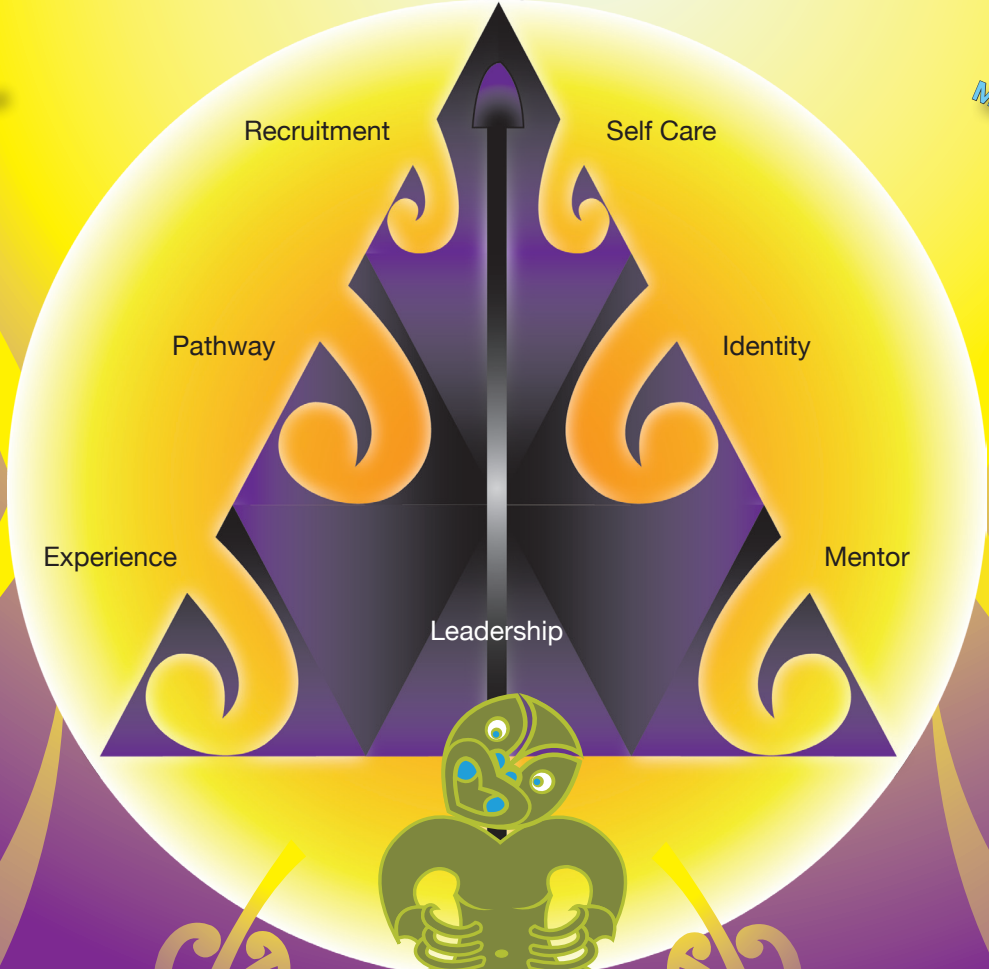


KAIMAHI ORA



KAHUKURA

Kia whakapapa pounamu te moana
kia teretere te kārohirohi e



TE WHATUKURA A REHUA

Manaaki mahau manaaki tangata
haere whakamua



MANUKURA

Whaia te iti Kahurangi
ka tuōhu koe he maungatētei



TE WHATUKURA A RUATAU

Ko au ko koe ko koe ko au



RAUKURA

Mā to rourou mā toku rourou
kia ora ai tātou



TE WHATUKURA A PAOA

Mā te tuakana ka tōtika te teina
mā te teina ka tōtika te tuakana

KAIMAHI ORA

Kaimahi Ora is the name of the MidCentral DHB Māori health workforce development action framework.

Kaimahi Ora refers to workers, and a Māori health workforce, that is thriving. The framework aims to improve the capacity and capability of the current and future Māori health workforce so that our health workers, both individually and collectively, are vibrant and contributing to whānau ora and improved Māori health outcomes.

Our framework encourages and values ownership by iwi/Māori and mainstream stakeholders of Māori health workforce development, while recognising MidCentral District Health Board's role as facilitator and enabler of the Maori health workforce. The actions taken will attempt to meet current Māori health workforce aspirations, while also laying the foundations for longer term development.

NGĀ NGOHE – EVENTS & IMPORTANT DATES

Each year events will be held that bring our workforce together and provide development opportunities in alignment with the framework. The events up to December 2011 are provided here.

MONTH	ACTIVITY	STATUS
August		
31	HWNZ Hauora Scholarships Open	<i>Confirmed</i>
September		
6/7	2 Day Workshop – Rose Pere Self Care and Identity Cost \$100.00 Venue: Palmerston North Convention Centre	<i>Confirmed</i>
November		
22	Morning – Half day Workshop - Tania Hodges Career – Future Vision and Planning Cost \$50.00 Afternoon – Hakari with 10/11 HWNZ scholars	<i>Confirmed</i>
December		
1	HWNZ Hauora Scholarships close	<i>Confirmed</i>

TOHU – DESIGN

The Niho Taniwha is a design that has been chosen to give a pictorial view of Kai Mahi Ora - the Maori health workforce action framework for MidCentral DHB. This design represents focus, achievement and having the strength and resilience to take decisive action toward our goals.

Our design is linked to a range of strategies aligned to local, regional and national activities, namely: He Korowai Oranga, Whakataataka, Oranga Pumau' the MidCentral DHB's Māori Health Action Plan, and Tu Ora' regional Māori Health Action Plan.

The six action areas of the framework are:

- Te Whatukura a Rehua (Self care)
- Te Whatukura a Ruatau (Identity)
- Te Whatukura a Paoa (Mentor)
- Kahukura (Recruitment)
- Manukura (Education pathway)
- Raukura (Work and placement experience)

The triangles depict the inter-linking of workforce development activities and the need to progress each of them while leveraging the synergies available. If one area is underdeveloped the overarching goal becomes difficult to achieve, so we need to approach the strategy in each of the areas in a holistic manner. Overarching these activity areas are the community dreams and aspirations of people and underpinning the framework is the principal of growing leadership in our current and future workforce.

A primary goal is to support opening up options for rangatahi and we are keen to work alongside communities, schools (Māori, and general stream education units) kainga, marae, hapū and iwi environment to promote health as a career pathway with the assistance of all Government funded systems to support Māori who wish to enter into health as a viable career for their future.

This action framework will assist us to focus greater energy into taking action and also supporting actions that enhance the depth and scope of Māori workforce development in the region.

TE WHATUKURA A REHUA – SELF CARE

Manaaki mahau, manaaki tangata, haere whakamua.

Care for one's self in order to care for people moving forward.

Effective self care involves knowing ourselves, how to find our own source of inspiration, how to manage our own wellbeing and taking action on that knowledge within ourselves our whānau and mahi. We need to take good care of ourselves so that we are well, and in turn, are in a strong position to assist others.

TE WHATUKURA A RUATAU – IDENTITY

Ko au ko koe, ko koe ko au.

I am you and you are me.

Ko wai au? Who am I? Is determined by those who have gone before me, I am a product of my kāwai rangatira, my hītori, and my tua kiri. These taonga are interwoven and collectively contribute to my identity. These traits are as important to me as an individual to my success, in my life's journey and setting a platform for future development.

TE WHATUKURA A PAOA – MENTOR

Mā te tuakana ka tōtika te teina,

Mā te teina ka totika te tuakana.

From the older sibling the younger one learns the right way to do things, and from the younger sibling the older one learns to be tolerant.

Supported and facilitated mentoring in a wide range of learning environments in order to contribute to whanaungatanga and excellence in our chosen career pathway.

KAHUKURA – RECRUITMENT

**Kia whakapapa pounamu te moana,
Kia teretere te kārohirohi e.**

Glowing waters, which in turn expresses a wish for bright futures.

In order to grow a thriving workforce we need to create opportunities in our communities for our people to choose health careers.

MANUKURA – EDUCATION PATHWAY

Whaia te iti Kahurangi ka tuōhu koe he maungateitei.

In ones pursuit for excellent, do not be deterred by anything less than a lofty mountain.

Well coordinated and communicated education pathways and plans contribute to our ability to achieve the careers and development that we want for ourselves and our counterparts.

RAUKURA – WORK PLACEMENTS AND WORK EXPERIENCE

Mā to rourou, mā toku rourou ki ora ai tātou.

It is by the contributions and willingness of all to participate that everyone will be satisfied.

Work placements and work experience assist to raise passion and focus of those with an interest in health careers, and build networks and future employment opportunities.