

16 May 2023

Ref Number: MHA17668

John

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Tēnā koe John

**Official information request for Mātauranga Māori related costs**

I refer to your Official Information Act 1982 (OIA) request of 27 April 2023.

You have requested:

1. *The job description for the DCE – Mātauranga Māori role*
2. *The remuneration, or remuneration range paid to the DCE – Mātauranga Māori role*
3. *The number of direct and indirect reports to the DCE – Mātauranga Māori*
4. *The total remuneration paid to all the direct and indirect reports to the DCE – Mātauranga Māori*
5. *All other costs incurred by Maori Health Authority related to mātauranga Māori*
6. *The total number of roles across Maori Health Authority and its subsidiaries / DHBs that are directly or indirectly involved in mātauranga Māori*

**Job description for DCE – Mātauranga Māori role**

Please find attached a copy of the job description for the Deputy Chief Executive (DCE) – Mātauranga Māori role.

**Remuneration range paid to the DCE – Mātauranga Māori role**

I can advise that the remuneration range for all DCEs at Te Aka Whai Ora, including for the DCE – Mātauranga Māori role, is \$246,000 to \$370,000.

**Number of direct and indirect reports to the DCE – Mātauranga Māori**

The Mātauranga Māori group at Te Aka Whai Ora currently has 32 positions, including the DCE – Mātauranga Māori. For the purposes of responding to your request, we have interpreted indirect report to refer to staff members who sit below staff who directly report to the DCE – Mātauranga Māori. I can advise that the DCE – Mātauranga Māori has seven direct reports, and 24 indirect reports.

I am providing you with a copy of the Māori group structure, which contains all direct and indirect reports for your reference. Please note that the attached structure was approved by the Te Aka Whai Ora Board on 7 December 2022.

Following the completion of transferring positions to Te Aka Whai Ora from other health agencies under the Health Sector (Transfers) Act 1993, we are currently working through a process to align those transferred positions to finalise the Te Aka Whai Ora corporate structure, including in the Mātauranga Māori group.

***Total remuneration paid to direct and indirect reports to the DCE – Mātauranga Māori***

The annualised cost of the salaries for the direct and indirect reports to the DCE – Mātauranga Māori, based on the 32 roles and excluding any contractors and secondees, is \$3,949,559.66.

***All other costs incurred by Te Aka Whai Ora relating to Mātauranga Māori***

I have interpreted this part of your request to refer to non-staff costs incurred by Te Aka Whai Ora, relating to Mātauranga Māori.

I can advise that between 1 July 2022 and 31 March 2023, Te Aka Whai Ora expenditure for the Mātauranga Māori group is \$5,469,501, across Mātauranga Māori, Iwi-Māori Partnership Boards (largely establishment funding for IMPBs), and data and digital support (from January 2023, which is when this work transferred from the Governance and Advisory group).

***Total number of roles across Te Aka Whai Ora that are directly or indirectly involved in Mātauranga Māori***

With regards to the total number of roles across Te Aka Whai Ora that are directly or indirectly involved in Mātauranga Māori, aside from the 32 positions in the Mātauranga Māori group, at any point in time one or more other staff from Te Aka Whai Ora could be involved in Mātauranga Māori work depending on its relationship to their own portfolio responsibilities (e.g., policy or Ministerial Services).

Te Aka Whai Ora intends to make the information contained in this letter and any attached documents available to the wider public. We will do this by publishing this letter and attachments on our website. Your personal details will be deleted, and Te Aka Whai Ora will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this decision with us, please feel free to contact Te Aka Whai Ora Ministerial Services ([mhagovernmentservices@health.govt.nz](mailto:mhagovernmentservices@health.govt.nz)).

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Nāku noa, nā



Craig Owen  
Maiaka Tōakiaki | Deputy Chief Executive, Governance and Advisory

## Position Description | Te whakatūranga ō mahi Māori Health Authority | Te Mana Hauora Māori

<b>Title</b>	Deputy Chief Executive - Mātauranga Māori ( <i>Te Reo title to come</i> )		
<b>Reports to</b>	Chief Executive Officer		
<b>Location</b>	Wellington or Auckland ( <i>with travel as required</i> )		
<b>Team</b>	Executive Leadership Team		
<b>Direct Reports</b>	Up to 5 FTE	<b>Total FTE</b>	tbc
<b>Budget Management</b>	<b>Opex</b>	tbc	<b>Capex</b>
<b>Delegated Authority</b>	<b>HR</b>	Yes	<b>Finance</b>
<b>Date</b>	May 2022		
<b>Job Grade (indicative)</b>			

*Ka kore tēnei whakaoranga e huri ki tua o aku mokopuna  
Our mokopuna shall inherit a better place than I inherited*

### Te Mana Hauora Māori | Māori Health Authority

Te Mana Hauora Māori | The Māori Health Authority (MHA) is a newly established independent statutory entity responsible for enabling Māori to shape health outcomes for Māori, and to give effect to Te Tiriti o Waitangi, acting as an agent for tino rangatiratanga, with joint accountabilities to the Crown and Māori.

The MHA is the primary source of strategy and policy for hauora Māori, leading the identification and monitoring of equitable health outcomes, development of the Māori health workforce, and the direct commissioning of kaupapa Māori services. Our whāinga is to achieve greater Māori participation in the design and delivery of health services for the betterment of all. This will be achieved by embedding the principles of Te Tiriti o Waitangi as central components of Aotearoa New Zealand's health reform. We play a critical role in enhancing Māori rangatiratanga, ensuring equitable access to healthcare and supporting whānau to take control of their own health and wellbeing.

We work in close partnership with the Ministry of Health (MOH) and Health New Zealand (Health NZ) and enable Iwi Māori Partnerships Boards (IMPBs), Māori health providers, iwi, hapū and Māori communities to achieve Māori health aspirations.

### Our Values | Whanonga pono

In order to guide the culture, values, and behaviour expected of the health sector, Health New Zealand and the Māori Health Authority have developed a Health Charter – Te Mauri o Rongo. Te Mauri o Rongo guides how we relate to each other and serve our whānau and communities, to continually improve health outcomes and build towards pae ora. We will do this in practical ways, including by:

- caring for the people who care for the people

- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services; and
- defining the competencies and behaviours we expect from everyone, especially those we expect from our leaders.

### About the role | Tēnei tūranga

The Deputy Chief Executive - Mātauranga Māori is a direct report to the CE and key member of the Executive Leadership team. The DCE Mātauranga Māori acts as the chief cultural advisor to the CE, and the MHA Board. The role also provides expert cultural advice to our sector partner HealthNZ.

As a strategic leader of cultural capability, the role will be responsible for leading the development and successful implementation of the Māori strategy. The role is responsible for ensuring that te ao Māori and mātauranga Māori are embedded across all internal decision making, alignment with Te Tiriti o Waitangi principles, and leading the development of te reo Māori me ōna tikanga across the MHA. This will involve the effective communication of a compelling, inspired and meaningful vision and a sense of direction and purpose for the MHA with relation to the Māori strategy.

A key enabler supporting and guiding the transformation within sector, this role will provide effective support for our Māori staff and key stakeholders, and championing use of Māori esoteric knowledge throughout MHA and the models of care. Working in partnership with Health NZ and MOH in the development of strategy and policy includes a te ao Māori view, with mātauranga Māori is successfully embedded in prioritising whānau voice.

Key Result Area	Expected Outcomes / Performance Indicators – Position Specific
<b>Strategic Leadership and Influence</b>	<ul style="list-style-type: none"> <li>• In collaboration with the CE and Executive Leadership Team contribute to the development of agreed strategic and operational plans which are aligned to the strategic direction as set by the Board, and in-line with the expectations outlined in the Statement of Intent and Statement of Performance Expectations.</li> <li>• Ensure the MHA work programme delivers the strategic outcomes required to transform the sector, establishing priorities and allocating resources required to implement the business collectively to create the change required to achieve outcomes for Māori in Aotearoa.</li> <li>• Use best practice tikanga Māori to support the CE to ensure operational risk and compliance obligations are met including implications for the Board, Ministers and other key stakeholders.</li> </ul>
<b>Te reo me ōna tikanga expertise</b>	<ul style="list-style-type: none"> <li>• Lead, develop and delivery of the strategy to develop te reo me ōna tikanga practices throughout the MHA in conjunction with ELT</li> <li>• Provide expert tikanga support for senior leadership</li> <li>• Role model te reo me ōna tikanga best practice across all parts of the organisation and support Health NZ in their endeavours to increase te reo and tikanga where resource allows.</li> </ul>

<p><b>Mātauranga Māori</b></p>	<ul style="list-style-type: none"> <li>• Leadership and stewardship of tikanga across MHA, acting as a specialist expert advisor to the CE, ELT and the Board.</li> <li>• Providing advice to the Executive Leadership Team in their engagement responsibilities with iwi Māori.</li> <li>• Lead the development and delivery of the Māori strategy for MHA including contributing thought-leadership to policy development (in close collaboration with policy colleagues), priority setting in monitoring progress against strategic plans.</li> <li>• Ensure that strategy considers the internal and external environment and capability required to achieve the desired outcomes ensuring that:             <ul style="list-style-type: none"> <li>○ Te ao Māori worldview is considered in all decision making</li> <li>○ Mātauranga Māori in relation to pure is valued and embedded in our work</li> <li>○ Mātauranga Māori in relation to Te Ao Hurihuri is valued and embedded in our work</li> <li>○ Whānau voice is reflected at the core of our work</li> </ul> </li> <li>• Provide expert mātauranga Māori advice to HealthNZ initiatives which support and enable the vision of Whakahiko i te Oranga Whānau.</li> <li>• Lead tikanga best practice to support the CE and executive leadership team to identify and deliver strategic initiatives which enable the improvement of the experience of Māori within the health setting.</li> <li>• Role model tikanga best practice to support strategic relationships and partnerships with Māori iwi leaders and health providers.</li> </ul>
<p><b>Stakeholder Relationships</b></p>	<ul style="list-style-type: none"> <li>• Support the Chief Executive (CE) to develop strong and effective working relationships with the Board, iwi Māori, including (but not limited to) IMPBs, iwi leaders, mātauranga Māori experts, and Māori health providers.</li> <li>• Foster the development of key strategic relationships with Māori.</li> <li>• Facilitate making connections to further enhance relationships, build and maintain high trust relationships across diverse stakeholders.</li> <li>• Lead and promote the development of a strong and equitable relationship with Health NZ, MOH and the Public Health Agency stakeholder counterparts to work in partnership to collectively deliver the health reforms required for Māori.</li> </ul>
<p><b>Whānau voice</b></p>	<ul style="list-style-type: none"> <li>• Lead the development and delivery of a strategy to ensure that whānau voice is captured, heard and reflected throughout all functions of the MHA, models of care and the wider system.</li> <li>• Collaborate with MHA colleagues to develop whānau centric ways of capturing, reflecting, and monitoring quality of inclusion of whānau, hapū and iwi health aspirations across the organisation and system.</li> <li>• Leverage established iwi relationships to enabling health care to be delivered to whānau in their communities.</li> <li>• Develop relationships with intersectoral partners to address and improve the determinants of health with a te ao Māori view.</li> </ul>

<p><b>Honouring Te Tiriti o Waitangi</b></p>	<ul style="list-style-type: none"> <li>• Provide strategic and policy leadership related to the implementation of Te Tiriti o Waitangi and its implementation across the organisation and in conjunction with Health NZ and MOH.</li> <li>• Work in partnership with legal advisors to ensure the MHA’s legal obligations with relation to te ao Māori perspectives on the application of Te Tiriti o Waitangi in health are delivered upon.</li> <li>• Provide advice to the Executive Leadership Team in their engagement responsibilities with Iwi and Māori.</li> <li>• Lead the development of a MHA specific Te Tiriti o Waitangi framework that informs planning, policy, delivery and monitoring of the health system. Work in close partnership with leaders and key stakeholders to ensure the successful implementation.</li> </ul>
<p><b>Culture and Leadership</b></p>	<ul style="list-style-type: none"> <li>• Lead a culture that enables all employees to learn and grow to deliver responsive and trusted service, ensuring career growth and development, supporting the MHA to be employer of choice Māori professionals.</li> <li>• Contribute to the development and leadership of an organisational culture and people initiatives which unify our workforce and establish expectations of excellence in our culture.</li> <li>• Provide clear direction and where our people feel personally connected to our mahi and the future direction.</li> <li>• Role model Māori values as outlined in the Health Charter - Te Mauri o Rongo.</li> </ul>
<p><b>Transformational Leadership, Innovation and Improvement</b></p>	<ul style="list-style-type: none"> <li>• Communicate a compelling and inspired and meaningful vision and a sense of direction and purpose for the MHA.</li> <li>• As the lead cultural expert in Māori for the MHA, ensure that the needs of Māori are advocated for and a growth in cultural understanding of the needs of Māori is better reflected at a systemic level.</li> <li>• Support the CE and wider ELT to champion system wide improvement and innovation which strengthens Māori leadership, models and system performance for Māori.</li> </ul>

**Relationships | Whānaungatanga**

External	Internal
<ul style="list-style-type: none"> <li>• Ministry of Health, Ministers and Assoc Ministers and their offices (<i>as required</i>)</li> <li>• Other government agencies and Ministers as relevant; including Health NZ.</li> <li>• Iwi Māori Partnership Boards (IMPBs)</li> <li>• Māori Health experts and leaders</li> <li>• Iwi and Māori entities, partners, community leaders</li> <li>• Sector Advisory groups</li> </ul>	<ul style="list-style-type: none"> <li>• Māori Health Authority Board and related Sub Committees as developed</li> <li>• Chief Executive Māori Health Authority</li> <li>• Executive Leadership Team</li> <li>• MHA staff</li> </ul>

## About you | Ngā āhuatanga

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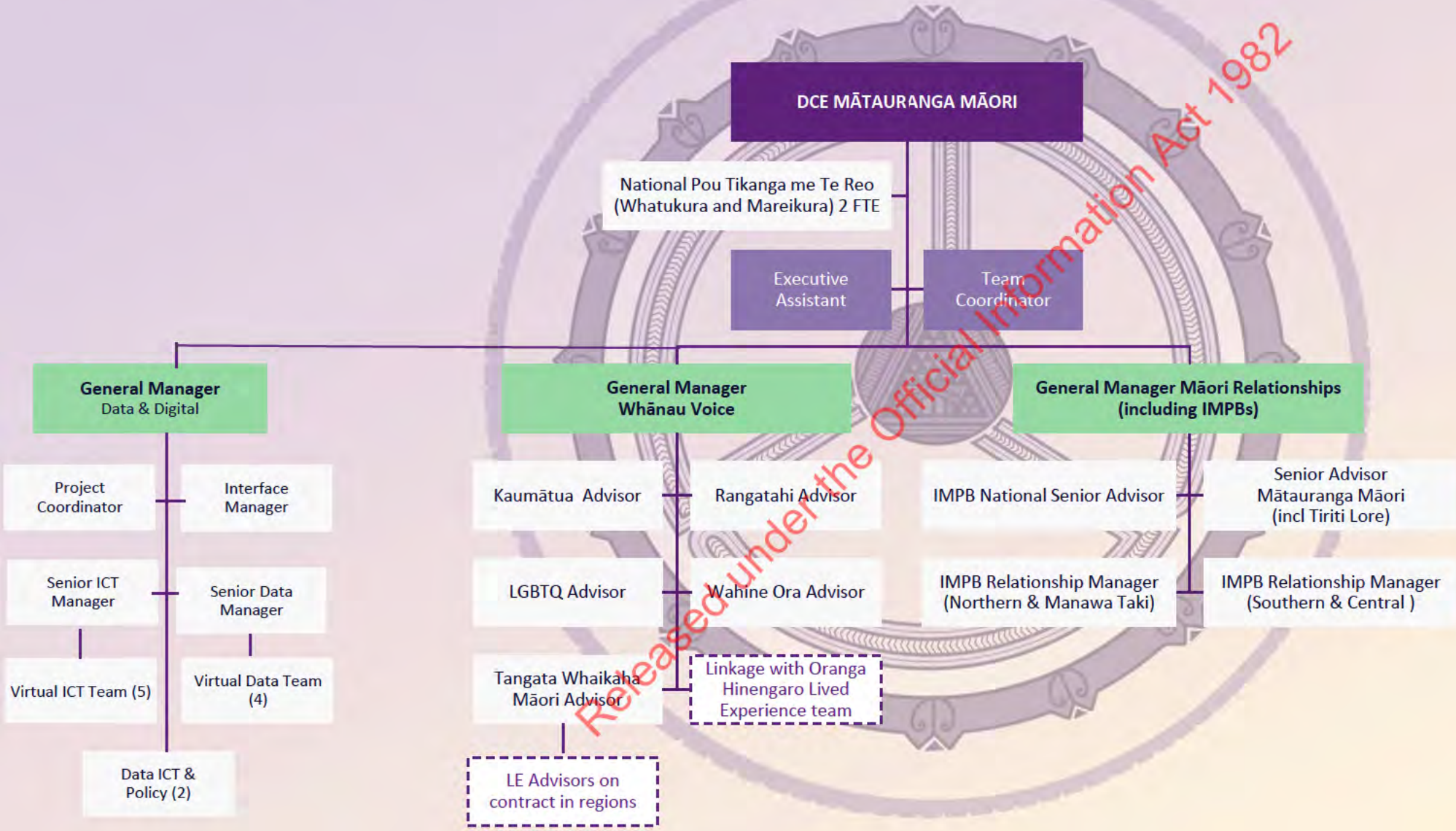
### You will have

- A commitment to achieving equitable outcomes for Māori and a deep understanding of Te Tiriti principles and frameworks, particularly as they apply in healthcare settings
- Fluency in Te Reo Māori alongside of an understanding of the application of mātauranga Māori in the workplace
- Expert understanding and application of te Tiriti o Waitangi, te reo Māori me ōna tikanga
- Strong relationship and stakeholder engagement and management skills including the ability to influence capability of internal and external stakeholders to drive solutions
- Experienced with leading media engagement on issues relating to Māori.
- Proven experience working effectively with iwi, hapū, whānau and non-Māori to deliver Māori solutions for Māori
- Established networks with local Māori communities and sector providers
- The ability to obtain a New Zealand Security Clearance required for the position.

*This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.*



# Mātauranga Māori Group



Released under the Official Information Act 1982