



Allied Professions Pacific Workforce Strategy



Contents

Contents1

Allied Profession Pacific Workforce Strategy2

Priority 1.....3

Priority 2.....5

Priority 3.....6

Allied Profession Pacific Workforce Strategy

“Our vision for our Pacific Peoples is empowered and enabled to live longer quality lives, supported by a cultural responsive health system”

Executive Summary

This document stipulates the strategic plan that Allied Professions will deliver to grow and support our Pacific workforce.

Pacific Terminology

‘Pacific’ is a pan-ethnic term used to describe the 16 ethnic groups of the Pacific Islands that are linguistically, culturally and geographically similar but are uniquely different and diverse in their own right. The seven main Pacific ethnic groups in Aotearoa, New Zealand are Samoan (48.7%), Cook Islands Māori (20.9%), Tongan (20.4%), Niuean (8.1%), Fijian (4.9%), Tokelauan (2.4%), and Tuvaluan (1.2%) (Ministry of Pacific Peoples, 2018). Within the greater Wellington Region 56.4% of the Pacific population identify as Samoan, Cook Island Māori (17.2%), Tokelauan (8.7%), Tongan (6.7%), Niuean (4%), Fijian (3.5%) and other Pacific Peoples (3.7%) (CCDHB & HVDHB 2018).

Strategic Priorities

- **Priority 1:** Encourage and support Pacific people to choose Allied Professions as a health career
- **Priority 2:** Grow and empower our Pacific workforce
- **Priority 3:** Create environments in which Pacific people can thrive

Strategic Document Key:

- ▲ Pacific Health & Wellbeing Strategic Plan for the greater Wellington Region 2020-2025
- ▲ National Directors of AHST- Pacific AHWS
- ▲ Ola Manuia Pacific Health and Wellbeing Action Plan 2020

Priority 1

Encourage and support Pacific people to choose Allied Professions as a health career

Goal: Engage with Pacific people to encourage Allied Professions as a career option		
Actions to achieve this outcome	How will we know there has been an improvement	Measures of improvement
<p>Widen opportunities for Pacific people's entry into Allied Professions career study pathways within the Wellington region. ▲</p> <p>Explore undergraduate scholarship opportunities for Pacific. ▲</p> <p>Identify departments within Allied Professions that have positions that are hard to recruit to or a high rate of vacant positions and offer Pacific students observations in this area.</p> <p>Encourage and support Pacific students to apply for job positions in departments they have completed work observations.</p>	<p>The establishment of a Pacific Allied Professions studentship/internship/work experience/observation week across settings of care and sites for high school and tertiary students. With particular emphasis on Allied Professions departments with staff shortages.</p> <p>Collect data on the number of cadetships and relevant health scholarship programmes in place nationally and locally and support Pacific students to apply for this</p>	<p>Increase in the number/ (%) per annum of Pacific students attending Allied Professions work experience/observation across the 2DHB.</p> <p>Pre and post survey or fono on the experience of Pacific students through the work experience / observation weeks / studentship/internship.</p> <p>Increase in the number / (%) of Pacific students applying for scholarships funded and cadets and placed.</p> <p>Increase in the number/ (%) of Pacific people applying for jobs in Allied Professions across the 2DHB.</p> <p>Increase in the number/ (%) of Pacific people applied for jobs in Allied Professions and placed.</p>
<p>Promote and use multimedia tools to raise Pacific community's awareness of health career and pathways (schools, universities,</p>	<p>Engagement with the Pacific communities. Including attending Workforce Career Days at schools or in the community.</p>	<p>Increase in the number/ (%) per annum of community events attended by Allied Professions Pacific workforce including career expos, schools.</p>

<p>community/youth centres, churches). ▲</p> <p>Support workforce development awareness initiatives at local Pacific events.</p> <p>Improve accessibility and quality of Allied Professions career information for the Pacific community.</p> <p>Offer support to Pacific students via formal education settings, such as secondary schools to tertiary institutions.</p>	<p>Improve the Allied Professions careers information booklet to make it more useful and accessible for Pacific students. Including Pacific scholarship opportunities</p> <p>Established communications to Pacific community and Pacific students on Allied Professions Careers</p> <p>Collect data on the number of Pacific students showing interest in undertaking Allied Professions studies.</p> <p>Collect data on the number of cadetships and relevant health scholarship programmes in place nationally and locally.</p>	<p>Increase in the number/ (%) per annum of media platform initiatives for Pacific community and students.</p> <p>Survey/Fono on the experience of Pacific students and Pacific community with multimedia and community events delivered annually.</p>
---	---	--

Priority 2

Grow and Empower our Pacific workforce

Goal: Engage with Pacific people to encourage Allied Professions as a career option		
Actions to achieve this outcome	How will we know there has been an improvement	Measures of improvement
Influence HR recruitment policies and process across the 2DHBs to improve Pacific employment opportunities including increasing number of Pacific on shortlisting, interview panels, steering groups and governance. ▲	As part of the Allied Professions Recruitment Process across the 2DHB. If an applicant identifies as Pacific and they meet minimum eligibility criteria for the role, they are shortlisted to interview.	<p>100% of applicants that identify as Pacific and meet minimum eligibility criteria are shortlisted for interview, to be reported quarterly.</p> <p>Increase in the % of innovative interventions to improve health workforce retention and recruitment.</p> <p>8% of the Allied Professions workforce identifies as Pacific, this is to reflect the proportion of the Pacific population living in the Wellington Region, to be reported quarterly.</p>
Pacific people are supported in their training and pre/entry training. ▲	An increase of promotion and support of Allied Professions careers to existing Pacific employees within the 2DHB.	<p>Increase in the number / (%) of Pacific people who apply for Allied Professions roles.</p> <p>Increase in the number / (%) of Pacific people who apply for Allied Professions roles and are placed.</p>

Priority 3

Create environments in which Pacific can thrive

Goal: Implement retention strategies, develop opportunities to increase and sustain our Pacific workforce.		
How will we know there has been improvement	How will we know there has been improvement	How will we know there has been improvement
<p>Expand cultural supervision/mentoring to include Allied professions that identify as Pacific. ▲</p> <p>Identify and support Allied Professions Pacific Mentors and supervisors across the metro-DHBs. ▲</p> <p>Strong pathways in place for mentoring and leadership training for the current Pacific workforce.</p>	<p>Establish Pacific cultural supervision and mentoring programme for Allied Professions that identify as Pacific.</p> <p>Establish relationship with Pacific Directorate and develop Allied Professions Pacific Mentors.</p> <p>Support the pilot for cultural mentoring/supervision for Allied Professions. Guidance from Pacific Health Directorate.</p>	<p>100% of Allied Professions Pacific employees will have been offered cultural supervision and mentor.</p> <p>Increase the percentage (%) of Allied Professions Pacific employees who have undertaken cultural supervision/mentorship training.</p>
<p>To develop and support a culturally safe health system that fosters understanding of the connection between Pacific cultures, world views and wellbeing and contributes to better outcomes. ▲</p> <p>Develop and Implement a Sub-</p>	<p>Number of Mandatory Cultural Safety training sessions rolled out across Secondary and Primary care services. Embed Pacific cultural training as a key component of new employees orientation programme. E.g. Allied Professions New graduate programme.</p>	<p>100% of new Allied Professions employees undertakes Pacific culture awareness as part of Allied Professions New graduate programme.</p>

regional Cultural Safety Framework, Checklist and Training Package that nurtures a culturally responsive work environment and improve capacity of the health workforce to deliver culturally sensitive services. ▲		
Support process for Pacific staff orientation. ▲	Pacific orientation for all new Allied Professions Pacific employees. Including meeting with the Allied Professions Lead Pacific Peoples Health 2DHB, Pacific Directorate and Pacific Unit.	100% of Allied Professions Pacific new employees are welcomed to the Pacific team across the 2DHB.
Communication mechanisms are established to build Allied Professions Pacific community. ▲	<p>Build a support network for Allied Professions Pacific within the 2DHB.</p> <p>Support Allied Professions Pacific employees to join Pacific Health Networks. E.g. PAHANZ (Pacific Allied Health Association New Zealand).</p>	100% of Allied Professions Pacific employees to have been offered and supported to join the Allied Health Pacific network 2DHB and or other professional Pacific Health networks.

References

- Ministry of Health. 2020. Ola Manuia: Pacific Health and Wellbeing Action Plan 2020-2025. Wellington: Ministry of Health.
- New Zealand, Ministry for Pacific Peoples. *Yavu: Foundations of Pacific Engagement*; 2018. Accessed September 17, 2020. https://natlib-primo.hosted.exlibrisgroup.com/primo-explore/fulldisplay?docid=NLNZ_ALMA11315983250002836&context=L&vid=NLNZ&search_scope=NLNZ&tab=catalogue&lang=en_US