



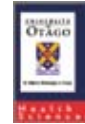
Māori Health Strategy

for the Pharmacy Profession

The vision for this strategy is supported by the lead pharmacy organisations below, who together form the Pharmacy Reference group for the Implementation of the Strategy for Māori health (PRISM)



The Māori Pharmacists' Association



ACKNOWLEDGEMENT

PRISM acknowledge Pharmac for their assistance and support in the design of this document.

Contents	Page
Māori Health Strategy Vision.....	2
Introduction.....	3
Goals.....	6
Strategy Actions.....	7
Definitions.....	13

VISION

The pharmacy profession will achieve improvements in Māori¹ well-being².

This aligns with the vision statements of the two lead pharmacy professional bodies:

- “To set the standard for the safe, modern practice of pharmacy in New Zealand while building community confidence to enable pharmacists to deliver best quality practice and professional services”. (Pharmacy Council of New Zealand)
- “The foremost role for pharmacists will be providing high quality, innovative services for patients that enhance patient care and public health”. (Pharmaceutical Society of New Zealand Inc)

1 Māori – traditional societal structures of the indigenous inhabitants of NZ include whānau, hapū and iwi.

2 Well-being – see definitions.

INTRODUCTION

New Zealand Health Strategy

The New Zealand Health Strategy identifies seven fundamental principles that should be reflected across the health sector.

1. Acknowledging the special relationship between Māori and the Crown under the Treaty of Waitangi
2. Good health and well-being for all New Zealanders throughout their lives
3. An improvement in health status of those currently disadvantaged
4. Collaborative health promotion and disease and injury prevention in all sectors
5. Timely and equitable access for all New Zealanders to a comprehensive range of health and disability services, regardless of ability to pay
6. A high performing system in which people have confidence
7. Active involvement of consumers and communities at all levels.

New Zealand Māori Health Strategy

In April 2001 the Government released He Korowai Oranga, the Māori Health Strategy Discussion document, in which it outlined a series of strategies intended to improve Māori health. He Korowai Oranga recognises a framework for Treaty of Waitangi principles based on partnership, participation and protection. The implications of these three principles for the pharmacy profession include the following:

- Partnership – forming partnerships with Māori communities to develop appropriate health and disability initiatives that positively impact on Māori health; working to ensure that the Māori pharmacy workforce is increased to reflect the proportion of Māori in the New Zealand population;
- Participation – involving Māori at all levels of the sector in planning, development and delivery of health and disability services;
- Protection – supporting the Māori pharmacy workforce, working to reduce Māori health inequalities, safeguarding Māori cultural concepts, values and practices.

Background to the Māori Health Strategy for the Pharmacy Profession

In September 2001, in response to the Government's Māori Health Strategy discussion document and also to address concerns raised by pharmacists about the inclusion of the Treaty of Waitangi in the pharmacy profession's Code of Ethics, and the under-representation of Māori in the pharmacy workforce, Leah Whiu presented a paper entitled "Implications of the Treaty of Waitangi for the Pharmacy Profession" to the Council of the Pharmaceutical Society of New Zealand (PSNZ). The Council resolved to establish a working party to develop a strategic plan to address the issues.

The development of the Māori Health Strategy subsequently became a key project in PSNZ's strategic plan for 2002 to 2005. The purpose of the project was to develop a strategy for pharmacists to improve Māori health: to ensure that pharmacy services are provided in accordance with the Treaty of Waitangi, the Pharmacy Council Code of Ethics and the PSNZ Ten Year Vision; and to ensure that the strategy is consistent with other services being developed in the health sector.

A scoping group was created, which subsequently:

- presented the concept of the Māori Health Strategy to the pharmacy profession at the annual conference in 2002.
- developed links with the Auckland and Otago Pharmacy Schools.
- facilitated workshops in the Treaty of Waitangi principles for council and staff of the PSNZ.
- developed Treaty programmes for the College of Pharmacists.
- provided articles for Interactions and Pharmacy Today on the project and related issues.
- responded to requests and concerns raised by members of the profession.
- met and wrote the draft Māori Health strategic plan.

The scoping group was also instrumental in the establishment of the Ngā Kaitiaki o Te Puna Rongoā o Aotearoa³. With the introduction of the Health Practitioners' Competence Assurance Act in September 2004, the Pharmacy Council has taken the lead role in supporting the development of this strategy.

GOALS

The strategy document has four goals and each goal is comprised of a number of strategies. These strategies have been grouped together according to the particular area of the pharmacy profession that they relate to.

Goal One

The pharmacy profession's lead organisations recognise Māori well-being as a priority.

Goal Two

A competent pharmacy workforce that supports Māori well-being.

Goal Three

Key relationships with Māori are strengthened and maintained across the pharmacy profession.

Goal Four

Pharmacy services will be innovative in improving Māori well-being.

Acknowledgements

This document has been prepared with the considerable help of Ngā Kaitiaki o Te Puna Rongoā o Aotearoa, the Pharmaceutical Society of New Zealand (PSNZ) and the Pharmacy Council of NZ under the guidance of the Māori Health Strategy Scoping group originally created by PSNZ.

MĀORI HEALTH STRATEGY FOR THE PHARMACY PROFESSION

Goal One: The pharmacy profession's lead organisations recognise Māori well-being as a priority.

Strategies	Actions: Short term 6 mths – 2 yrs	Mid-term 2 – 7 years	Long-term 7 – 12 years
<p>1a To develop a strategy to improve Māori well-being</p>	<ul style="list-style-type: none"> • Implement the strategy • Establish a reference group to monitor the success of the strategy • Develop and adopt a strategy for the pharmacy profession 	<ul style="list-style-type: none"> • Monitor the implementation of the strategy • Monitor and review organisational leadership in the implementation of policies and procedures 	<ul style="list-style-type: none"> • Review the strategy
<p>1b To develop and maintain a framework*, policies and procedures that support Māori well-being as a priority.</p>	<ul style="list-style-type: none"> • Identify the framework, policy/policies and procedure(s) that support Māori well-being. • Evaluate existing framework, policy/policies and procedure(s). • Develop a framework, policy/policies and procedure(s) that support Māori well-being. 	<ul style="list-style-type: none"> • Monitor and review the implementation of a framework, policy/policies and procedure(s). • Evaluate existing framework, policy/policies and procedure(s). 	<ul style="list-style-type: none"> • Maintain framework, policy/policies and procedure(s) that promote Māori well-being.

*framework could include organisational structure, charters.

Goal Two: A competent pharmacy workforce that supports Māori well-being.

Strategies	Actions: Short term 6 mths – 2 yrs	Mid-term 2 – 7 years	Long-term 7 – 12 years
<p>2a Increase the Māori workforce</p>	<ul style="list-style-type: none"> • Review all curricula of all providers within pharmacy profession training to ensure they are relevant and meaningful for Māori. • Undertake an analysis of the pharmacy profession across all providers to identify Māori participation and achievement in the pharmacy workforce. • Review recruitment, retention and achievement of Māori students in the pharmacy profession 	<ul style="list-style-type: none"> • Monitor and support the effectiveness of the programmes. • Support and encourage providers to develop marketing material to attract Māori into the pharmacy workforce. • Support the profession to develop marketing strategies to attract Māori into the pharmacy workforce. 	<ul style="list-style-type: none"> • The Māori pharmacy workforce reflects the proportion of Māori in the New Zealand population. • The increase of Māori in the pharmacy workforce is sustained.

Strategies	Actions: Short term 6 mths – 2 yrs	Mid-term 2 – 7 years	Long-term 7 – 12 years
<p>2b Support the Māori workforce</p>	<ul style="list-style-type: none"> • Ongoing development of Ngā Kaitiaki o Te Puna Rongoā o Aotearoa* will be supported. • Resource Ngā Kaitiaki o Te Puna Rongoā o Aotearoa to function effectively. • Identify the training needs of the Māori pharmacy workforce. • Prioritise to meet the training needs of the Māori workforce 	<ul style="list-style-type: none"> • Ongoing development of Ngā Kaitiaki o Te Puna Rongoā o Aotearoa will be supported. • Support and encourage the establishment of mechanisms for Māori student retention. • Facilitate links for Māori students to Ngā Kaitiaki o Te Puna Rongoā o Aotearoa. 	<ul style="list-style-type: none"> • Ongoing development of Ngā Kaitiaki o Te Puna Rongoā o Aotearoa will be supported. • The Māori workforce is flourishing and well supported.

*Māori Pharmacists Association

Strategies	Actions: Short term 6 mths – 2 yrs	Mid-term 2 – 7 years	Long-term 7 – 12 years
<p>2c Develop a competent workforce that supports Māori well-being.</p>	<ul style="list-style-type: none"> • Review the competence standards to ensure that they support the goal of Māori well-being. • Develop cultural competence standards that support the strategy. • Develop education programmes for the workforce that supports Māori well-being. • Raise awareness of Rongoā Māori. 	<ul style="list-style-type: none"> • Review all continuing professional development programmes within pharmacy to ensure they support Māori well-being. • Monitor and review education programmes for the pharmacy workforce to ensure they support Māori well-being. 	<ul style="list-style-type: none"> • All pharmacists have knowledge, skills and attitudes that support Māori well-being.

Goal Three: Key relationships with Māori are strengthened and maintained across the pharmacy profession.

Strategies	Actions: Short term 6 mths – 2 yrs	Mid-term 2 – 7 years	Long-term 7 – 12 years
<p>3a Foster engagement with Māori.</p>	<ul style="list-style-type: none"> • Develop and promote Pharmacy as having the expertise and knowledge to improve Māori well-being. • Develop culturally responsive services that will improve Māori well-being. • Develop resource kits that assist pharmacists to interact with Māori. 	<ul style="list-style-type: none"> • Conduct a series of seminars for pharmacists and local Māori communities to meet and share information. • Maintain the currency and relevance of resources. • Monitor current initiatives and ensure pharmacists are informed of them. 	<ul style="list-style-type: none"> • Strong effective relationships between local Māori and pharmacists are established.

Goal Four: Pharmacy services will be innovative in improving Māori well-being.

Strategies	Actions: Short term 6 mths – 2 yrs	Mid-term 2 – 7 years	Long-term 7 – 12 years
<p>4a Identify and foster innovative models for the delivery of pharmacy services to Māori in ways that support Māori well-being.</p>	<ul style="list-style-type: none"> • Identify current research initiatives that support Māori well-being. • Establish a database of practitioners with a short profile of initiatives that benefit Māori. • Communicate innovative practices through established pharmacy communication channels. 	<ul style="list-style-type: none"> • Reference successful initiatives to pharmacy practice. • All initiatives will consider how they will support Māori well-being. 	<ul style="list-style-type: none"> • The pharmacy profession provides services in a manner that support Māori well-being in the evolving health sector. • The pharmacy profession and Māori communities are well informed of the successful initiatives.

DEFINITIONS

Māori: traditional societal structures of the indigenous inhabitants of New Zealand include *whanau*, *hapu* and *iwi*.

well-being: one model of Māori health known as *whare tapa wha* (a four-sided house) is described by Mason Durie and used in the context of this document to express the Māori perspective and philosophy of health. This model views Māori health as a communal issue rather than just an issue for the individual concerned. The four components, or sides, of Māori well-being are *Taha tinana* (physical health), *Taha hinengaro* (encompassing the health of the person's mind including their thoughts, opinions and feelings), *Taha wairua* (spiritual health) and *Taha whanau* (emphasising the importance of family and community in maintaining health). Ref: Durie, M (1998) *Whaiora: Māori Health Development*. Oxford University Press, Melbourne.

whanau: cluster of families and individuals who descend from a common ancestor.

hapu: sub-tribe or kin group that is linked by a common ancestor.

iwi: tribe composed of descendants from a specific ancestor(s). A number of related hapu constitute an *iwi*.

Treaty of Waitangi: the English text of the document (as distinct from the Māori text, Te Tiriti o Waitangi), signed by the English representative of Queen Victoria and the Māori chiefs present on 6 February 1840.

rongoā: medicine, healing. Ref: Ryan, P Māori (1995) *Reed Dictionary of Modern Māori* (page 254).

He manako te koura e kore ai.