core and allied health needs are acute and help to inform where our potential focus areas might be in the Healthcare space:

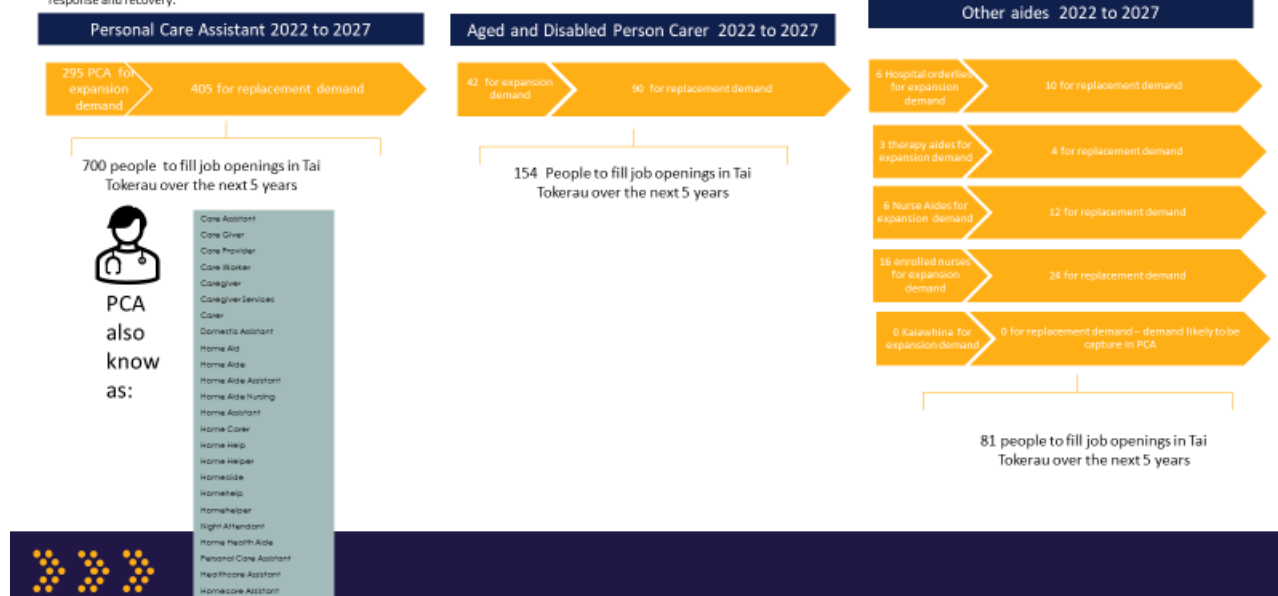
Health Care Job Openings 2022-2027

The forecast for the long-term (2020 to 2027) highlight strong jobs growth to continue in the Health Care sector. It is also expected that there could be on-going requirement for skilled workers to fill opportunities created by people leaving the labour market. This is known as 'replacement' requirement. The long-term forecast is changeable and could be influenced by a range of factors both related and unrelated to New Zealand's COVID19 response and recovery.



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Using the current analysis and identifying the nursing space as one focus area there are at a minimum 631 nurses required to meet replacement demand and an additional 358 for expansion demand.

Currently we have for 2022, 326 enrolments in the nursing pathway with the majority of these in the L3 and L4 study and career preparation. In order to meet the current demands we would need to scale up our current offering in Nursing significantly just to meet current replacement demands.

NEXT STEPS

It is proposed as a way forward that the board is open to further developments in the formation of a Te Tai Tokerau Regional collaboration co-led by Tai Tokerau Wananga, Tai Timu Tai Pari and Te Kahu O Taonui and to accelerate the development of Hauora and particularly Hauora Māori programming and pathways for the Region.

This includes the potential for the development of a centre of vocational excellence for Health in the region with a specific focus on Rural health and Māori Health to support the drive for innovation and excellence in vocational education. We are currently aligned and positioned to work with Te Kahu O Taonui, Toitu Te Waioira WDC, Te Tai Tokerau RSLG, MBE and with the ongoing support from Te Pūkenga have an opportunity to explore this opportunity further.

Insights from the Māori Health Authority, Health New Zealand, Tai Timu, Tai Pari and Te Kahu O Taonui will be valuable in assessing the current workforce development approaches in the health sector currently and how these can inform this current collaborative approach and focus for Te Tai Tokerau.

PROPOSAL

Whilst it is acknowledged that Hauora workforce development is a part of the bigger ecosystem inside Hauora overall, it is a critical element that with Te Pūkenga backing and key agencies and leads in the rohe can become a real strength and opportunity to enable Māori providers to grow their own workforce capacity and capability as well as creating a strength area for Te Tai Tokerau in the name of Health and Wellbeing.

It is proposed that Tai Tokerau Wānanga will resource and convene a working group of critical stakeholders/partners to develop a proposal that accelerates the establishment of a vocational centre of excellence in Hauora Māori/Rural Health for Te Tai Tokerau.

It is envisaged this working group would include representatives from Tai Tokerau Wananga, Toitu Te Waioira WDC, Te Kahu O Taonui, Tai Timu Tai Pari, NDHB and NIF reps.

It is likely that a draft proposal will be presented to relevant Ministers by 25th May 2022 in their tour of Northland and a further in-depth proposal to be developed by end of July 2022.

This will include at least one Hui/Zoom a fortnight for participation as the proposal develops.

WE are requesting two representatives from Tai Timu Tai Pari to participate and partner with on these developments.

END.