

# Māori Cultural Competency Action Plan

Priority	Strategic Function	Goals	Outcome
<p><b>Health System</b></p> <p>SCDHB recognises the principles of Te Tiriti o Waitangi</p>	<p>The health system recognises the principles of Te Tiriti o Waitangi</p> <p>Tikaka Best Practice underpins all systems</p>	<ul style="list-style-type: none"> <li>• Māori participation at all levels</li> <li>• Māori models of care, equity and health literacy are all reflected in strategic and operational plans</li> </ul>	<ul style="list-style-type: none"> <li>• Systems support Māori to actively participate in planning and development of high quality, equitable and culturally competent health care</li> </ul>
<p><b>Leadership</b></p> <p>SCDHB provides services that are tailored to meet the diverse cultural needs of Māori community</p>	<p>SCDHB creates a set of congruent behaviours attitudes and policies that enable the provision of culturally safe health care which effectively meets the needs of Māori in line with prevailing norms, practices, belief, values and Mātauranga Māori (Māori cultural knowledge)</p>	<ul style="list-style-type: none"> <li>• Leadership requires health workforce to review their own cultural competence and health literacy performance.</li> <li>• Leadership involves active partnership with internal and external providers to establish education options</li> </ul>	<ul style="list-style-type: none"> <li>• The health workforce tailor their professional development to build their capability to deliver Māori-centred services</li> <li>• Cultural competence is incorporated into job descriptions.</li> <li>• Staff performance evaluations are conducted</li> <li>• Cultural competence and Health literacy, skills and knowledge are embedded in practice</li> </ul>
<p><b>Workforce</b></p> <p>SCDHB takes a planned approach to recruitment and developing a culturally competent health workforce</p>	<p>Leaders champion good cultural competency practice by supporting all staff uptake in Māori cultural competencies training</p> <p>Staff build cultural competency in their practice.</p>	<ul style="list-style-type: none"> <li>• All staff are able to demonstrate Māori cultural competency or have a development plan in place by 2020</li> </ul>	<ul style="list-style-type: none"> <li>• Staff demonstrate the appropriate attitudes, awareness, knowledge and skills and are able to achieve optimum outcomes for Maori</li> <li>• Māori are informed and supported to manage their health, make informed decisions and understand how to navigate and communicate at every point of their health journey</li> </ul>