

Ngā Pou Mana Tangata Whenua Governance Induction Pack

1. Nga Pou Mana Overview

What is Ngā Pou Mana

Ngā Pou Mana is the only established membership based National tangata whenua allied health workforce organisation in Aotearoa New Zealand. NPM are the lead advisors to government on Māori issues that involve the allied health workforce and services. NPM are the largest and primary conduit to the Māori allied health workforce and provide unique support, training, networks and advice to the sector from a tangata whenua perspective.

With our members, we share our resources and expertise through wānanga, collaboration and stakeholder relationships, and we are committed to providing opportunities for our members to learn and grow.

The organisation is an umbrella to the various allied health groups that are both regulated, self-regulated, non-regulated, legislated and the emerging workforces.

Ngā Pou Mana – Tohu

Our tohu comprises of the pou figure intended to emphasise the mana of our organisation within the context of the wider community and our relationships with other allied health workforce rōpū, that is, true, steadfast, tall and proud. It also represents our stability through the experience, knowledge and credibility of our members and our stakeholders.

The three pou symbolise the journey from each of the three baskets of knowledge, acknowledging that through the ups and downs of our journey as an organisation, there is great enlightenment to be explored and found for the greater good of our communities and whānau. They also symbolise the values that underpin NPM of TIKA, PONO and AROHA.

The manāia figure represents kaitiakitanga. In the context of the rōpū, NPM essentially acts as a kaitiaki of the wider community through the various allied health kaimahi and their respective kaupapa.

A manāia figure is wrapped around each pou, as they come together as one organic form – further emphasising the strength of each of these elements combined being a force for transformative change.

The four niho have been used to represent the four parts of the whare – hinengaro, tīnana, wairua, and whānau, recognising that it is whānau that ultimately hold the key to improving health and wellbeing.

What is Tangata Whenua Allied Health?

TANGATA WHENUA – refers to the Indigenous Māori of Aotearoa “people born from the land where the people’s ancestors have lived”.

ALLIED HEALTH – in the context of NPM refers to:

“the broad range of therapies, rongoā, scientific and technical workforce, researchers, teachers and students - both regulated, self-regulated, non-regulated, legislated and emerging workforces, and those that have a mātauranga Māori or kaupapa Māori foundational approach to hauora”

Why do Tangata Whenua need membership representation?

NPM were established in 2007 to provide a voice for the Māori allied health workforce on a national level.

Māori only comprise of 1-5% of the allied health workforce for the majority of the kaimahi that are represented - and often report feeling isolated, unsupported, undervalued and fearful when challenged by institutional racism, discrimination and lack of cultural safety and support.

Due to low numbers of Māori in the allied health workforce kaimahi lack advocates in decision making positions of power - and this is reflected in the uneven distribution of resources that are crucial for developing and delivering health systems and services that will address health inequities.

NPM believe that by growing tangata whenua allied health workforce, and providing opportunities to foster and increase Māori leadership capacity and capability – we can provide a significant contribution to hauora Māori.

What have we achieved?

NPM have established yearly scholarships in collaboration with PHARMAC that are provided to kaimahi Māori that are in study - or to those that have had a positive impact on whānau, hapū and iwi.

NPM membership has grown five-fold in just two years – from 120 members to over 700 members in June 2019.

NPM have created opportunities for 21 students and professionals to attend an International Indigenous allied health forum and student challenge in Sydney, Australia in 2018.

NPM has provided a total of six FREE wānanga, two FREE Hui ā Tau and professional development opportunities for over 240 members in the last two years.

NPM have created strong relationships with key stakeholders to continue to provide opportunities for Māori allied health workforce development.

What do we do?

- Māori leadership and advancement training
- Peer and group support, supervision, mentoring, networking and advice
- Cultural training and development
- Policy advice
- Workforce development
- Advancing knowledge of mātauranga Māori

How does Ngā Pou Mana contribute to improving Māori Health and wellbeing?

- By nurturing and growing today and tomorrow's Māori allied health leaders
- By advocating for Māori to have more say in decision making processes at all levels and sectors

- By ensuring that Māori ways of doing and being are incorporated into services – culturally appropriate and relevant
- By providing a supportive network for Māori allied health kaimahi

2. Executive Committee/Te Roopū Whakahaere

Te Roopū whakahaere positions are decided and elected at the Annual General Meeting of Ngā Pou Mana each year.

Ngā Pou Mana can have 5-9 executive committee members at any one time. Members on the committee should be mainly made up of TANGATA WHENUA ALLIED HEALTH MEMBERS, however others can be co-opted onto the committee at any time if it is in the best interest of the Association.

Ngā Pou Mana expect each member to find themselves a tikanga advisor/kuia/kaumatua to be their mentor/guide to help support the role as a Ngā Pou Mana decision maker around tikanga and kaupapa Māori processes. If the member cannot find a mentor/guide, Ngā Pou Mana will ensure each member has someone they can go to “hei tuara mōu”.

3. Payment

The executive committee role is not a paid role, it is voluntary. However, Ngā Pou Mana will cover all costs related to the activities you attend with Ngā Pou Mana. This includes covering all travel, accommodation, kai, or any other reasonable expenses that you incur while completing Ngā Pou Mana mahi.

It is also likely that you will get opportunities to attend conferences, symposiums, wānanga and other training opportunities at the expense of Ngā Pou Mana. This includes professional development opportunities for governance and the recognition on your CV of your ability to help support the management and governance of a National Organisation.

4. Skills Requirements

All members should have the following skills:

- Awareness of social, health and strategic issues
- Ability to engage in conversations representative of a Māori world view or kaupapa Māori approaches.
- Good written and oral communication skills
- Ability to contribute constructively and knowledgeably to discussions and debates.
- Ability to work collectively
- Ability to uphold values of Tika, Pono and Aroha. In the most basic sense this will mean you will provide honest and transparent communication, you will try to do your role to the best of your ability – you show up, and you will show respect and aroha for the other members, stakeholders and others that you associate with.

The Executive Committee have a role for a Treasurer, Secretary and Co-Chairs. It is advantageous if you have had previous experience or have knowledge in any of these areas.

5. Functions and Objectives

Each member will be assigned to a subcommittee (Mana Rangatira, Mana Māori, Mana Whakatipu) dependant on need, interests, skills and knowledge.

It is the responsibility of each sub-committee to set goals/activities for each year, monitor and evaluate progress against goals and budgets.

The strategic plan provides the framework for what Ngā Pou Mana want to achieve from 2019-2024 and should be your guide and reference for what you should be aiming for.

Ngā Pou Mana use logic models to determine the steps and activities that will need to be undertaken. Training will be provided to ensure you understand how they can be used effectively for your planning.

6. Conflicts of Interest

Ngā Pou Mana executive committee members must declare their conflicts of interest (current or potential). An overview of what this means will be provided.

7. Appointment Term

The Ngā Pou Mana executive committee term will be 3 years. This has been changed from an annual term as we realised that it takes time to learn about the role of governance. Often people are just finding their feet after one year if they are new to governance.

At the end of the 3-year term, members will need to re-apply for a position or they can choose to step down from the Executive Committee.

8. Time Involvement

All executive committee members are expected to attend ALL quarterly meetings (4 national meetings per year). This is a commitment of 4 weekends per year (Friday afternoon to Sunday noon).

You are expected to attend one Zoom (videoconference hui) meeting per month with the whole executive team (approx. 2 hours), and one Zoom (videoconference hui) meeting per month with your individual sub-committee (approx. 2 hours).

It is also expected that you will need to dedicate at least 4 hours per month to Ngā Pou Mana mahi on top of the meeting times.

That's a total of:

- 4 x weekends per year for our national executive meetings
- 2 x Zoom Hui meetings per month (4 hours)
- 4 hours per month completing Ngā Pou Mana mahi

This is the minimum expectation and requirement per month for the kaupapa. If you are not able to commit to this, then we ask that you reconsider if you are the right person to apply for this role.

If a member does not show up or contribute to 2 or more meetings in a row. You may be asked by the Executive Committee to step down from your position if it is in the best interest of the kaupapa.