

## He Tataikura Haumanu, He Tataikura Nanā Rotorua 2012

Following a presentation by Maria Baker (Ngapuhi, Te Rarawa) *Te Arawhata o Aorua - Bridging the tension of two worlds a conceptual theory*, at the Te Ao Maramatanga Māori Caucus Bi-annual National Māori Mental Health Nurses wananga in Rotorua, 2012. A small workshop was conducted amongst the participants to elicit an identification of skills, knowledge, qualifications Māori mental health nurses require to continue in their roles and for their further advancement.

The following represents the korero of the Māori Mental Health Nurses who attended *He Tataikura Haumanu, He Tataikura Nanā in 2012*.



### MĀORI MENTAL HEALTH NURSING WORKFORCE DEVELOPMENT NEEDS

#### Attraction

Raising the profile of Māori nurses was viewed as a strategy to attract Māori into the Māori mental health nursing workforce. One Māori mental health nurse suggested specifically showcasing Māori mental health nursing practice to do so.

#### Retention

Māori mental health nurses value peer contact and believe purposely gathering Māori nurses together will provide support to Māori mental health nurses which will be strengthened in the clinical workplace.

Māori Leadership was identified by a number of Māori mental health nurses as key to retention that is by having Māori in leadership provided a congruency of understanding for other Māori staff. Māori mental health nurses felt they did not need to explain or justify themselves about being Māori and a nurse when the manager or leader identified as Māori.

At the same time, for Māori who are employed in management or leadership roles, there is a requirement of specific support to be tailored to them to ensure their ongoing retention.

Some Māori mental health nurses felt secondment into alternative health settings would be invaluable to extending Māori mental health nurses into other areas especially where the Māori health workforce is limited, for example; Detox, Alcohol and other addiction services, primary health care, clinical leadership.

*The following categories could also add to the attraction and retention of Māori into mental health nursing, these are presented in nine thematic categories (workplace support; education; cultural and clinical supervision; financial support; career advise; targeted professional development; skills attainment; attendance to conferences and wananga and Matauranga Māori).*

### **Workplace Support**

Some Māori mental health nurses feel restricted by the standard allotment of study leave (e.g. 5 days per annum) in their workplaces, pitched against employer priorities of what nurses should be focusing on for their professional development or ongoing professional requirements.

Māori mental health nurses want full support from their employer and colleagues when applying for and attending study, wananga and professional group activities for their ongoing professional development. They require release from clinical time and access to locum cover to do so. Some Māori mental health nurses also want better access to cultural support in their workplace.

### **Education**

A proportion of Māori mental health nurses wish to further themselves in education and research. Some Māori mental health nurses want to complete post graduate qualifications such as Post Graduate Diploma; Masters Degrees and Doctorate study. These are desired for in clinical and research based education programmes.

A couple of Māori mental health nurses specified an interest to become a “Māori Nurse Practitioner” or to attain a “PhD such as [in the area of] Wairua Māori”

### **Cultural Supervision**

Māori mental health nurses identified the need for cultural and clinical supervision, but mainly focused on their need for cultural supervision. Māori mental health nurses want cultural supervision that will contribute to and enhance their practice as Māori nurses, to include the ability to enhance their confidence and knowledge base about Te Ao Māori and to ensure a culturally safe forum for the nurse to receive constructive criticism. Māori mental health nurses also want to identify how and who does cultural supervision and what education, skill sets are possible for Māori mental health nurses to acquire in order to become suitable cultural supervisors for other Māori mental health nurses.

### **Financial Support**

The availability of financial support is an important feature for Māori mental health nurses, especially if they intend on pursuing further education, or attend to and complete a range of professional development options. Some Māori mental health nurses mentioned the need for information to be better available about scholarships, and the consideration for travel and accommodation grants.

## **Career Advice**

Māori mental health nurses want information on potential career pathways, education and specific skill sets that could be available or possible to them in their current and or prospective careers as Māori mental health nurses.

## **Targeted Professional Development Programmes for Māori mental health nurses**

Some Māori mental health nurses mentioned a need for programmes to adequately orientate, preceptor and mentor Māori mental health nurses across a range of roles; such as new graduate Māori mental health nurses, new staff members or to new health settings {e.g. Hauora Māori provider, NGO, DHB}. In addition to the development of Māori mental health nursing peer networks so Māori mental health nurses can have exposure to other Māori mental health nurses for mentorship and guidance.

Some Māori mental health nurses mentioned the desire to participate in the Te Rau Matatini Huarahi Whakatu programme and Nga Manukura o apopo leadership programme for Māori nurses.

## **Skills**

A range of specific skills and knowledge were identified by these Māori mental health nurses such as;

1. Clinical techniques [e.g. advanced assessment, acute mental illness and addiction knowledge, pharmacology]
2. Māori therapies [both traditional and contemporary models of care, techniques, therapies]
3. Whanau based therapies
4. Negotiation, bargaining, conflict management [communication] skills
5. Business, money, contract and management skills
6. Te Reo Māori me ona tikanga
7. Matauranga Māori.

## **Conferences, Wananga**

Conferences, workshops, wananga and hui are viewed as contributory to one's ongoing professional development but time and finances to attend such are limited. Māori mental health nurses want to attend quality conferences and wananga as part of their ongoing professional development.

## Matauranga Māori

Māori mental health nurses expressed resource; time and recognition are needed to value the place of Te Reo Māori and Matauranga Māori, and its importance to Māori mental health nursing. There is a desire of Māori mental health nurses to learn and enhance their knowledge of Te Reo Māori, waiata, rongoa, karakia and to partake in kapa haka. One participant commented saying [there needed to be a recognition of] “the indigenous body of knowledge” [specific to Aotearoa], and its potential in Māori mental health nursing care of tangata whaiora.

Māori mental health nurses also want to be able to access kaumatua, kuia in the workplace so as to enable their ongoing learning and reflective practice processes with Matauranga Māori as a basis to their nursing practice.

Nga mihi mahana ki a koutou nga rangatira ma.

Thank you to the participants who attended He Tataikura Haumanu, He Tataikura Nanā in Rotorua 2012 and participated in the workshop. As mentioned this korero will go to Te Ao Maramatanga – Māori Caucus so as to inform the priorities of Māori mental health nurses.

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