“Every whanau should have a Māori Nurse”

MĀORI MENTAL HEALTH NURSING CONSULTATION DOCUMENT
Ka mihi atu rā ki a
Koutou e ngā mātāwaka
O tēnei kaupapa
Piki mai
Kake mai
Whakatau mai
Ki ēnei hui mō ngā
Kaimahi hinengaro
Nau mai
Haere mai
Tēnā koutou katoa
Background

Te Rau Matatini is the national Māori mental health and addiction workforce development organisation. Established in 2002, Te Rau Matatini is charged with providing strategic leadership and championing Māori health workforce development.

Te Rau Matatini believes an assertive indigenous response to the increasing Māori mental health need will involve the recognition of successes within Māori mental health services and of Māori health professionals. As well as, the continual strive for excellence, and effective strategies to enhance the Māori mental health workforce.

This consultation document presents:
• An opportunity to think about best practice in Kaupapa Māori mental health, for Māori mental health professionals, and health services.
• An invitation to raise issues and provide solutions.
• The prompters located in this document were structured following a literature review. This is the first opportunity to seek feedback from the Māori mental health sector.

Aims of Consultation

To ensure comments and actions from the Māori mental health workforce have been affirmed. For key stakeholders to review their commitments and endorse potential actions.

To receive comments on the intention of the practice guideline and additional areas for inclusion as appropriate.

To continue to build an understanding of the requirements to support the development of the Māori mental health and addiction workforce and review the proposed steps to support this objective.

Who should be consulted?

The consultation is aimed at the Māori mental health workforce, and those with an interest in Māori mental health services, Māori mental health workforce development.
Purpose

1. The purpose of this consultation document is to provide information to help you to make a submission to Te Rau Matatini on the proposed development of a Māori Mental Health Nursing Guide.

2. There are three ways you can korero to us about what you think are the most important things that will improve the Māori mental health nursing workforce.
   - Make an online submission
   - Make a written submission
   - Attend a sector hui

3. Your input is important to us, so please take the time to read this document.

Hui Dates

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Venue Details</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 February 2015</td>
<td>Auckland</td>
<td>Manawatū Māori Mental Health Services Wharenui 11 Sutherland Road, Point Chevalier, Auckland</td>
<td>9:30am - 4:00 pm</td>
</tr>
<tr>
<td>17 February 2015</td>
<td>Whangarei</td>
<td>Otagarei Marae 155 William Jones Drive, Otagarei</td>
<td>10:00am - 3:00 pm</td>
</tr>
<tr>
<td>18 February 2015</td>
<td>Hamilton</td>
<td>Kirikiri Marae 80 Dey Street, Hamilton East, Hamilton</td>
<td>9:30am - 4:00 pm</td>
</tr>
<tr>
<td>19 February 2015</td>
<td>Palmerston North</td>
<td>Te Hoto Manawa a Rangitane Marae Te Whare Wairua o Mercerikiri 140 - 148 Maxwell Line, Awapuni, Palmerston North</td>
<td>9:30am - 4:00 pm</td>
</tr>
<tr>
<td>23 February 2015</td>
<td>Wellington</td>
<td>Te Whare Marie Māori Mental Health Services Rauta Crescent, Puketiro Centre, Kenepuru Hospital, Porirua</td>
<td>9:30am - 4:00 pm</td>
</tr>
<tr>
<td>24 February 2015</td>
<td>Nelson</td>
<td>Franklyn Village Top Floor, Room 2, Franklyn Road (Off Wainewa Road, opposite hospital)</td>
<td>9:30am - 4:00 pm</td>
</tr>
<tr>
<td>26 February 2015</td>
<td>Christchurch</td>
<td>Princess Margaret Hospital Main Entrance, Riley Lounge Cashmere Road, Christchurch</td>
<td>9:30am - 4:00 pm</td>
</tr>
</tbody>
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Background

Te Ao Maramatanga is the College of Mental Health Nurses in New Zealand, its vision of Partnership, Voice, and Excellence in Mental Health Nursing is premised by being the professional body for practising mental health nurses in New Zealand.

Te Rau Matatini is the national Māori health workforce development organisation. Established in 2002, Te Rau Matatini is charged with providing strategic leadership and championing Māori health workforce development.

Te Ao Maramatanga and Te Rau Matatini have partnered together to seek the need for a resource for Māori mental health nurses and to help inform the sector of effective strategies to enhance this workforce.

• This consultation document presents:
• An opportunity to think about Māori mental health nursing
• An invitation to raise issues and provide solutions.
• The prompters located in this document were structured following a literature review and a small focus group of Māori mental health nurses. This is the first opportunity to seek feedback from the Māori mental health nursing sector.

Aims of Consultation

• To ensure comments and actions from Māori mental health nurses has been affirmed;
• For key stakeholders to review their commitments and endorse potential actions;
• To receive comments on the intention of the practice guideline and additional areas for inclusion as appropriate;
• To continue to build an understanding of the requirements to support the development of the Māori mental health and addiction workforce and review the proposed steps to support this objective.

Who should be consulted?

The consultation is aimed at the Māori mental health nursing workforce, and those with an interest in mental health and/or Māori mental health workforce development.
Key Enquiries

Te Rau Matatini and Te Ao Maramatanga require feedback in the following areas:

• Encouraging whanau to consider nursing as a career opportunity;
• Recruitment into mental health nursing;
• Shaping the Māori mental health workforce;
• Career progression of Māori mental health nurses and
• Employer support of Māori mental health nurses.

A Feedback form is available in this document and online.

Consultation Process

Consultation will be conducted by:

Requesting feedback by:

1. Email notification with a link to an online form that can be completed or by completing the attached form and mailing this in.
2. Hui being held between 12 and 26 February at various locations.

Once feedback has been gathered, data will be analysed, then written into a document which will be made available to the sector.

Making a Submission

Submissions must be made by 5pm Saturday 28 February 2015.

Submissions can be made by using the online form at www.matatini.co.nz or by mailing the attached form to:
Māori Mental Health Consultation
Te Rau Matatini
Po Box 5731
Wellington 6011
1.1 Introduction

Increasing the numbers of Māori health professionals is a recognized method to improve Māori patient access to health services, and their experience of holistic care (Ratima et al., 2007). Although, the number of Māori Registered Nurses has struggled to exceed 7% of the overall number of Māori registered nursing workforce for the last decade. In 2013, there were 3,279 practicing nurses who identified as Māori with their highest practice area being in mental health (Nursing Council of New Zealand, 2013).

Māori nurses draw upon personal and professional perspectives influenced by unique worldviews, informed by theoretical knowledge of nursing and Māori health concepts. The focus of the Māori nurse is the person and their whanau (Barton & Wilson, 2008) which in turn fosters the connection of their nursing care with that of Māori cultural values and principles of manaakitanga and whanaungatanga (Simon, 2006, Te Pou, 2014). In studies with Māori mental health nurses; nursing practice is aligned with both western medical aspects and that of the Māori cultural worldview, requiring a constant bridging of two worlds (Saba, 2008; Wilson & Baker, 2012; Brannelly et al, 2013; Te Pou, 2014).

Although, Māori nurses learn early on in their career development the need to develop resilience and to strive for excellence in order to pursue registered nursing as a vocation (Baker, 2008; Huria et al, 2014). The double bind of clinical and cultural aspects of nursing is challenging especially within non Māori institutions where racism impedes Māori nursing potential by not recognising the Māori models of care they practice from (Barton & Wilson, 2008; Huria et al, 2014).

Māori mental health nurses have an important role in shaping the way health and social services respond to people with experience of mental health or addiction issues (Ministry of Health, 2012) and in supporting Māori whanau in their mission to achieve whanau ora (Te Puni Kokiri, 2013). More effort is needed to improve the workforce development of Māori as mental health nurses, to aid in their recruitment, retention and ongoing development in mental health, and addiction related roles, for whanau ora to be possible.

1.2 Te Ao Maramatanga

Te Ao Maramatanga (College of Mental Health Nurses) is the professional body for practicing mental health nurses in Aotearoa. It supports a bicultural governance and operational model where Māori and non Māori equally provide professional support to mental health nurses. Kaiwhakahaere supported by Māori Caucus are key elements within Te Ao Maramatanga of which provide a structure, professional support and guidance to Māori mental health nurses via nursing membership and projects that aim to enhance Māori mental health nursing practice. The vision is of Partnership, Voice, and Excellence in Mental Health Nursing. Te Ao Maramatanga has Standards of Practice for mental health nursing informed by the mental health and addiction nursing sector in Aotearoa, viewed as integral to mental health and addiction nursing excellence. These consist of six broad standards as follows:
Standard One
The Mental Health Nurse acknowledges Māori as tangata whenua of Aotearoa New Zealand. The Mental Health Nurse is knowledgeable of the place of Te Tiriti o Waitangi in nursing care and acknowledges the diversity of values, belief systems and practices of people and cultural groups within New Zealand society.

Standard Two
The Mental Health Nurse establishes collaborative partnerships as the basis for therapeutic relationships. This involves building on strengths, holding hope and enhancing resilience to promote recovery and wellbeing.

Standard Three
The Mental Health Nurse provides nursing care that reflects contemporary mental health care and standards.

Standard Four
The Mental Health Nurse promotes mental health and wellbeing in the context of their practice

Standard Five
The Mental Health Nurse is committed to their own professional development and to the development of the profession of Mental Health Nursing.

Standard Six
The Mental Health Nurse’s practice reflects relevant policies, legislation, ethical standards and codes of conduct

Figure 1 Standards of practice for Mental Health Nursing in New Zealand (adapted from Te Ao Maramatanga).
1.3 Te Rau Matatini

Te Rau Matatini is the national Māori health workforce development organisation, established in 2002. The organisation has worked in partnership with Te Ao Maramatanga (Māori Caucus) for over a decade to support Māori mental health nurses, provide health workforce strategies and resources, to extend Māori mental health nursing. One example is the Huarahi Whakatu programme for Māori nurses, which initially was created as an ongoing professional development option for Māori mental health nurses. As a Nursing Council accredited PDRP programme for any practicing Māori Registered Nurse, the participants upon the programme consist of mainly Māori mental health nurses, and members of Te Ao Maramatanga.

1.4 Te Ao Maramatanga & Te Rau Matatini

Together Te Ao Maramatanga (Māori Caucus) and Te Rau Matatini again join in partnership to seek the need for the development of a Māori mental health nursing guide with the objective of contributing to the ongoing workforce development of Māori mental health nurses, and nursing practice.
1.5 Vision of Māori Nurses

Every whanau should have a Māori Nurse recognises the influence whanau have upon Māori who choose to become registered nurses, and subsequently underpins the reasons Māori nurses contribute so greatly to the wellbeing of their people. For many Māori who choose nursing as a vocation, whanau have often influenced their decisions in some way, be it as users of health services or with health experiences and also with inspiring Māori into nursing (Te Rau Matatini, 2009; Baker, 2008). The driving motivation of Māori nurses is to assist whanau, hapu and Iwi towards an improved quality of life (Te Rau Matatini, 2009; Huria et al, 2014, p369).

The identity and recognition of Māori Nurses with their commitment to whanau wellbeing has begun to establish a knowledge base about its uniqueness. Yet, much of the evidence is combined within that of non Māori literature and materials, thereby masking the uniqueness of Māori nurses. This suggests although health care and nursing has demonstrated some commitment to Māori, an expansion of knowledge and research is needed about the practice of Māori nurses, and their impact upon whanau.

From the emerging evidence that support the preferences of whanau for Māori nurses to care for them. In a study of palliative care, Māori whanau felt more supported by Māori nurses; due to the connection fostered by them, and the cultural sensitivity of the Māori nurse (Donnelly & Dickson, 2013). Feedback from a Māori whanau raised the difference in their experience with a Māori nurse who responded to their spiritual needs, the respect shown to their practices, the understanding of their beliefs, the initiation of access to a minister and conduct of karakia with them (Donnelly & Dickson, 2013). In another study by Port et al (2008), when a Māori nurse was employed to provide advice on tikanga along with genetic counselling to Māori. The accompanying clinical team realised that with the recognition of Māori cultural beliefs that autonomy in regard to decision making did not belong to the individual but to the whole whanau. The implication was a shift of the clinical teams perspective toward whanau with an emerging appreciation of the conflict from a westernised individual rights perspective versus the preferences of Māori whanau in the decision making process.

As Aotearoa is challenged to increase and retain the Māori nursing workforce, various strategies continue to be considered to build on the successes to date in order to secure Māori as a highly valuable indigenous nursing workforce (Te Rau Matatini, 2009). It is through this message that proposes to see shifts occur with whanau, hapu and Iwi to help further lift the gains of Māori health workforce development strategies, which in turn will assist to increase the numbers of Māori nurses being available for all whanau across the health and disability sector. Within the mental health and addiction context, high numbers of Māori are considered to experience a mental illness sometime in the lifetime (Baxter, 2008). Yet, not all Māori will have access to a Māori health professional let alone a Māori mental health nurse. It is suggested solutions to Māori wellbeing can be found within Māori models, Māori whanau and within the Māori workforce (Turia cited in Baker, 2010).

One solution is to develop a guide which is proposed to provide advice to Māori, nurses, educators, employers and peers of the value and professional needs of Māori nurses in the mental health sector. With a focus on five areas (encouraging whanau to consider nursing as a career opportunity, specific recruitment of Māori, of shaping the Māori mental health nursing workforce, their career progression and employer support), the aspiration is to establish a leading guide for those seeking to understand the best approach to building the Māori nursing workforce. The following section is divided into five subsections titled; Encouraging whanau to consider nursing as a career opportunity, Recruitment, Shaping the workforce, Career progression and Employer support. Enclosed are questions for the Māori mental health nursing sector to provide feedback.
2.1 Encouraging whanau to consider nursing as a career opportunity

Increasing the number of Māori nurses thus far has shown to be challenging, but increasing Māori nursing supply and improving Māori health are both important and inseparable aims. The argument by Māori health professionals is that better access to and quality of care for Māori populations is increased with a Māori health workforce.

Inequities amongst Māori, with inadequate access to resources and gaps in education, social indicators will also impact the future Māori nursing workforce. Preparing the Māori nursing workforce means substantially increasing efforts to encourage, and support talented, capable people who have potential for, are prepared and willing to pursue careers in nursing.

Multiple strategies are needed at the education pipeline, with efforts early on in education pathways to embed science, human biology subjects. Māori students will need career counselling and support early on in their schooling also to achieve the entry requirements to be successful nursing applicants.

What is needed in the education pipeline to prepare Māori specifically for nursing in mental health / addiction?
2.2 Increasing the Māori nursing workforce

A ‘grow your own’ philosophy is one method to increasing the number of health professionals in a region and registered nursing is no different. Evidence from the Advanced Choice of Employment (ACE) process has shown that new graduate registered nurses who train in their communities prefer to stay in their regions (Bodkin, 2014). With national initiatives available such as the bonding scheme, Māori health professionals can be recruited into hard to recruit areas such as rural isolated communities and mental health.

The preference to train and stay in one’s community is imperative for Māori who are highly likely to whakapapa to the regions they train and reside in, with whanau resident within these communities, whom they’d prefer to be close by. At the same time, bonding schemes which prioritise Māori would go a long way to increasing the number of Māori registered nurses in areas with high Māori population health need.

2.3 Call for Action

A call for action is needed of undergraduate nursing education providers to use admission policies to make a serious consideration of ways to increase the number of Māori nursing students, and to provide workable alternatives so Māori do achieve in the nursing programme. The evidence to date of the effectiveness of affirmed action for Māori, and focused Māori nursing programmes continues to develop.

2.4 Mentoring

Students who have mentors tend to have better experiences and more academic success than students without mentors (Blake-Beard, 2001). Māori nursing student peer support and national Māori nursing student hui are examples of initiatives available to foster mentorship to Māori nursing students. A condition promoted by the Māori nursing sector is Māori experience greater successes when matched to mentors who are Māori. Anecdotal evidence suggests Māori nurses experiences of mentoring relationships with Māori has made a significant difference in regard to them being understood, accepted and assisted with their goals.

Given the Māori nursing sector is limited in number, in academic and practice environments, undergraduate programmes should not be challenged with the search for Māori nurse lecturers and Māori mentors for Māori nursing students. Strengthening undergraduate nursing programmes to reach Māori students earlier is crucial, as well as strategies for improved Māori recruitment, bachelor nursing degree participation and completion.
A number of strategies are needed to increase the number of Māori mental health nurses.

Please circle agree or disagree for the following:

1. Profiling the roles of Māori mental health nurses (agree / disagree)
2. Promoting a Māori nursing student success model (inclusive of financial, academic, whanau & pastoral support) (agree / disagree)
3. Māori nursing students having access to:
   a) Māori mental health nurses during their training (agree / disagree)
   b) Clinical placements in Kaupapa Māori health & or social services (agree / disagree)
   c) Māori nurse tutors (agree / disagree)
   d) Māori health practitioners (agree / disagree)
   e) Māori models of practice (agree / disagree)
   f) Career planning (agree / disagree)
   g) Māori nursing mentors (agree / disagree)

Other comments.
3.1 Shaping the Māori mental health nursing workforce.

There are concerns in the mental health nursing sector regarding the reduction in content within undergraduate nursing programmes regarding mental health nursing knowledge and skills. The new graduate programme in mental health nursing has become an integral contribution to the career pathway of Māori entering mental health nursing. There is no educational developmental pathway for Māori in nursing, let alone Māori mental health nursing, so the NESP (New entry to specialty practice) has ensured the necessary skills and socialisation of Māori to mental health nursing.

3.2 New Graduate Nurses

Placements which profile mental health and addiction nursing need to positively engage with student nurses, to show what is possible as a mental health nurse, and to profile the desired attributes of a future mental health nursing workforce. At present, statistics estimate 10% of new graduate registered nurses are selecting mental health as their career preference (Bodkin, 2014).

Against this is the national dilemma in regard to employment of new graduate nurses, as the demand on new graduate places and employment in regions has been far exceeded in contrast to the number of new nurses graduating. This has been especially notable in the challenge for Māori new graduate nurses finding employment in their communities of choice.

The influence on a new graduate Māori nurses preference to work in an area of nursing, includes experience and motivation from their whanau (Te Rau Matatini, 2009), as well as the clinical experiences as an undergraduate student. However, if no positions are made available for newly graduated Māori nurses in mental health or addiction roles, the Māori health workforce development struggle will continue with campaigning for the increase in numbers of Māori nurses at the coalface of mental health and addiction services.

3.3 Ongoing Development

High quality Māori mental health nursing requires Māori nurses to increase their opportunity to develop mental health nursing knowledge, skills and attributes needed to work in their communities. For the future direction of undergraduate nursing education, more needs to be considered for the development of Māori nurses, and those with a desire to nurse in mental health and addiction related roles.
Māori need an idea of where they are going, and what roles are possible in the mental health and addiction sector, yet despite this, there is limited information regarding career paths for nursing roles. Career paths and career development involve providing clear guidance as to the options available to advance roles or change jobs, and have the right skills and competencies. Education also goes hand in hand with career development, especially so when directly related to professional role functions.

3.4 Some of the actions that will help shape the Māori mental health nursing workforce

Please circle agree or disagree for the following:

| 1. | New graduate specialty programmes (NESP) should target the recruitment of Māori nurses. | (agree / disagree) |
| 2. | Increased opportunities to consolidate clinical and cultural knowledge & skills | (agree / disagree) |
| 3. | Ensuring understanding and application of Te Ao Maramatanga – Standards of Practice (mental health nursing) | (agree / disagree) |
| 4. | Regular access to Supervision (cultural & clinical) | (agree / disagree) |
| 5. | Access to Māori mental health nursing mentors | (agree / disagree) |
| 6. | Access to Māori mental health nursing peer support networks / groups | (agree / disagree) |
| 7. | Dual career pathway with professional development plan. | (agree / disagree) |
| 8. | Access to and professional development in Te Reo me ona Tikanga, Matauranga Māori & Māori models of practice. | (agree / disagree) |
| 9. | Other Comments: |  |
4.1 Career Progression of Māori mental health nurses

Career planning and development involves a number of aspects which will be dynamic, and responsive to personal and professional circumstances and opportunities. General aspects involved in career planning and development may include:

• Continual observation and enquiry of one’s context;
• Knowledge of the sector with an understanding of how current trends and future developments might affect one’s career;
• Decisions on how to use skills and experience beneficially;
• Self assessment and identification of values, attributes, strengths and limitations;
• A Career vision;
• Developing a career plan by setting goals; being specific about actions; identifying resources; establishing timelines; identifying indicators of success (International Council of Nursing, 2001).

Māori mental health nurses have dreams, goals, and ideas about their futures, most require assistance and support to guide them in achieving their maximum potential.

4.2 To progress and advance the careers of Māori mental health nurses.

Please circle agree or disagree for the following:

There is a need for:

1. The recognition of the sense of identity as a Māori mental health nurse. (agree / disagree)
2. Established Māori nurse leadership roles. (agree / disagree)
3. Develop Leadership capabilities e.g. Māori nurses to be seconded into leadership roles for experience, and exposure to the role. (agree / disagree)
4. A commitment by employers to employ Māori nurses. (agree / disagree)
5. Tailored mentoring of Māori nurses. (agree / disagree)
6. Scholarship to bond to Māori mental health services. (agree / disagree)
7. Deliberate investment (financially & time) in continual professional development in both clinical & cultural areas of development. (agree / disagree)
8. Targeted roles for Māori mental health nurses in clinical leadership; education; quality; management; research & policy. (agree / disagree)
9. Other Comments:
5.1 Employer Support

Employers are crucial to Māori mental health nurses in their practice and in their professional development. This includes understanding the necessity of finding jobs for newly graduated Māori mental health nurses, as well as building the capacity of the current and future workforce.

The desire of Māori mental health nurses is to have employers or workplaces which recognise career planning is ongoing, with personal and professional development as an integral part of development as a dual competent Māori mental health nurse professional. Furthermore, Māori mental health nurses want workforce development plans in the workplace which seek and establish career paths, training pre requisites, goal setting, support for dual competency, mentoring and supervision, and standards of practice.

There is a request to Employers to appreciate Māori mental health nurses:

Please circle agree or disagree for the following:

1. By deliberately targeting the employment of Māori nurses in mental health and addiction services (agree / disagree)
2. By recognising the implications as matauranga Māori is recognised and practiced in the workplace. (agree / disagree)
3. By recognising the need for clinical and cultural professional development of Māori mental health nurses (agree / disagree)
4. By valuing Te reo me ona tikanga (agree / disagree)
5. By supporting Māori models of practice (agree / disagree)
6. By understanding the application and responsibility of Whanaungatanga (agree / disagree)
7. By building a dual competent indigenous nursing workforce (agree / disagree)
8. By fostering whanau centred practice
9. Other Comments:

6.1 Do you have other comments?

Nga mihi mahana kia koutou.
References


