



# TE URU KAHIKATEA

## *Te Uru Kahikatea: The Public Health Workforce Development Plan (2007-2016)*

Te Uru Kahikatea (TUK) is the national strategy to guide public health workforce development in Aotearoa. TUK is a multi-layered and inter-woven plan with a 10 year+ focus for creating opportunities and building infrastructure to support local, regional and national public health workforce development. Like any long term plan, it takes time to put it into action and the place to start is with the building blocks.

The 2010 TUK Workplan and the 2009 TUK Annual Report are available at [www.publichealthworkforce.org.nz](http://www.publichealthworkforce.org.nz) from 31 March 2010.

This newsletter presents some highlights from the TUK work programme. More information is available at [www.publichealthworkforce.org.nz](http://www.publichealthworkforce.org.nz)

## NEWSFLASH

### NEW PUBLIC HEALTH LEADERSHIP OPPORTUNITIES

#### 1. PUBLIC HEALTH LEADERSHIP PROGRAMME (PHLP)

The PHLP is a residential leadership programme designed for public health leaders in New Zealand. The programme is funded by the Ministry of Health and has been developed following extensive consultation with the sector. The PHLP builds leadership competencies identified as important for leaders in public health. The programme has been developed by Catapult (specialist leadership and organisational performance consultancy) and Quigley and Watts (public health specialists).

# NEWSFLASH (continued)

## New public health leadership opportunities

The PHLP will allow participants to discover their leadership potential and equip them with practical and tested leadership tools and resources. The programme will generate immediate and lasting benefits for participants, those they lead, and for public health.

In 2010, three PHLP courses will be offered in Wellington, two for “new leaders” and one for “experienced leaders”. Each programme has a six-day residential leadership component delivered as three two-day sessions. A further six courses will be offered during 2011-2012 (one in Auckland and one in Christchurch).

### Applications close 16 April 2010.

For more information and online applications, go to [www.publichealthworkforce.org.nz](http://www.publichealthworkforce.org.nz).

## 2. LEADERSHIP FOR MĀORI IN PUBLIC HEALTH



The first year of Leadership for Māori in Public Health has been completed. The programmes,

funded by the Ministry of Health, aim to build the capability of existing and emerging Māori leaders. There will be four programmes with a regional focus run in 2010.

Participants from around the country are exposed over eight days (four two-day noho Marae spread over a four-month period) to a range of cutting-edge leadership issues. The learning's are then applied in a practical sense, both within each participant's workplace environment, as well as through an action project that relates back to Māori health.

Grant Berghan and Tania Hodges (facilitators) believe “*more than ever, we need strong Māori leadership in health. The current environment requires Māori leaders to step up to the plate and deliver on behalf of their people. This programme will assist that process*”.

Tahi Morton, Technical Manager, Drinking Water Assessment Unit from Northland District Health Board, comments on his experience of the programme, “*It is great to be part of a programme where Māori leaders can openly debate and challenge a wide range of issues and aspects relating to Māori health and development.*”

Tahi believes the programme encourages participants to see issues from new perspectives, to be more innovative in addressing future challenges, and to demonstrate the finer points of Māori leadership relevant for today and in the future. “*There is much to be learnt and it has been good for me*”, says Tahi.

The regions and dates for the four 2010 programmes are:

### Northland/Auckland

Course commencing 4 March 2010

### Central/Wellington

Course commencing 18 March 2010

### Midlands

Course commencing 29 July 2010

### South Island

Course commencing 5 August 2010.

Participants are expected to cover their own travel costs and koha to the Marae (as applicable). Accommodation, meals and all course material costs will be covered by the course convenors.

# Public health workforce website

# Public health education opportunities



CLASS PHOTO MAY 2009

For more information, please contact: Tania Hodges, telephone: 07 8584940, mobile: 021 897514, email: [tania@digitalindigenous.co.nz](mailto:tania@digitalindigenous.co.nz) or see [www.digitalindigenous.com](http://www.digitalindigenous.com).

## PUBLIC HEALTH WORKFORCE WEBSITE

[www.publichealthworkforce.org.nz](http://www.publichealthworkforce.org.nz)

The rejuvenated public health workforce website presents information about public health, the national Public Health Workforce Development Plan (Te Uru Kahikatea) and its projects, public health careers, job vacancies, conferences and seminars, workforce development reports and resources, and a specific section on workforce development in organisations (including useful tools, workforce development plan templates and profiles of other organisations' workforce development). We welcome your organisation's information and comments.

Email us through the website if you would like to advertise jobs, conferences, etc, or send us comments on how the site could better work for you.

## PUBLIC HEALTH EDUCATION OPPORTUNITIES

The Ministry of Health is supporting access to public health qualifications by offering fees grants for those who fit eligibility criteria and who intend to complete any of the following courses. The key contacts for each course can provide further information.

### 1. MIT DIPLOMA IN HEALTH PROMOTION

MIT is into its second year of offering its undergraduate diploma in health promotion. The course is aimed at people working in health promotion with no formal health promotion qualifications.

The early stage of the course includes development of study skills to support students to move forward into the full diploma work.

The first intake of this two year, part time course has 15 students who are from all over Auckland and are largely working in non-government organisations, a few in district health boards and several students who are hoping employment will eventuate as a result of the course.

Jenny Bratty, Lecturer from the Department of Nursing and Health Studies, MIT says, "It is a cohesive group that has built up trust and support for each other's learning. The students this year come from a range of ethnic backgrounds and have diverse work and life stories that enhance the interactive learning environment", comments Jenny.



VIEW THE PUBLIC HEALTH WORKFORCE WEBSITE AT [www.publichealthworkforce.org.nz](http://www.publichealthworkforce.org.nz)

See the new public health workforce website

# Public health education opportunities (continued)

The course learning comes alive with guest speakers, case studies and students talking about their own work and life experiences. The second part of the second year includes an “on the job” practicum where the students put their learning into action in the workplace. The students have engaged mentors to support their professional and personal development over the duration of the course.

Livaine Ratu, Māori Hauora Project Manager for Huakina Development Trust is a student on the course, *“I am really enjoying the teaching style and format of the course. The hours suit me and the learning is really solid. I can see that it is improving my best practice in the way that I work in the community and with different populations. It is providing me with a kete of tools”*.

Tupe (Tubbs) Taisalika, Auckland Regional Youth Gambling Coordinator for Niu Developments Inc. says, *“The course is a real bonus to my work. I feel like I am really achieving and the way the course is taught makes it easy to understand and learn”*.

The second intake commenced in March 2010. Fees subsidies are available.

If you are in Auckland and would like further information - contact MIT on 0800 626252 or 09 968 8736, see [www.manukau.ac.nz](http://www.manukau.ac.nz). Watch [www.publichealthworkforce.org.nz](http://www.publichealthworkforce.org.nz) for information on similar future courses commencing in other cities.



MIT CLASS PHOTO JUNE 2009

## 2. OTAGO UNDERGRADUATE CERTIFICATE IN HEALTH PROMOTION



This course is designed specifically to give students practical knowledge and up-to-date skills in health promotion, enabling them to work with New Zealanders to improve their health.

It is aimed at those currently working in New Zealand health and related services as well as New Zealand residents who wish to work in health services in the future.

It is ideal for those who want to gain a formal qualification but live and work some distance from a learning institution.

It is part time with four papers offered over two years; taught primarily through audio-conference (fortnightly for 1 hour and 50 minutes).

It involves practical study of the Ottawa Charter and emphasises Māori health promotion and the importance of the Treaty of Waitangi to effective health promotion in New Zealand.

Fees subsidies are available.

For more information, contact Kerry Hurley, Course Administrator, phone: 04 385 5541 ext 4807, email: [kerry.hurley@otago.ac.nz](mailto:kerry.hurley@otago.ac.nz) or Jeannine Stairmand, Course Co-convenor [jeannine.stairmand@otago.ac.nz](mailto:jeannine.stairmand@otago.ac.nz).



OTAGO CLASS PHOTO JUNE 2009

# Certificate in public health practice

## 3. EIT CERTIFICATE/DIPLOMA IN HEALTH PROMOTION

The EIT (Hawkes Bay) Certificate in Health Promotion is an entry level qualification. It is a part time, two semester programme (two mornings per week) that equips people to work effectively in multi-disciplinary health promotion teams.

Graduates of the programme may gain new or enhance their existing employment in the health promotion field. They may also progress to the Diploma in Health Promotion, or explore further study in programmes such as Certificate in Hauora, Certificate in Mental Health Support, Diploma in Recreation and Sport, Bachelor of Recreation and Sport or Bachelor of Nursing.

This programme is open to all people who fulfil the entry criteria. There are two intakes per year (depending on numbers) - semester one in February and semester two in July.

Fees subsidies are available.

The application pack is available on [www.publichealthworkforce.org.nz](http://www.publichealthworkforce.org.nz) or contact Sue Jackson – Secretary, Certificate in Health Promotion, Faculty of Health and Sport Science, phone: (06) 974 8000, ext 5421, email: [sjackson@eit.ac.nz](mailto:sjackson@eit.ac.nz).

## CERTIFICATE IN PUBLIC HEALTH PRACTICE

The Ministry of Health and Careerforce are working towards establishing a “Certificate in Public Health Practice” on the New Zealand Qualifications Framework by early 2011.

This qualification is being built on the generic public health competencies (GPHCs) developed by the Public Health Association in conjunction with the public health sector.

The aim is that over time, this qualification will build a baseline level of public health practice across New Zealand. The plan is to also integrate the knowledge and skills from this qualification into other existing qualifications, such as the courses offered by MIT, Otago and EIT (see “public health education opportunities section”).

Online sector consultation on the draft qualification will be open from 20 April 2010 at [www.careerforce.org.nz](http://www.careerforce.org.nz). Please have your say.

Concurrently, the Ministry of Health is talking with the public health sector and tertiary organisations about how “best” to implement the qualification and what is needed to support the workforce to achieve the qualification.

Your feedback is welcome. Contact us by email through [www.publichealthworkforce.org.nz](http://www.publichealthworkforce.org.nz). The online consultation process mentioned above will also seek comment on options to roll out the qualification.

# Supportive Workplaces

## SUPPORTIVE WORKPLACES

The Ministry of Health is keen to support organisations to cultivate an ethos of learning and development in their workplace cultures.

This may require organisations to review their systems, structures and policies to ensure workforce development is an in-built component of their core business.

As a first step, the Ministry of Health is requesting public health providers to develop and then report on their workforce development plans. This is consistent with Objective 8 of Te Uru Kahikatea which is about building supportive workplace cultures. Implementing an agreed and resourced organisational workforce development plan is a positive move towards growing a culture of learning and development where staff feel valued and supported in their careers.

The Ministry of Health has guidelines to assist managers to write their plans and also provides a reporting template. See [http://www.publichealthworkforce.org.nz/public-health-workforce-development-tools\\_132.aspx](http://www.publichealthworkforce.org.nz/public-health-workforce-development-tools_132.aspx).

### WALKING THE TALK TOGETHER - COLLABORATING TO BUILD STRENGTH

Anne Morrison talks about how Population Health is using the Te Uru Kahikatea framework as the basis for their workforce development and their collaborative initiatives occurring in the wider public health sector.

Population Health, the provider of public health services for the Waikato District Health Board region, has created a workforce plan (The Plan) based on the nine objectives of Te Uru Kahikatea. Anne says, “We have found the Te Uru Kahikatea framework a highly relevant, logical and

*organised framework to structure our organisational and regional workforce development.”*

Many of the objectives in The Plan are from the collective wisdom of key partners in the Waikato region, including PHOs, NGOs, iwi and Pacific providers. “We seem to have agreed to a pathway forward to ‘walk the talk’ together”, says Anne.

### Two priorities in The Plan are:

1. Succession planning - As staff develop their knowledge and skills, they may be “lost” to other organisations. Population Health aims to be a training ground that enables people who move on, to take a firm foundation of public health knowledge. “Replacing good staff is always a challenge”, says Anne, “so it was decided that we should look to ‘grow our own’ and consider initiatives that encouraged less experienced staff into the service, with a view to building both their knowledge and skill base during their time with us”.

A number of training, development and strong mentoring initiatives support this approach; scholarships to assist the completion of qualifications, a new graduate programme with strong supervision component, a new public health officer role (allowing a newly qualified person to gain experience), and trainee health promotion roles.

2. 101 training programme - This programme covers health promotion, health protection and health impact assessment, and aims to expose staff from all disciplines to how others work and what drives their roles. Also included is training around project planning and evaluation and the use of well researched templates. New areas for development are under discussion, including using local media and providing mentoring and support to colleagues.

# Māori Public Health Workforce Development

## Waikato Region Collaboration

Population Health has been working with both Sport Waikato and Pinnacle (General Practice Network) on two important initiatives - both are at differing stages of development. The first initiative is based on decisions on how to work together. This includes signing partnership agreements around public health initiatives. This has been a very valuable exercise and has meant taking some time to really think about what is truly important in a relationship to ensure the best possible outcome for our communities.

The second initiative focuses on agreement on specific projects to collaboratively engage in, ensuring the sharing of specialist skills and knowledge. This has included strengthening links with research and evaluation, data analysis, professional advice and to some degree actual face to face interaction in communities.

Population Health has also been working with local iwi providers, assisting to develop their own workforce development plans based on Te Uru Kahikatea. This work has clearly shown where we can work together on some specific training and development initiatives.

These are all exciting and challenging opportunities, which are well overdue but do require time to ensure they have strong foundations to enable longevity.

If you would like any further information please contact with Anne Morrison, Population Health, (07) 838 2569, ext 23486, or (021) 356 847, or email [MorrisAN@waikatodhb.govt.nz](mailto:MorrisAN@waikatodhb.govt.nz).

The workforce development plans of Population Health, Hamilton and Toi Te Ora Public Health Service are profiled on [www.publichealthworkforce.org.nz](http://www.publichealthworkforce.org.nz).

## MĀORI PUBLIC HEALTH WORKFORCE DEVELOPMENT

In 2009, the Ministry of Health commissioned Hauora.com to develop an Action Plan prioritising the actions from E Ara Tauwhaiti Whakarae; The Māori Public Health Action Plan developed by Te Rau Matatini.

### This included providing advice on:

1. Cultural competencies for the Māori public health workforce
2. Māori public health career pathways
3. Mentoring models
4. Māori public health perspectives on all the TUK objectives.

Hauora.com talked with many of the key people and groups involved with the Māori health workforce, including Te Rau Matatini, the TUK Steering Group and Sector Reference Group, Careerforce, the Tertiary Education Commission, members of the Māori Public Health Association Caucus, and the Ministry of Health. The Ministry of Health has incorporated immediate priorities from the Hauora.com Action Plan into the 2010 TUK Workplan. Both the Action Plan and the 2010 TUK Workplan are available on [www.publichealthworkforce.org.nz](http://www.publichealthworkforce.org.nz).

*“This is an important piece of work because the bulk of the Māori health workforce is engaged in what we loosely term the ‘public health workforce’. If we are to make inroads into improving Māori health inequalities, then we need to ensure that we have a competent and capable Māori public health workforce”, says Grant Berghan, CEO of Hauora.com.*

# Promoting Public Health Careers

Could you use a DVD profiling public health careers? 200 available now

## PROMOTING PUBLIC HEALTH CAREERS

The Ministry of Health is maximising available opportunities to profile “what is public health” and “public health careers” to youth.

### INZONE CAREERS BUS AND KIOSKS



Last year the Inzone Careers Bus toured 200 schools throughout New Zealand. Year 12 and 13 (6th and 7th form) students got scheduled class time to access the 21 computer stations (pods) on the Bus. Each pod hosted an industry specific careers film. Three of the pods were health related, and four public health careers were profiled: health protection, health promotion, public health nursing and programme co-ordination.

This year the public health films from the Inzone bus will feature in 100 Inzone Kiosks which are situated in school libraries around New Zealand. In-school careers advisors actively promote the Kiosks to students.

All student enquiries from the Inzone Kiosks are followed up with an email linking students to further information about public health careers.

## JUST THE JOB TV SERIES



In 2009, Just the Job, which is a youth targeted careers programme on TV2, featured four public health careers: health protection, health promotion, public health nursing and programme co-ordination.

See <http://tvnz.co.nz/just-the-job/show-1793930> for more information.

Just the Job in 2010 will show one specific public health episode profiling, “what is public health” and four public health careers - public health doctors, community health workers, public health nursing and health protection officers. Just the Job is scheduled to screen on TV2 later in 2010.

There are 200 DVDs of the 2009 public health careers films available for those who wish to promote public health careers.

Email [jo\\_elvidge@moh.govt.nz](mailto:jo_elvidge@moh.govt.nz) if your public health service would like a copy. Please use “Just the Job DVD Order” in the subject line on your email.

## REMINDER - PUBLIC HEALTH WORKFORCE WEBSITE

Don't forget, we are very keen to profile your workforce development projects and advertise (for free) your job vacancies and conferences. Please contact Viv at [headstrategic@xtra.co.nz](mailto:headstrategic@xtra.co.nz).

For more information about ongoing and developing Te Uru Kahikatea work, please see [www.publichealthworkforce.org.nz](http://www.publichealthworkforce.org.nz) or email [jo\\_elvidge@moh.govt.nz](mailto:jo_elvidge@moh.govt.nz)