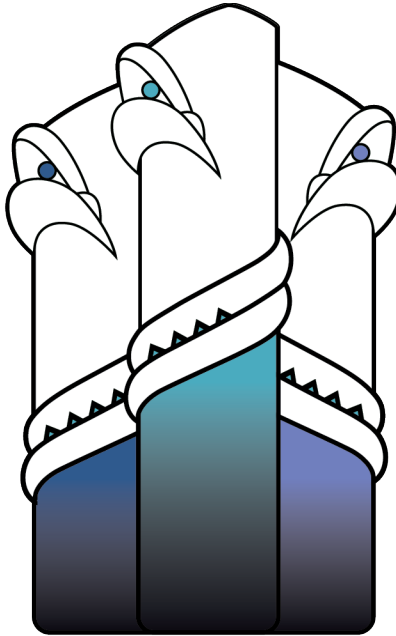


The Constitution of Ngā Pou Mana Tangata Whenua Allied Health Incorporated



NGĀ POU MANA

The Constitution of Ngā Pou Mana Tangata Whenua Allied Health Incorporated

Ngā Pou Mana Tangata Whenua Allied Health Incorporated is a formal grouping of representatives of Māori health professional organisations and groups who have come together in the furtherance of the objects set out below. The representatives retain their autonomy and ability to act independently. This constitution represents the way in which the representatives wish to conduct their affairs when they come together as a forum.

Rule 1. Name

The name of the association is “Ngā Pou Mana Tangata Whenua Allied Health Incorporated” hereinafter referred to as “the Association.”

Rule 2. Purpose of the Association

To be a collective body of Tangata Whenua Allied Health leaders advancing hauora Māori within a kaupapa Māori framework.

Rule 3. Registered Office

The registered office of the Association shall be in such a place, as the Committee shall from time to time determine. Due notice of every change of the place of the registered office shall be given to the Registrar of Incorporated Societies.

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Rule 4. Definitions and Interpretations

4.1 In this Constitution, unless the context requires otherwise:

The Association shall mean “Ngā Pou Mana Tangata Whenua Allied Health Incorporated.”

The Committee shall mean the Executive Committee of the Association in accordance with Rule 13 of this Constitution.

The Executive Officers shall consist of Chair(s), Secretary and Treasurer.

The Financial Year of the Association shall be from the 1st day of July in one year to the 30th day of June in the next year, or as may be determined by the Committee from time to time.

The Annual Report shall mean the annual report of the Committee in accordance with Rule 15.5 of this Constitution.

Hui shall mean any meeting convened that is required to be conducted kanohi ki te kanohi, by voice or by video medium.

Annual Meeting shall mean the annual meeting of the Association held each year in accordance with Rule 8 of this Constitution.

Special Meeting shall mean any meeting of the Association held in accordance with Rule 9 of this Constitution.

Tangata Whenua Allied Health shall mean 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.

(see Appendix 1 for a list of kaimahi included in the Association’s membership. This list is not conclusive. Any Tangata Whenua Allied Health workforce not listed can apply to be added with the Committee’s approval).

Tangata Whenua Allied Health Organisation means any division or section of a given organisation that operates according to a defined kaupapa Māori framework and represents Māori members of an Tangata Whenua Allied Health workforce, whether that group operates as a defined, autonomous organisation or as a sub-group of the professional organisation.

Tangata Whenua Allied Health Kaimahi shall mean any individual who is a Tangata Whenua Allied Health kaimahi as described in Appendix 1, 2 and 3 who is Tangata Whenua.

Tangata Whenua Allied Health Member

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Tangata Whenua Allied Health Member means any individual who is a (paid or voluntary) Māori Allied Health Kaimahi, researcher, student, technician or assistant, and who applies to be a member of the Association as an individual as determined by the Committee (see Appendix 1 for roles that are considered for Tangata Whenua Allied Health membership).

Tangata Whenua Associate Member

Tangata Whenua Associate Member means any individual who is Tangata Whenua, who has an interest in Ngā Pou Mana, and advancing the health and wellbeing of te iwi Māori, who applies to be a member of the Association as an individual, and their current mahi or study is not categorised as Allied Health as per Appendix 1”.

Ngā Taura Here – Affiliate Member

Ngā Taura Here – Affiliate Member means any organisation, association, or institution who wish to register their kaimahi Māori as a group/roopū on the behalf of their organisation, association, or institution.

The values and objectives of the organisation, association, or institution should align with Ngā Pou Mana, or there should be a clear link to common purposes and goals.

Tangata Whenua shall mean the indigenous Māori people of New Zealand and in this context can also be defined as “people of the land or people born of the whenua”.

Te Tiriti o Waitangi and any reference to The Treaty of Waitangi, shall mean the Māori text of Te Tiriti o Waitangi and all four articles associated with the Māori translation.

Decision-Making Member means any member of the Association having the right to participate in decision-making processes (Tangata Whenua Allied Health Members).

Special Meeting shall mean any meeting of the Association held in accordance with Rule 9 of this Constitution.

Rules shall mean the current rules that comprise this Constitution.

4.2 In the construction of this Constitution, unless the context requires otherwise:

4.2.1 ..a reference to “Decision-Making Members” is a reference to Tangata Whenua Allied Health Members of the Association;

4.2.2 ..a reference to “Non-Decision-Making Members” is a reference to Tangata Whenua Associate Members, or Ngā Taura Here members, of the Association;

4.2.3 ..a reference to an enactment is a reference to that enactment as amended, or to any enactment that has been substituted for that enactment;

4.2.4 ..headings appear as a matter of convenience and shall not affect the construction of this Constitution; and

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4.2.5 ...a reference to one gender shall include all genders.

Rule 5. Objects

The objects of the Association are:

5.1 Te Tiriti o Waitangi

- 5.1.1 To give effect to Te Tiriti o Waitangi and the obligations thereby created in respect of the health of Māori people;
- 5.1.2 To act in a manner consistent with Te Tiriti o Waitangi;
- 5.1.3 To recognise and promote health as a taonga whose protection is guaranteed in Te Tiriti o Waitangi;

5.2 Māori Health

- 5.2.1 To improve whānau, hapū and iwi hauora;
- 5.2.2 To improve access of whānau, hapū and iwi to effective Māori led allied health professional services;

5.3 Interprofessional Māori Health Collective

- 5.3.1 For Tino Rangatiratanga, Tikanga, Mana, Whanaungatanga and Manaakitanga of Tangata Whenua Allied Health kaimahi;
- 5.3.2 To provide a forum to discuss Tangata Whenua Allied Health kaimahi issues within and between professions;
- 5.3.3 To share resources, information and experience;
- 5.3.4 To be the collective voice for Tangata Whenua Allied Health kaimahi;
- 5.3.5 To monitor Māori participation in Allied Health professions;
- 5.3.6 To increase Māori participation in Allied Health professions through workforce development;
- 5.3.7 To develop reciprocal relationships with health sector, education sector, governmental stakeholders, registration bodies and professional associations; and
- 5.3.8 To provide advice to Minister(s) and Ministries to progress objects of the Association.

Rule 6. Powers of Association

- 6.1 To further its objectives, the Association may exercise and perform all or any of the powers of a natural person, including without limitation, the following powers:
 - 6.1.1 To raise funds by levies, subscription, fees, and sponsorship as may be agreed by the Association, and to accept donations or grants;
 - 6.1.2 To borrow, raise or invest on such terms as may be thought fit;
 - 6.1.3 To record, print and publish such material as the Committee agrees by consensus for the promotion of the objects of the Association;
 - 6.1.4 To affiliate with any society, body or association having similar objects to those of the

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- Association;
- 6.1.5 To purchase, lease, hire or otherwise acquire any real or personal property;
 - 6.1.6 To sell, let, mortgage or otherwise dispose of or deal with any of the property or assets of the Association;
 - 6.1.7 To construct, maintain or alter any building or property;
 - 6.1.8 To employ, retain, or engage people;
 - 6.1.9 To enter into any reasonable arrangement with any government or other body; and .
 - 6.1.10 To do such things that match aims and objectives of the Association.

Rule 7. Membership of Association

7.1 Founding Members

7.1.1 As at the date of the adoption of this Constitution and until either the inaugural Annual Meeting, or until a Special Meeting is held for the purpose of an election, the members as follows shall comprise the Founding Members of the Association: Cathrine Waetford; Kate Haswell; Cynthia Otene; Ema Moore; Margaret Morice; Violet Woolf; Lynda Kirkman; Karen Rasmussen; Cherie Tuapiki; Tangata Whenua Social Workers Association Ohoimarangi Trust; and Ngaa Kaitiaki o Te Puna Rongoaa o Aotearoa, The Maaori Pharmacists Association Incorporated.

7.2 Application and Duration of Membership

- 7.2.1 Any Tangata Whenua Allied Health kaimahi can apply to become an Tangata Whenua Allied Health Member of the Association provided that they meet the definition of an Tangata Whenua Allied Health Member in Rule 4. Each applicant shall be notified whether or not the application has been accepted.
- 7.2.2 Any individual who is Tangata Whenua, who has an interest in Ngā Pou Mana, and advancing the health and wellbeing of te iwi Māori, and is not categorised as Allied Health as per Appendix 1 can apply to become an Tangata Whenua Associate Member of the Association provided that they meet the definition of an Tangata Whenua Associate Member in Rule 4.
- 7.2.3 Any Tangata Whenua Allied Health organisation can apply to become an Ngā Taura Here Member of the Association provided that they meet the definition of an Affiliate Member in Rule 4.
- 7.2.4 Any member of an Ngā Taura Here Member organisation shall be deemed to be an Tangata Whenua Allied Health Member provided that the organisation meets the definition of an Affiliate Member in Rule 4 and provided that the Affiliate Member permits automatic collective membership in the Association.
- 7.2.5 Applications for membership shall be made at any Annual Meeting or Special Meeting of the Association.
- 7.2.6 The number of Ngā Taura Here Member Representatives attending any Annual Meeting or Special Meeting is not limited.

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- 7.2.7 Agreement on membership policy and action by the Association on the subject of membership will be achieved by kanohi ki te kanohi discussion.
- 7.2.8 Membership shall take effect from the date of that member's acceptance to the Association by the Committee.

7.3 Obligation of Membership

- 7.3.1 Each member shall undertake to act in accordance with this Constitution.
- 7.3.2 The policies of the Association shall be determined from time to time by the Committee as allowed in accordance with Rule 15.8 of this Constitution.
- 7.3.3 Policies will be recorded in writing and communicated to the members.
- 7.3.4 Each member shall undertake to act in accordance with these policies.

7.4 Register of Membership

- 7.4.1 The Association will keep a register of its members containing the names, addresses, occupation and, where applicable, registration numbers of those members, and the date on which they became members provided that the Ngā Taura Here Member permits the sharing of all or some of that information.
- 7.4.2 A register of Ngā Taura Here Member Representatives will be kept by the Secretary or delegated member representative.

7.5. Termination of Membership

- 7.5.1 Ngā Taura Here Member Representatives may immediately resign from the Association by giving notice in writing to the Secretary to that effect.
- 7.5.2 No Member that does resign will be entitled to a refund of any putea paid by them and/or waiver of any monies owing by them.
- 7.5.3 If any member fails to comply with the Rules of the Association or its policies, or acts in a manner that is harmful to the Association, that member may be expelled from the Association in its absolute discretion. The member concerned must be given an opportunity to be heard at an Annual or Special Meeting of the Association considering such expulsion.

7.6. Readmission

Any Member who has resigned from the Association may apply for re-admission to the Association at any Annual Meeting or Special Meeting of the Association

Rule 8. Annual Meetings

An Annual Meeting of the Association shall be held in each calendar year and not more than fifteen months after the previous Annual Meeting and at such meeting the following business shall be transacted:

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- 8.1 Receive and consider the Annual Report together with the report of any duly constituted sub-committee of the Association.
- 8.2 The appointment of the Executive Officers and other Committee members.
- 8.3 The consideration of any business, forwarded to the Secretary, which has been notified by circulation of an agenda of the Annual Meeting, at least two weeks prior to the Annual Meeting.
- 8.4 Consideration of any matters of urgency that have not previously been notified.

Rule 9. Special Meetings

- 9.1 A Special Meeting of the Association may be held at any such time that the Committee, by resolution, may appoint. It shall also be competent for ten percent of the members to sign a written request to the Secretary to convene a Special Meeting.
- 9.2 The Secretary shall call a Special Meeting within six weeks of receiving a request for a Special Meeting. The first business to be dealt with at such meeting shall be limited to the matters stated in the request and/or notice of such meeting.

Rule 10. Agenda and Notice of Meetings

- 10.1 Notices of all Annual and Special Meetings of the Association shall be given to all members in writing at least two weeks before the meeting.
- 10.2 Any business which a member wishes to have put on the agenda of an Annual Meeting must be by notice to the Secretary at least three weeks prior to the scheduled date for that actual meeting.
- 10.3 Any business which a member wishes to have put on the agenda of a Special Meeting must be by notice to the Secretary at least one week prior to the scheduled date for that actual meeting.
- 10.4 Such notice of all Annual and Special Meetings will state the time, date, place and business of the meeting.
- 10.5 Notice of a Special Meeting will, in addition to the above, include the reason for the calling of the meeting.

Rule 11. Procedures at Meetings and Decision Making Processes

- 11.1 The quorum for Annual and Special Meetings of the Association shall consist of not less than a total of seven members for an Annual Meeting and Special Meeting. A quorum may only be constituted by members present, not members appearing in proxy.

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- 11.2** Meetings will be chaired by the Chairperson appointed for that meeting.
- 11.3** The Chairperson shall be chosen by consensus of the Executive Officers, and shall be by notice on the agenda.
- 11.4** All decisions of the Association shall be made by consensus, consistent with the customary practice of whakawhitiwhiti kōrero, and having regard to constitutional and kaupapa obligations of the Association. If the Hui cannot reach consensus after full discussion of the issue, then the chairperson of the Hui will ask the meeting to accept the view of the majority in the best interests of the Association.
- 11.5** Those who do not agree with the majority decision may have their objections included in any minutes recorded for the Hui at their request.
- 11.6** The instrument of appointment of a proxy may be in a form advertised or similar form. Provided that the appointment is in writing under the hand of the Appointer and has been witnessed, a proxy form shall be delivered into the hands of the Secretary prior to the commencement of the Annual or Special Meeting.
- 11.7** A declaration by the Chairperson of any meeting to the effect that any resolution submitted at such a meeting has been carried or been carried by consensus or majority, or lost, and an entry to that effect in the Minute Book of the Association shall be conclusive evidence of the fact without proof of the number of votes recorded in favour of or against the resolution.
- 11.8** The casting of votes by electronic means may be necessary from time to time and the Committee shall determine and publish the mechanism of such a ballot at that time and the result shall be binding.

Rule 12. Transitional Provisions for Founding Members

- 12.1** As at the date of the adoption of this Constitution and until a Committee has been duly elected in accordance with Rule 13 of this Constitution, at either the inaugural Annual Meeting or a Special Meeting called for the purpose of an election, the Committee shall comprise the Founding Members as specified in Rule 7.1 of this Constitution. Thereafter the composition of the Committee shall be as specified in Rule 13 of this Constitution.
- 12.2** The Founding Members while holding office as the Committee shall manage and control the affairs of the Association and may exercise all powers and do all acts and things in the furtherance of the aims and objectives of the Association which may be exercised or done by the Association and which are not expressly directed or required to be exercised by it in Annual Meetings or Special Meetings.
- 12.3** The Founding Members while holding office as the Committee shall comply with the Rules of this Constitution that prescribe the procedures, obligations and duties of the Committee as if they were the duly elected Committee.

Rule 13. The Committee

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- 13.1 The Executive Committee will be guided by the Committee members Tikanga Mentors.
- 13.2 The Executive Committee shall consist of at least five Tangata Whenua Allied Health Members, including the Chair(s) and one student representative.
- 13.3 The total number of Committee Members (Tangata Whenua Allied Health, and Tangata Whenua Associate members) shall not exceed nine at the time of the annual meeting.
- 13.4 An Tangata Whenua Associate Member may be voted on to the Committee if it is deemed that this Tangata Whenua Associate Member's contribution to the Committee will be of added benefit to the Association.
- 13.5 An Tangata Whenua Associate Member shall not be eligible to hold the position of Chair.
- 13.6 Tangata Whenua Associate Members may not be a majority of the Committee
- 13.7 The Committee has authority to appoint/second other Committee Member(s) as/when required for specific duties.
- 13.8 Nominations for positions on the Committee (Chair(s), Treasurer, Secretary and Executive Committee Member(s)) shall be called for at an Annual Meeting or Special meeting.
- 13.9 The Executive Committee shall be voted to their positions as Chair(s), Secretary, Treasurer or Executive Committee Members at an Annual General Meeting or at a Special Meeting
- 13.10 No person shall be elected to the Committee unless that person is present at the Annual General Meeting or Special Meeting at which they are to be elected, or has previously signified in writing their willingness to accept nomination. All nominations for office on the Committee shall be called for from the floor before elections proceed.
- 13.11 The Committee shall have power to fill any vacancy in its elected members and the person or persons so appointed shall retire at the next Annual Meeting of the Association, but shall be eligible for election.
- 13.12 The tenure of office of all members of the Committee shall be from the date of election till the appointment of their successor.

Rule 14. Office Bearers

- 14.1 A Chair or Chairs who is/are Tangata Whenua Allied Health Member(s), will be elected at an Annual General Meeting.
- 14.2 A Secretary, who is an Tangata Whenua Allied Health/Tangata Whenua Associate Member, will be elected at an Annual General Meeting.
- 14.3 A Treasurer, who is an Tangata Whenua Allied Health/Tangata Whenua Associate Member, will be elected at an Annual General Meeting.
- 14.4 A member(s) of the Committee will be elected at an Annual General Meeting, the number of which is stipulated in Rule 13.
- 14.5 Terms of office are for three years for the Committee.
- 14.6 Other office bearer positions and terms of office may be instituted as deemed necessary at Annual General Meeting or Special Meeting.

Rule 15. Duties and Powers of Office Bearers

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- 15.1 The Chair(s) will convene Annual General Meeting and Special Meeting(s) but may delegate responsibility to another representative.
- 15.2 The Chair(s) will be the Association's spokesperson(s) but may delegate to another representative.
- 15.3 The Chair(s) will seek the consensus, of all Office Bearers and where possible that of Ngā Taura Here Member Representatives, for statements made on behalf of the Association.
- 15.4 The Chair(s) will be the sole signatory(ies) to correspondence sent on behalf of the Association with the use of the official letterhead or on any other means of communication sent under the auspices of the Association.
- 15.5 The Chair(s) must after the end of each Financial Year, cause to be prepared an Annual Report on the affairs of the Association during the accounting period ending at the end of that Financial Year which includes a financial overview and a statement of financial position. Upon completion, the Annual Report must be presented at the Annual Meeting of the Association.
- 15.5 The Secretary will receive all communications sent to the Association will distribute copy to the Chair(s) and table these communications at Annual General Meeting and Special Meeting(s) when necessary.
- 15.6 The Secretary will maintain records including the Constitution of the Association, the minutes of Annual General Meeting and Special Meeting(s), documents produced by the Association, and communications received and sent on behalf of the Association.
- 15.7 The Treasurer will maintain true and proper accounts of monies received and expended by the Association and will report monthly to Executive Committee.
- 15.8 Subject to the directions of the Association as a result of its Annual or Special Meetings, the policies of the Association, and the management and control of its affairs, shall be determined by and vested in the Committee, which may exercise all powers and commit all acts in the furtherance of the exclusive aims and objectives of the Association which may be exercised or done by the Association and which are not expressly directed or required to be exercised by it in Annual and Special Meetings.

Rule 16. Disclosure of Interests

- 16.1 A Committee member will be interested in a transaction to which the Association is a party if the member:
 - 16.1.1 ..is a party to, or will derive a material financial benefit from that transaction;
 - 16.1.2 ..has a material financial interest in another party to the transaction;
 - 16.1.3 ..is a director, officer or trustee of another party to, or person who will or may derive a material financial benefit from the transaction, not being a party that is wholly owned by the Association;
 - 16.1.4 ..is the parent, child, spouse or sibling of another party to, or person who will or may derive a material financial benefit from the transaction;
 - 16.1.5 ..is otherwise directly or indirectly interested in the transaction.

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- 16.2** Committee members must disclose interests including other board memberships, directorships, trusteeships and company interests to the Committee. The Committee must keep a register which records in writing the particulars of any interests that the Committee members hold.
- 16.3** A Committee member must forthwith after becoming aware of the fact that they are interested in a transaction or proposed transaction with the Association, cause to be entered in the interests register and disclose to their co-members at a Meeting of the Committee:
- 16.3.1 ..if the monetary value of the member's interest is able to be quantified, the nature and the monetary value of that interest; or
 - 16.3.2 ..if the monetary value of the member's interest cannot be quantified, the nature and extent of that interest.
 - 16.3.3 A disclosure of interest by a member shall be recorded in the minute book of the Association.
- 16.4** No member of the Committee or any sub-committee shall vote on matters dealing with the allocation of the Association's funds, opportunities and/or resources, and/or the entry by the Association into contracts and arrangements with third parties, where the member is interested as defined in Rule 16.1 of this Constitution.

Rule 17. Common Seal

The Secretary of the Association shall keep the common seal of the Association in safe custody and its use requires a majority agreement of the Committee.

Rule 18. Duties of Ngā Taura Here Member Representatives

- 18.1 Ngā Taura Here Member Representatives will attend Annual General Meeting and Special Meeting(s) or provide a written response to agenda items that will require a decision to be made at the hui if an Ngā Taura Here Member Representative or alternative delegate is unable to attend.
- 18.2 All Ngā Taura Here Member Representatives must have a copy of the Constitution and abide by the rules therein.

Rule 19. Finances

- 19.1 The income of the Association will be applied solely towards the promotion of the objects of the association and cannot be used for the personal benefit of members.
- 19.2 All monies received on account of the Association will be paid promptly into the banking account/s of the Association.
- 19.3 Receipts, Treasurer will issue a receipt for all monies received.
- 19.4 All accounts must be approved by the Committee prior to payment.

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- 19.5 All cheques or electronic transfers drawn on bank account/s of the Association will be signed or authorised by a Chair and one other Office Bearer or duly authorised member of the Committee, with the exception of the Treasurer.
- 19.6 An audit of the financial accounts of the Association will be carried out at least once every five years by auditor agreed at the Annual General Meeting or at discretion of the Committee, or at immediate request of at least two members of the Committee.
- 19.7 Auditor; each year the Committee may unanimously vote NOT to appoint an auditor.
- 19.8 Auditor; committee can vote to appoint an auditor at any stage and approve the expenditure of any costs involved with such audit.
- 19.9 Subscriptions and/or levies may be set from time to time by consensus and will be achieved at the Annual General Meeting.

Rule 20. Income and Property

The income and property of the Association shall be applied solely towards the promotion of the objects of the Association.

Rule 21. Indemnity

The members of the Committee shall be indemnified by the Association for all losses and expenses incurred by them in the discharge of their respective duties except those that occur from their own respective wilful default.

Rule 22. Limitation on Liability

No member of the Committee, or other officer shall be liable for the acts or defaults of any other member of the Committee, of other officer, or for any loss or expense happening to the Association, unless the same happened from their wilful default.

Rule 23. Alteration to the Rules of the Constitution

- 23.1 This Constitution may be altered, added to, rescinded or otherwise varied or amended by consensus at a hui at which notice has been given to every Ngā Taura Here Member describing the proposed change at least one month prior to the hui.
- 23.2 No addition to, or alteration of, or rescission of, the Constitution shall be approved if it affects the non-profit aims, personal benefit clause or the winding-up clause. The provisions and effect of this clause shall not be removed from this document and shall be included and implied into any document replacing this document.

Rule 24. Winding up

- 24.1 The Association may be wound up by a resolution passed by consensus of Ngā Taura Here Member Representatives at a specially called meeting.

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- 24.2 If upon the winding up or dissolution of the Association there remains after the satisfaction of all its debts and liabilities any property whatsoever, the same shall not be paid to or distributed among the members of the Association but shall be given or transferred to some other organisation or body having objects similar to the objects of the Association, or to some other charitable organisation or purpose, within Aotearoa, New Zealand.

Rule 25. Interpretation and Dispute Resolution

If a dispute arises at any time in respect of a matter which is not provided for in these Rules or any doubt exists as to the interpretation of these Rules or if any other matter shall arise pertaining to the Association, its property or interests, the same shall be determined by the Committee whose decision shall be conclusive and binding on all members unless revoked at a Special Meeting held not later than the next following Annual Meeting.

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APPENDIX 1: NGĀ POU MANA APPROVED ALLIED HEALTH ROLES/MAHI

Technical	Allied	Hauora Māori Workers / Health & Clinical Support Workers /Educators/Students	Public Health	Assistants
Anaesthetic Technicians	A&OD Clinicians/Practitioner	Activities Officer	Drinking Water Assessors	Biomedical Technician Assistant
Biomedical engineers and electronic technicians	Acupuncturists	Allied Health Student		Clinical Assistants
Anaesthetic Technician Trainees	Audiologists	Bone Density Scanners	Food Act Officers	Dental Assistants
	Chiropractors			
Audiology Technicians	Dental/Oral Health Therapists	Care Co-ordinators	Health Informatics	" Dietitian Assistants
	Dental hygienists			
Audiometrists	Dietitians	Care Managers	Health Promotion	Diversional Therapists
Biomedical Technicians	Dual Diagnosis Therapist/Clinician	CFMH Support Workers	Health Protection	Health Assistants
Cardiac sonographers				
Clinical Engineers	Early Intervention Teachers	Community Health Workers (Māori Designated)	Sampling Officers	" Health Auxiliaries
Clinical perfusionists	Exercise physiologists			
Technical	Allied	Hauora Māori Workers / Health & Clinical Support Workers /Educators/Students	Public Health	Assistants

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Charge ECG Technicians	Family Therapists	Consumer Advisors	Smokefree Officers	Hospital Dental Assistants
Clinical Physiologists	Massage therapists	Counsellors	Technical Officers	Hydrotherapy Assistants
	Music therapists			
Clinical Physiology Technicians	Needs Assessors/ Service Co-ordinators (also under Health & Clinical Support Workers)	Creative Therapists		Occupational Therapy Assistants
Cytogeneticists	Nutritionists			
Dental Technicians	Occupational Therapists	Cultural Advisors		Pharmacy Assistants
Dispensing opticians				
ECG Technicians	Optometrists	Diversional Therapists		Physiotherapy Assistants
	Podiatrists	Drug and addiction counsellors		
		Allied Health Educators		
Electrical Technicians	Orthoptists	Family Advisors		Public Health Assistants
	Orthotists and prosthetists			Radiography Assistants
Technical	Allied	Hauora Māori Workers / Health & Clinical Support Workers /Educators/Students	Public Health	Assistants
	Osteopaths			
Electronic Technicians	Paediatric Therapists	Home Support Coordinators		Social Work Assistants
	Paramedics			
Embryologists	Pharmacists (including interns)	Instructors		Therapy Assistants

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		Kaumatua		
Food Supervisors	Physiotherapists	Māori Health Workers		
Gastroenterology scientists and technicians		Mātauranga Māori Practitioners		
Genetic associates				

APPENDIX 2

*Extract from Health Practitioners Competence Assurance Act 2003
Section 12 (2) (a-e), as referred to at 4.1*

12 Qualifications must be prescribed

- (2) *In prescribing qualifications under subsection (1), an authority may designate 1 or more of the following as qualifications for any scope of practice that the authority describes under section 11:*
- (a) *a degree or diploma of a stated kind from an educational institution accredited by the authority, whether in New Zealand or abroad, or an educational institution of a stated class, whether in New Zealand or abroad;*
 - (b) *the successful completion of a degree, course of studies, or programme accredited by the authority;*
 - (c) *a pass in a specified examination or any other assessment set by the authority or by another organization approved by the authority;*
 - (d) *registration with an overseas organization that performs functions that correspond wholly or partly to those performed by the authority;*
 - (e) *experience in the provision of health services of a particular kind, including, without limitation, the provision of such services at a nominated institution or class of institution, or under the supervision or oversight of a nominated health practitioner or class of health practitioner.*
-

APPENDIX 3

Extract from Social Workers Registration Act 2003 No 17 (as at 24 January 2009), Public Act

6 Entitlement to registration of New Zealand-qualified social workers

- *A person who has a recognised New Zealand qualification is entitled to be registered if the Board is satisfied—*
 - *(a) that his or her competence to practise social work has been found satisfactory under [Part 3](#); and*
 - *(b) that he or she is a fit and proper person to practise social work; and*
 - *(c) that (whether because of the inclusion of an appropriate component in that qualification, or as a result of his or her satisfactory completion of a separate course or courses of training) he or she—*
 - *(i) is competent to practise social work with Māori; and*
 - *(ii) is competent to practise social work with different ethnic and cultural groups in New Zealand; and*
 - *(d) that he or she has enough practical experience in practising social work.*