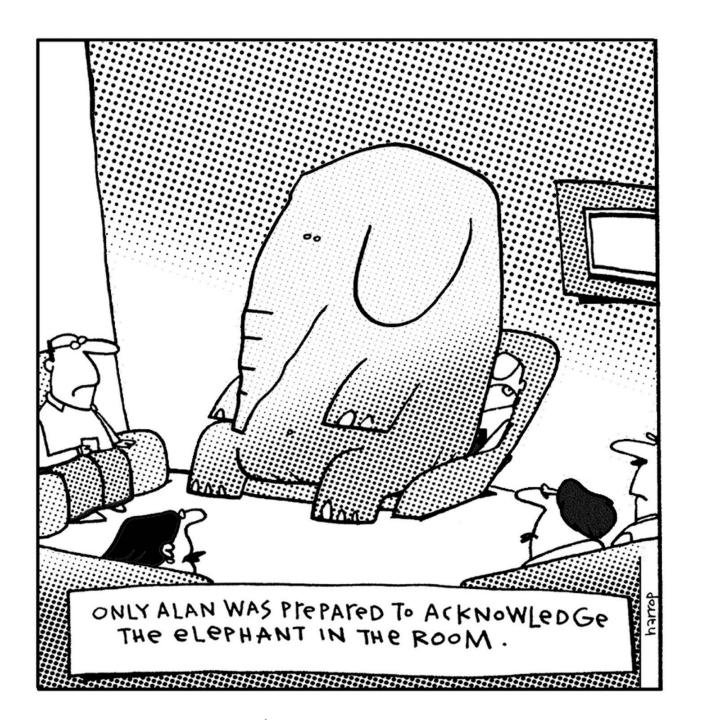
Equitable Care: A call to collective action

Nadine Gray: Chief Nursing Officer Te Aka Whai Ora

Emma Hickson: Chief Nursing Officer Te Whatu Ora



How the new system is set-up......

Minister of Health

Ministry of Health

The Ministry of Health will strengthen its role as the chief steward of the system.

Public Health Agency

The Public Health
Agency and a new
expert advisory
committee on
public health will
be established
within the Ministry
of Health.

Te Whatu Ora

Te Whatu Ora replaces 20 DHBs as the operational lead for health services, undertaking planning and commissioning, monitoring performance and driving innovation.

National Public Health Service

The National Public Health Service, alongside the Public Health Agency, will strengthen health protection and promotion, and improve public health knowledge, research and intelligence, bringing together the 12 existing Public Health Units.

Te Aka Whai Ora

Te Aka Whai Ora drives a focus on hauora Māori in the system, working jointly with the Ministry of Health and Te Whatu Ora to agree strategies, plans and priorities.

lwi Māori Partnership Boards

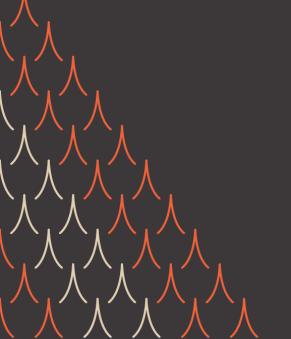
As the tangata whenua partner, IMPBs will be involved in planning at a locality level and ensure the voices of whānau and mātauranga Māori are visible across the health system.

Localities and hospitals

Primary and community care in the future system will be reorganised to serve the communities through Localities. Hospital and specialist services will be planned and managed by Te Whatu Ora as part of a coherent network.

Whakamaua Māori Health Action Plan

2020-2025









Whakamaua: Māori Health Action Plan 2020-2025

Shared responsibility for Māori health and wellbeing

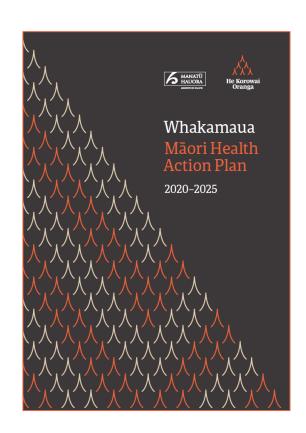
Whakamaua is a whole-of-system action plan to give effect to He Korowai Oranga.

Living document expected to evolve.

Well aligned with the direction of the Health and Disability System Review.

Whakamaua means 'to secure, to grasp, to take hold of, to wear'. It also widely associated with the whakataukī used in this plan.

'Ko te pae tawhiti, whāia kia tata. Ko te pae tata, whakamaua kia tīna – Seek out the distant horizons, while cherishing those achievements at hand.'



Equity lives within our Treaty framework

The Ministry's definition of equity is:

In Aotearoa New Zealand, people have differences in health that are not only avoidable but unfair and unjust. Equity recognises different people with different levels of advantage require different approaches and resources to get equitable health outcomes.

This definition of equity was signed-off by Director-General of Health, Dr Ashley Bloomfield, in March 2019.

Equity is both inherent to Article 3 and an important Treaty principle.



Māori health inequities cost Aotearoa over \$1.034 billion per year. The majority of this cost is borne by Māori families and society. In some areas, the health system actually saves money because Māori receive significantly less care – for example, we found Māori had 774,331 "missing" GP visits each year.

Reducing health inequities offers significant economic benefits. In an environment where actions to fix health inequities are sometimes viewed as beyond our financial means, we demonstrate that "the cost of doing nothing" is itself a very expensive choice.



FIGURE 1: BARRIERS TO SEEKING HELP FOR WHĀNAU

"Communication is an inhibitor to effective access of services and needs addressing for patients and their whānau to receive timely and quality care..."

PATIENT-CENTERED CARE



How does this impact our patients and us?

Discouraging media landscape

The media coverage about the nursing profession continues to be overwhelmingly discouraging, and is generally delivered with a national lens, rather than regionally specific.

Key themes include:

- Countrywide shortage of nurses and therefore burnout of existing, overworked workforce
- Dissatisfaction around pay
- Unpaid clinical placements alongside full-time study with no compensation for expenses

Local aged care facilities speak up on lack of nurses

GPs and hospital EDs struggling to cope with patient numbers

Paddy Gower Has Issues: Why are student nurses required to work for free and is it making staff shortages worse?

PM: 'We've been aware of the global shortage of nursing staff'

NEW ZEALAND / POLITICS

Concerns Australian recruitment drive will deplete NZ nurses

Higher wages luring thousands of nurses to Australia as New Zealand battles major shortage

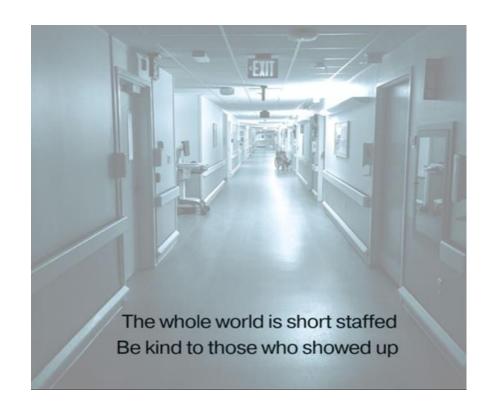
Kiwi nurse exposes hospital conditions that prompted her move to Australia



He aha te mea nui o te ao He tangata, He tangata, He tangata

As important and helpful as structures might be it's what happens within them that makes the difference.

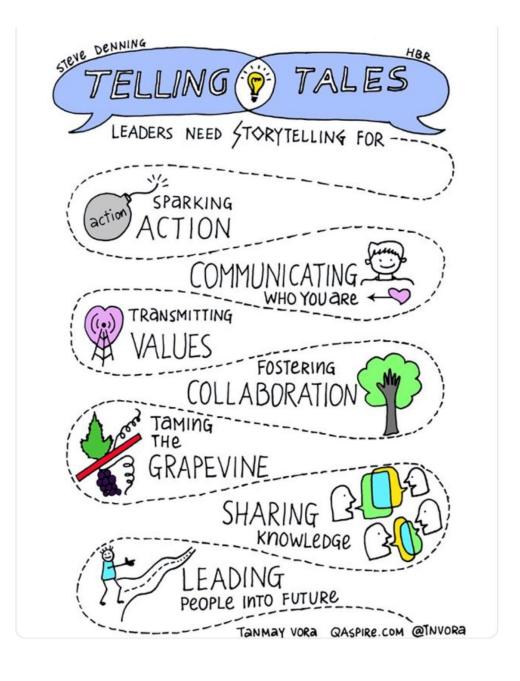
He Tangata





What leadership response is needed to address the challenges?

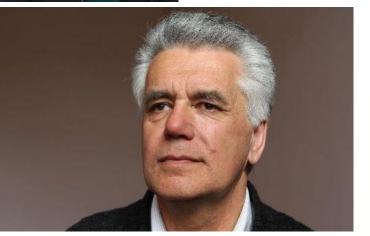
Lead with Influence

















Being a leader of change means challenging the status quo.

This can be tough.

People have a "status quo bias".

The more we are invested in something, the harder it is to abandon it.



Ngā mihi nui

Te Aka Whai Ora Māori Health Authority

Te Whatu Ora
Health New Zealand