New Zealand Policy and Nursing:

Development of Cultural Framework for Nursing Education

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PURPOSE:

1. The purpose of this Act is to provide for the public funding and provision in order to pursue the following objectives:

(a) To achieve for New Zealanders:
- the improvement, promotion and protection of their health;
- the promotion of the inclusion and participation in society and independence of people with disabilities;
- the best care or support for those in need of services

(b) To reduce health disparities by improving the health outcomes of Māori and other population groups.
Treaty of Waitangi

- Historical Context

- The Government is committed to fulfilling the special relationship between Iwi and the Crown under the Treaty of Waitangi

- The principles of Partnership, Participation and Protection will continue to underpin the relationship
Principles of the Treaty of Waitangi

**Partnership**
Working together with iwi, hapu, whanau and Maori communities to develop strategies for Maori health gain and appropriate health disability services

**Participation**
Involving Maori at all levels of the sector, in decision-making, planning, development and delivery of health and disability services

**Protection**
Working to ensure Maori have at least the same level of health as non-Maori, and safeguarding Maori cultural concepts, values and practices
The New Zealand Health Strategy

- Sets the platform for the Government’s action on health
- Identifies priority areas
- Aims to ensure that health services are directed at those areas that will ensure highest benefits for population
- Particular emphasis on inequalities
Principles

- Acknowledging the special relationship between Maori and the Crown under the Treaty of Waitangi

- Good health and well being for all NZ’ers

- An improvement in health status of those disadvantaged

- Collaborative health promotion, disease and injury prevention by all sectors
Principles continued

- Timely and equitable access of all NZ’ers to a comprehensive range of health and disability services, regardless of ability to pay

- A high-performance system in which people have confidence

- Active involvement of consumers and communities at all levels
GOALS

- A healthy social environment
- Reducing inequalities in health status
- Maori development in health
- A healthy physical environment
- Healthy communities, families and individuals
- Healthy lifestyles
- Better mental health
13 Population health objectives

- Reduce smoking
- Improve nutrition
- Reduce obesity
- Increase the level of physical activity
- Reduce the rate of suicides and suicide attempts
- Minimise harm caused by alcohol and drug use
13 Population health objectives continued

- Reduce the incidence and impact of cancer
- Reduce the incidence and impact of cardiovascular disease
- Reduce the incidence and impact of diabetes
- Improve oral health
- Reduce violence in interpersonal relationships, families, schools and communities
To reduce inequalities the strategy will work to:

- Ensure accessible and appropriate services for people from lower socio-economic groups
- Ensure accessible and appropriate services for Maori and Pacific peoples
5 priority service delivery areas

- Public Health

- Primary Health Care

- Reducing waiting times for public hospital elective services

- Improving the responsiveness of mental health services

- Accessible and appropriate services for people living in rural areas
Other Key Ministry Strategies include

- The Maori Health Strategy
- The New Zealand Disability Strategy
- National Strategy for Mental Health Services
- The New Zealand Primary Health Care Strategy
- Pacific Health and Disability Action Plan
- Health of Older People Strategy
## Summary of life expectancy at birth, by NZ Dep96 and ethnic group, 1995-97

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Nursing Strategies

- Primary Health Care
- Nurse Practitioner
- MAGNET
- Rural Nursing
There are a number of national nursing organisations that represent a range of nursing interests in NZ.

MoH works closely with these organisations and facilitates meetings involving the chairs, presidents and CEO’s of the NNO’S.

MoH hosts 2-3 meetings each year.
National Nursing Organisations (NNO)

Purpose:

- Update NNOs on Ministry work that relates to, or impacts on nursing and the nursing workforce
- Provides an opportunity for NNOs to discuss this work, other work being led by the sector and to discuss any concerns or issues
Memorandum of Understanding (MOU)

- February 2001, the Ministry signed a MoU with nursing organisations.
- Obligates the MOH to consult with MoU partners.
- June 2002, the MoU was reviewed in consultation with the signatories.
Released in 2001

Implications for recruitment and retention of the primary health care nursing workforce

Therefore the Ministry initiated a PHC nursing project
Primary Health Care Nursing
Project included

- Development of a national framework for primary health care nursing
- Survey of PHC and Community Nurses
- Funding for innovative models of PHC nursing practice
- Funding for individual scholarships for PHC nurses to undertake postgraduate study
Issues/barriers identified
- Low numbers of Maori and Pacific nurses being recruited and retained
- The primary healthcare and community nursing workforce is ageing
- There is an uneven geographic distribution of primary health care and community nurses
- Primary health care and community nurses cover a broad range of roles
There are difficulties in accessing education because of lack of time, finance and relief staff

Clinical career pathways are not available to over half the number of nurses who responded to the survey

Many nurses are unable to take part in management or leadership roles

Improvements are required to enable communication with other health professionals
Cultural Safety: Background

- 1977 Nurses Act
- 1989 Nursing Education Leadership workshop hui in response to recruitment and retention issues of Maori nurses.
- 1991 Cultural safety guidelines developed – Irihapeti Ramsden
- 1992 Guidelines approved
- 1995 Cultural Safety Review Committee
- 1996 and 2002 - reviewed
Cultural Safety: Nursing Council Definition

- The effective nursing or midwifery practice of a person or family from another culture, and is determined by that person or family. Culture includes but is not restricted to:
  - Age or generation
  - Gender
  - Sexual orientation
  - Occupational and socioeconomic status
  - Ethnic origin or migrant experience
  - Religious or spiritual belief
  - Disability
Cultural safety is currently situated within the following context:

- Culture refers to the beliefs and practices common to any group of people.

- Standard Four (Standards for Registration of Comprehensive Nurses February 2002) requires the content of theory and practice related experience in nursing programmes to include the Treaty of Waitangi/Maori Health and cultural safety.
Concepts of Cultural Safety

- Broad definition-expresses diversity that exists within cultural groups
- Includes social, religious and gender groups as well as ethnicity
Current Guidelines for Cultural Safety in Nursing and Midwifery

- Integrates cultural safety with the Treaty of Waitangi and Maori Health

- NZ Nursing Council recommends that cultural safety is separated from the Treaty of Waitangi and Maori Health issues following a strategic review of the Undergraduate Nursing Education Programme
The nurse or midwife delivering the service will have:

- Undertaken a process of reflection on his or her own cultural identity
- Recognised the impact that his or her own personal culture has on his or her practice
- Unsafe cultural practice comprises any action which diminishes, demeans or disempowers the cultural identity and wellbeing of an individual
Treaty of Waitangi
Learning Outcomes

Registered Nurses will be active Treaty of Waitangi partners as Crown agents therefore:

Nursing and midwifery students will critically analyse the Treaty of Waitangi and its relevance to the health of Maori in Aotearoa/New Zealand

Demonstrate the application of the principles of the Treaty of Waitangi to nursing or midwifery practice
Summary

- Maori workforce development is strategically linked to key Governmental policies and the commitment of the crown to the Treaty of Waitangi

- Strong link between statutory bodies