



TE RAU TIPU STRATEGIC LEADERSHIP ROOPŪ

Workforce Development Pathways



- 1 Whaiora & whānau Participation
- 2 Hapū, Iwi and Māori Community Development
- 3 Education & Training Development
- 4 Dedicated Māori CAMHS WD
- 5 Primary Care in Mental Health
- 6 Wider Sectoral Workforce Development
- 7 Mental Health Promotion
- 8 Planning for the Future



Pathway 4

- ‘to expand and extend a qualified, competent, resilient and effective dedicated Māori mental health workforce in NGO/Community and DHB services to support best health outcomes for tangata whaiora and whānau’



Recruitment

STRENGTHS

- Māori control of recruitment processes
- Support from mainstream around the processes
- Relationships at a local, regional, national and Māori

GAPS

- Ratio of trained Māori to meet needs



Recruitment

GAPS

- Ratio of trained Māori to meet needs
- Proactive approaches by existing Māori and non-Māori staff in their roles



Recruitment

SOLUTIONS

- Pre entry to nursing programmes
- Work-based placements
- Work-based training



Pathway 5

- ‘to support early intervention and integrated systems of mental health care for taiohi and taitamariki by increasing the capacity of primary mental health care to support appropriately mental health needs’



Collaboration

- Whanaungatanga/Relationship
- Tikanga/Kawa/Processes and Procedures
- Whakapiri











Anei Ra Te Whānau

Anei ra te whānau o te whare oranga
E tutahi tatou
Kia kaha ra

Ka nui te aroha mo nga mamae nui
Aue
Ma te whakapono tatou
E whiwhi oranga

Kaua e mataku
He rangatira koe
Hapaitia te mauria
Me te wairua

Ka nui te aroha mo nga mamae nui
Aue
Ma te whakapono tatou
E whiwhi oranga