



**Mandatory Review of
Health & Disabilities, Whānau Ora and Social Services Qualifications
Minutes**

Wednesday 13 March 2013

Jet Park Airport Hotel and Conference Centre

63 Westney Road, Mangere, Auckland

Present Facilitators:

Ministry of Health (MOH): Wi Keelan (Chief Advisor Māori), Karen Koopu (Development Manager)

New Zealand Qualifications Authority (NZQA): Tui Marsh (Quality Assurance Division), Josie Pulman (Māori Qualifications Services)

Stakeholders from Health & Disability, Education and Social Services – Refer to Appendix 1

1 Karakia, Mihimihi & Whakawhanaungatanga

1.1 9.00am.
Karakia by Matt Matamua

Wi Keelan welcomed those in attendance.

1.2 Matt Matamua responded on behalf of manuhiri.

1.3 All who attended introduced themselves and where they are from.

2 Introductions and Setting the scene

2.1 Tui Marsh (NZQA) presented an overview of the **Targeted Review of Qualifications (TROQ)**. Please see Appendix 2 for slides.

- Qualifications are developed to be fit for purpose and to remove duplication.
- Qualifications will be based on the need, for example, what the sector looks like now and what the needs are now and for the future. This applies across all sectors.
- **Do, Be, Know** and **How** are the key words behind the new development of these qualifications.

What has changed?

- There is a separation of Programmes & Qualifications.
- All qualifications developed in this review will be New Zealand qualifications which form the basis for programme delivery. The **'how and what'** lies in the programme development. The Programmes need to be



flexible enough to be delivered in a variety of contexts.

- The Strategic Purpose and Graduate outcomes provide the framework around which the programme details will be developed. (Please see Slide 9 to see the Life Cycle of a qualification).

Concerns and questions raised:

- Whānau Ora training and duplications?
- Use of the terms “Regulated” and “Unregulated” marginalises community workers in a negative way. The term “Care and Support workforce” should be used rather than “unregulated”.
- What is the advisory group involved? (A) The Whakaruruhau, government departments, training providers, and others.
- Discussions were held around the misconception that unit standards are being de-registered. There is no intention to remove unit standards

2.2

Tania Hodges presented the Ministry of Health workforce report findings. (Appendix 3 – Presentation slides and notes).

The report found that there are key issues for Kaimahi Māori, and recommendations have been made.

There needs to be a national strategy for this workforce, with the “workforce” in mind, selected by and from the workforce. There needs to be a purpose, and a good system of data collection.

There are 3 pathways:

- | | | |
|---|---|----------------------------------|
| <ul style="list-style-type: none"> • Kaimahi Māori, • Rongoa Practitioners • Community Māori | } | <p>All leading to Whānau Ora</p> |
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Consider indigenous developments, internal and external.

Internal work is with Iwi development, and external for example can be looking at overseas developments e.g. in Australia and Canada.

Career pathways, agreed in competency framework

Tania noted that there is a need for more strategic policy and resources, and also for greater coordination and action. A small task force need to be established.

Considerations going forward:

- There is a need for a National approach
- More Strategic and Political leadership is required
- Buy-in ownership from key stakeholders
- Adequate project development resourcing
- This needs to be led by Workforce
- Future focused
- Agreement on regulation



The question was raised about how might we try and future proof now, so we don't need to be revisiting it in 5 years time? The general response was that this is something everyone should be doing.

Merepeka Raukawa-Tait suggested developing a strategy to promote Kaimahi Māori, to support them and their development. An active strategy is needed now to promote consistency out there, to talk about the value of Kaimahi Māori everywhere.

Discussions were held around going back to whānau and asking what it is they need, and working forward from their perspective.

Also Risks and issues involved with regulated and non-regulated. Current regulated bodies demonstrating your components. Can this be applied across all disciplines regardless of being registered or not.

2.3 Di Grennell presented workforce report findings from Te Puni Kokiri (TPK).

Summarised the morning conversation under three main points

1. Regulated vs. Unregulated workforce
2. NZQA processes – qualification discussion. What role, having qualifications can do with regulation? E.g. Social Services, need to demonstrate to the SS Board being nationally recognised. Integration or practice, and literacy requirements.
3. The review of the Hauora cluster of qualifications will look at the work in the health piece but look also in to the other areas of Health and disabilities, and the Social Services.

Our people want “Someone with a multitude of skills, not a multitude of people” (Di Grennell).

Question: What is the suite of qualification that best fit Whanau ora, there needs to be a balancing factor.

Who do the workforce engage work with? Everyone needs to be prepared for diversity and flexibility.

3 Health, Disabilities, Social Services and Whanau Ora Review

3.1 A history of Whānau Ora was given by Wi Keelan.

A National hui was held which looked at the need of non-regulated workers. The hui was attended by 80 key stakeholders from the health sector. Te Rau Matatini piloting wananga

From that hui a National Taskforce was set up. The members are listed below:

Marian Hakaraia	Linda Thompson	Lorraine Bailey
Tania Hodge	Rick Niania	Tino Pareira (Pacific)
Riripeti Haretuki		



3.2 Reflections by Tui:

1. NZQA are one of the tools to be utilised in the review and development of qualifications.
2. Needs of the sector and helping achieve Whanau Ora/ Careerforce qualifications
3. What influence you as a stakeholder can have?

3.3 Daria Martin (Careerforce) presented and discussed the history of the ITO.

There are 84 qualifications and less than a third are Careerforce qualifications. There are 32 qualification owners.

Age carers	Mental health& Addiction	Healthcare assistance	Non-regulated
Social Services	Child/Family	General	Primary, Public health

Te Pou have funding for 15000 learners from the Crown, they can provide funding.

3.4 Josie Pulman (NZQA) presented the Mātauranga Māori qualifications in scope. There are 21 qualifications.

Health & Education (14) qualifications	Social Services (4) qualifications	Whānau Ora (3) qualifications
(10) Owners	(3) Owners	(2) Owners
Analysis of Level 3 & 4	Core & Support	
	Mātauranga Māori	
	Communications	
Analysis of Level 5 & 6	Academic	
	Pathways	
	Enhancing Knowledge & Skills	

3.5 **The Review Process**

- Sector representation is vital in the review process - Health and Disabilities, Whānau Ora, and Social Services qualifications



- Establishing a stream approach. This two stream approach will maintain Mātauranga Māori and the wider sector qualifications.
- There will be Māori representation on both streams.
- All qualifications will become New Zealand Qualifications.
- Developers will have ongoing systems in place to ensure consistency amongst Providers of programmes leading to the award of the qualifications.
- There is a 6 month time frame for the review of qualifications. Below is a summary. (Please refer to Appendix 2 - for more details)

March	Confirm the structure and approach for the review. All key stakeholders are involved. The needs analysis with the current and future focus details. The review plan.
June	(3 months to have completed) – number of qualifications in the suite, level(s) and disciplines, qualification details drafted. Consultation on the proposed landscape of qualifications. The review plan is submitted to Service Delivery (NZQA).
August	Qualification details confirmed.
September	Consultation.
October	Application submitted for analysis and review report written.

4

Group discussions

4.1

The facilitators gave the attendees the chance to feedback and give their thoughts on how the structure may look. Analysis was done of all feedback and can be found in the Proposal document.

5

Karakia whakamutunga – Closed by Matt Matamua.