

**Te Whatu Ora**  
Health New Zealand

**Te Aka Whai Ora**  
Māori Health Authority

# Building the future of health

**Virtual hui**  
**05 July 2023**

# Karakia

Kia whakairia te tapu  
Kia wātea ai te ara  
Kia turuki whakataha ai  
Kia turuki whakataha ai  
Haumi e. Hui e. Tāiki e!

*Restrictions are moved aside  
So the pathway is clear  
To return to everyday activities*

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Health New Zealand

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Māori Health Authority

# Building the future of health

- Riana Manuel, Chief Executive Te Aka Whai Ora
- Nick Chamberlain, National Director for the National Public Health Service at Te Whatu Ora
- Tipa Mahuta, Chair of Te Aka Whai Ora Board
- Dame Dr Karen Poutasi, Chair of Te Whatu Ora Board
- Andrew Slater, Chief People Officer at Te Whatu Ora

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**Health workforce plan**  
2023 – 2024

**Te Mauri o Rongo**  
The NZ Health Charter

# Health workforce plan

**On Tuesday we announced the first Health Workforce Plan for the reformed health system with three aims:**

- Give our best estimates of workforce shortages – today, and expected in 2032 if nothing changes
- Set out what we need to do long-term to address those gaps and other pressures (e.g. equity and representation)
- Outline a one-year agenda to address pressure where we can.

You can download the Plan online.

# The plan at a glance



## Growing pathways for Māori in health

- Streamline pathways for tauirā Māori into health careers
- Strengthen hauora Māori workforce pathways from whānau, hapū and iwi
- Give more support for kaimahi Māori to thrive in the workplace



## Growing pathways for Pacific peoples in health

- Streamline pathways for Pacific learners into health careers
- Strengthen support for Pacific peoples in training
- Support for Pacific health workers to thrive in the workplace



## Driving local-led innovation in training

- Make the most of our community workforces
- Strengthen student placements
- Scale training initiatives which will grow our future workforce – particularly in rural areas
- Develop a coherent health training system



## Bolstering priority workforce groups

- Improve recruitment from overseas in priority areas
- Encourage kaimahi back into health
- Increase our training numbers in at-risk and foundational professions



## Supporting and retaining our valued workforce

- Help our people stay safe at work and manage tough situations
- Keep our people well at work
- Get the basics right, including by making reimbursements faster and easier, by sustaining investments in pay parity, by resolving Holidays Act remediation, and by working with unions on negotiations and pay equity processes
- Ensure our people have pathways to grow



## Growing our future leaders

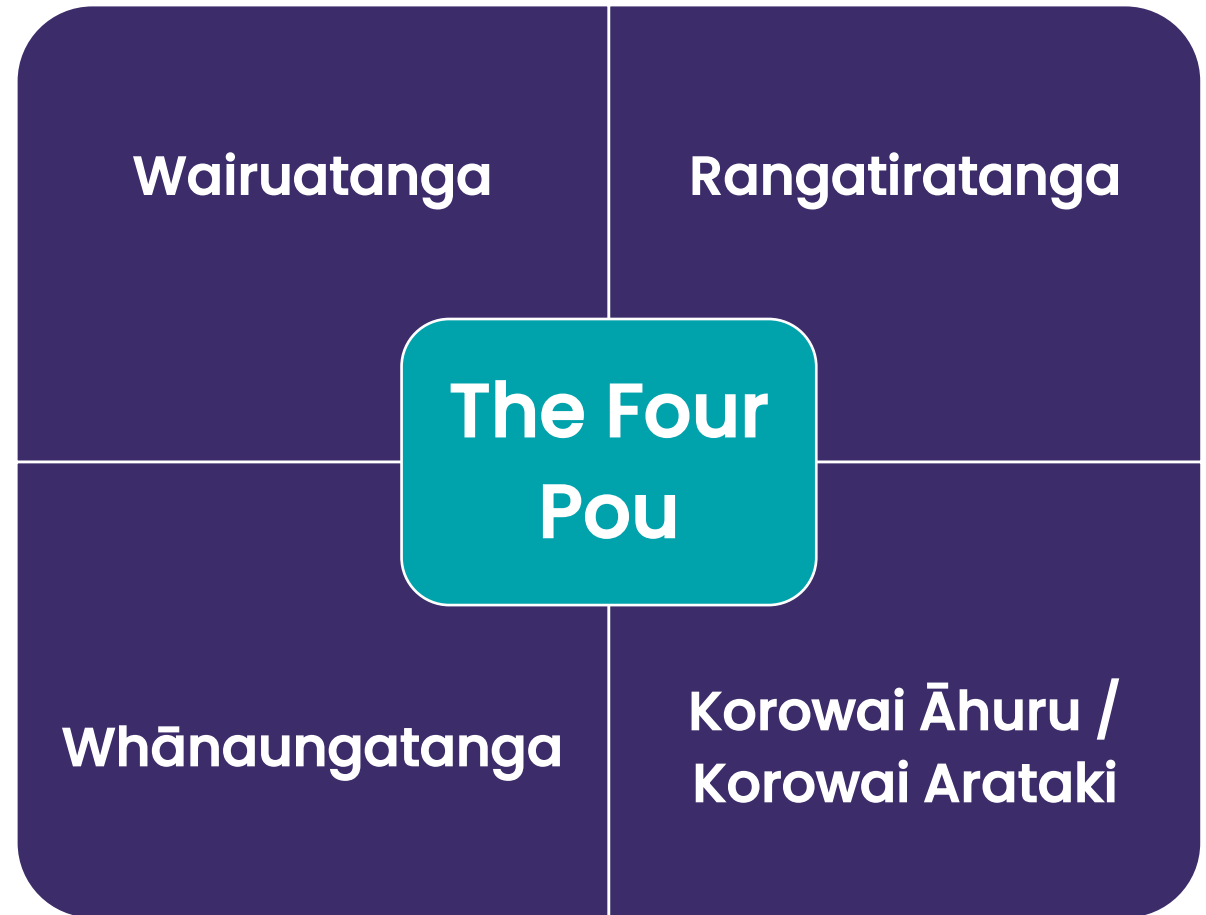
- Invest in our next generation of clinical leaders
- Develop and launch a leadership institute for our health system

# Te Mauri o Rongo The NZ Health Charter

Over the past 18 months we have worked to develop the NZ Health Charter | Te Mauri o Rongo.

Te Mauri o Rongo is a statement of the **values, principles and behaviours** that those working in our health sector will demonstrate in their work, so we have common values and ground to build on.

# The four pou





# What next?

We're just wrapping up a final round of consultation on Te Mauri o Rongo – there's still an opportunity to give feedback on it **by this Friday**, here:

**[haveyoursaynzhealthcharter.co.nz](https://haveyoursaynzhealthcharter.co.nz)**



**Questions?**

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