

21 May 2021

Carmel Rogers

Via email: roryrogs@gmail.com

Tēnā koe Carmel

Official Information Request- OIA 13451 Ethnicity of Mental Health Staff

The Whanganui District Health Board (WDHB) has received a transfer of your request from Ministry of Health on 21 April 2021 under Section 14 of the OIA. You requested the following information:

"Mental health (compulsory assessment and treatment) act 1992 information requested:

1. What is the ethnicity of psychiatrists currently working in DHB psychiatric inpatient units and what is the ethnicity of allied clinical staff working in DHB inpatient psychiatric units?
2. What DHB protocols are there for ensuring Maori clinical staff care for Maori tangata whaiora?"

The Whanganui District Health Board response:

- 1. What is the ethnicity of psychiatrists currently working in DHB psychiatric inpatient units and what is the ethnicity of allied clinical staff working in DHB inpatient psychiatric units?**

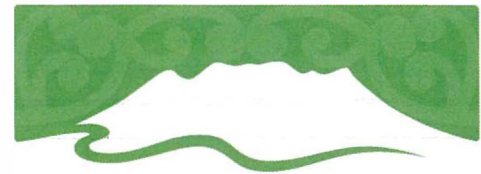
Workforce	Maori	European / NZ European	Other	Unknown
Psychiatrists	0	3	5	1
Allied Health	2	3	1	0

- 2. What DHB protocols are there for ensuring Maori clinical staff care for Maori tangata whaiora?"**

The Royal Australian New Zealand College of Psychiatrists (RANZCP) refer to Tangata Whaiora as the term to describe a person seeking wellbeing, this is the term used in our inpatient ward. In part a crucial deficit nationally is the cohort of qualified tangata whenua in all areas of the health system however this does not excuse us in terms of the services we provide and in real terms the challenge then becomes providing equitable and culturally appropriate care in this modern bi-cultural context.

In our ward one of the context drivers is the notion that "what is good for everyone is not always good for Maori; but what is good for Maori is good for everyone" - Professor Russell Bishop.

We are developing Hui Whaiora as the regular meeting with Tangata Whaiora and their whanau, each tangata whaiora enlists the nurse with whom they work best, their peer support worker, a Haumoana Navigator and their whanau to assist in setting the goals for their admission and for their treatment. This ensures their mana is protected, their voices are heard and they remain central to our care.



WHANGANUI
DISTRICT HEALTH BOARD
Te Poari Hauora o Whanganui

100 Heads Road, Private Bag 3003
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WDHB have assertively recruited and nurtured Maori clinical staff for last several years and in the inpatient unit we pair Maori HCA or RN with tangata wha_iora Maori.

We would love to employ Maori psychiatrists (SMOs) but it takes a long time to grow a psychiatrist and there is a lot of competition for those who have qualified. Sadly, we have not had a Maori applicant for one of our SMO posts in our psychiatric unit.

The WDHB enables staff care for kaimahi Maori through numerous aspects including formal and informal practices, policies, guidelines, ongoing professional development support and access to clinical/cultural supervision for new maori nurses, NETP, NESP within the WDHB rohe called Te Uru Pounamu under the mentorship of the Kaitakitaki clinical WDHB. Cultural/clinical supervision is available to all maori kaimahi through Te Hau Ranga Ora.

Organisation wide cultural confidence, guidance, advice, and safety are areas supported through the WDHB Te Hau Ranga Ora - Maori Health service with guidance from kaumatua.

WDHB Te Hau Ranga Ora - Maori health service also provide Haumoana navigator (Whanau ora navigator's) support as part of the WDHB hospital health care team. Haumoana navigator support work alongside WDHB kaimahi/staff to support and engage with whanau, tangata whaiora during their stay in hospital/services, and to assist with a whanau centred approach to care.

The Haumoana are allocated to area's throughout the hospital/services and work in a pro-active manner alongside all kaimahi/staff, tangata whaiora, patients, whanau through support, advocacy, working with the MDT team and external Iwi health provider's and NGO's. In the Mental Health space the-Haumoana navigator has experience and qualification's in mental health and whanau ora. The Haumoana service provides a 24/7 on-call service and the Haumoana are trained in triage. They will actively come in to support anytime of the day according to the case and need for all services including Mental Health. There are many times that they are contacted to support whanau, tangata whaiora in times of distress and often come in to support after hours with services such as MHAT.

Formal practices include however are not limited to:

- Orientation onboarding powhiri and mihi whakatau tikanga. All new WDHB staff/kaimahi are welcomed through powhiri on their first day and undertake a two day cultural awareness program called Hapai te Hoe which cover's values from a maori world veiwi and how they are put into practice, whanau ora and Te Tiriti o Waitangi from a local perspective with a waka trip on the awa. All existing kaimahi/staff have go through this program.
- He Waka Hourua is the next steps cultural awareness program for staff and is a lead on from Hapai te Hoe which re-visit's values, whanau ora and look's Pro-Equity for Maori.
- Commitment to Pro Equity for Maori.
- Pro Equity report and audit was commissioned. Findings and recommendations in the report were supported by Hauora A Iwi (Maori Relationship Board) and endorsed by Board February 2019.
- Providing access to cultural/clinical supervision and mentoring through Te Uru Pounamu
- Providing access to Maori health leadership pathways through Nga Manukura o Apopo for maori nurses and Public Health leadership for maori kaimahi
- Providing access to union memberships and supports

Formal Te Ao Maori focused guidance includes however are not limited to:

- Maori Tikanga/Cultural Practice Policy - WDHB-2526
- Maori Tikanga/Cultural Practice Guidelines - WDHB-305
- Consultation Policy - WDHB-4947
- Te Uru Pounamu - WDHB - 8042

Formal Organisation and Service focused guidance includes however are not limited to;

- Risk management policy (WDHB)
- Smoke free environment policy (WDHB)
- Dress standards, professional presentation and behaviour policy (WDHB)
- Flight and road transport policy (WDHB)
- Vehicle use policy (WDHB)

- Transportation of service user/tangata whaiora policy (mental health)
- Escorting of Service Users Tanganta Whaiora By Mental Health Staff Working in Stanford House procedure (mental health)
- Te Awhina Visitor Procedure (mental health)

Should you have any further queries about the above information, please contact our OIA co-ordinator Anne Phoenix at anne.phoenix@wdhb.org.nz

Ngā mihi nui



Russell Simpson
Chief Executive