



Royal Australasian College Of Surgeons
Māori Health Strategy and Action Plan

Te Rautaki Māori 2020 – 2023



Committed to Indigenous health

He Whakamihi *Acknowledgement*

It was important that Te Rautaki Māori be informed by the Māori community, therefore RACS would like to acknowledge the contribution of the individuals that attended Hui Akoako in November 2019, on behalf of the following organisations:

Cancer Society New Zealand
Health Quality & Safety Commission
Ministry of Health
Regional Public Health
Royal Australasian College of Anaesthetists
Royal Australian and New Zealand College of Psychiatrists
Royal New Zealand College of General Practitioners
RACS New Zealand National Board members
RACS Staff
Te Ohu Rata o Aotearoa (Te ORA)
Te Rūnanga o Raukawa
Tū Ora Compass Health

RACS would also like to thank all the members who dedicated their time and expertise to developing Te Rautaki Māori, in particular the knowledge, leadership and guidance of the Māori Health Advisory Group. Their dedication, hard work and enthusiasm is pivotal to RACS working toward equitable health outcomes and growing the Māori surgical workforce.

Indigenous Health Committee

Dr Maxine Ronald (Chair)
Dr David Murray
Dr Michael Wilson
Dr John Mutu-Grigg
Dr Benjamin Wheeler
Dr Benjamin Cribb
Dr Andrew Martin
Dr Ruth Mitchell
Dr Stephen O'Leary
AIDA representative
Te ORA representative

About the Indigenous Health Committee and Māori Health Advisory Group

The Indigenous Health Committee guides the ongoing review and development of RACS Indigenous health portfolio, to ensure that it continues to meet RACS' aim to improve the health of Indigenous people. The Indigenous Health Committee comprises Māori and Aboriginal Fellows and trainees and may include non-Indigenous Fellows and trainees.

The Māori Health Advisory Group is responsible for the implementation of Māori Health strategies, action planning and providing advice on Māori health initiatives, projects and content in RACS' position statements and policies. The Māori Health Advisory Group functions under the oversight of the Indigenous Health Committee and meets regularly to discuss Māori health advances and progressions.

For more information on the Indigenous Health Committee and Māori Health Advisory Group visit Indigenous Health on the RACS website

Māori Health Advisory Group

Dr Patrick Alley (Chair)
Prof. Jonathan Koea
Dr Maxine Ronald
Dr John Mutu-Grigg
Dr Benjamin Wheeler
Dr Benjamin Cribb
Dr Rachele Love
Dr Jaclyn Aramoana-Alridge,
Trainee representative



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Important note: Some of the Māori words used throughout this document are not direct translations of the corresponding English word, rather it is the word that most describes the meaning of what the word is, from a Māori perspective.

Service | Integrity | Respect | Compassion | Collaboration

Wāhinga Kōrero *Foreword*

The Royal Australasian College of Surgeons' (RACS) mission is to lead and advocate for surgical standards, performance, education and professionalism to improve patient care in Aotearoa¹ and Australia. RACS is serious about addressing the disparities and inequities faced by Indigenous populations, as stated in our Strategic Plan 2019 – 2021:

“RACS will prioritise Indigenous Health, building workforce and increasing services to better meet the health needs of Māori, Aboriginal and Torres Strait Island people. Focus is also on collaborating effectively with our partners and supporting the communities we serve.”

We have achieved significant gains toward addressing Indigenous health. First, the Indigenous Health Committee will report directly to RACS Council², making Indigenous health a standing item on Council agenda. Second, the Indigenous Health Committee is to be chaired by a Councillor. Third, a 10th competency (Cultural Competency), has been added to the nine surgical competencies.

The Māori Health Advisory Group has been instrumental in advancing Māori Health issues, facilitating the development of Te Rautaki Māori and ensuring Māori views and aspirations are reflected throughout the College.

Te Tiriti o Waitangi is articulated in Te Rautaki Māori with the adoption of the principles, tino rangatiratanga (Māori sovereignty), partnership, active protection, options and equity, as recommended by the WAI 2575 Hauora Report³. RACS understands the importance of Te Tiriti o Waitangi being the foundation of policy review and development, planning, and building partnerships.

We are a long way from achieving health equity and understand that, in order to make significant change RACS will need to acknowledge and address the legacy of colonisation processes and the resultant racism and privilege at curricular and institutional levels. Te Rautaki Māori provides the mechanism to implement this.

***“Tawhiti rawa tou haerenga ake te kore haere tonu.
Nui rawa ou mahi te kore mahi nui tonu”***

***We have come too far not to go further
and we have done too much not to do more***

- Ta Hemi Henare No Ngā Puhī, Te Taitokerau.

Dr Anthony Sparnon
President

Dr Maxine Ronald
Chair,
Indigenous Health
Committee

Dr Patrick Alley
Chair,
Māori Health Advisory
Group

¹ The Māori word for New Zealand.

² Council oversee and make decisions on all RACS policies and sets RACS strategic direction.

³ Waitangi Tribunal. 2019. HAUORA: Report on Stage One of the Health Services and Outcomes Kaupapa Inquiry. Wellington. Waitangi Tribunal

*Ka tangi te titi ka tangi te kaka ka tangi hoki ahau, tihei mauri ora!
Kia tau mai te aroha ngā manaakitanga o ngā Atua.
Ka mihi ka tangi hoki ki te hunga mate nō reira haere haere haere.
Tātau te hunga ora tēnā tātau katoa.
Tēnā anō tātau I runga I ngā tīni aronga o te wā.
Nau mai piki mai kake mai!*

This *mihimihi* is a Māori introduction to this document that provides a sense of connection for Māori. It acknowledges the gift of life and pays homage to those that have gone before us. It then gives strength to the present day and the challenges we face ahead.

Tirohanga Whānui Vision

“Te Whare Piki Ora o Māhutonga⁴ aims to achieve a culturally safe and competent surgical workforce and advocate for Māori health equity”

Te Rautaki Māori 2020 – 2023 presents an opportunity to build upon some of the work implemented through the previous Action Plan. It sets the future direction toward achieving the vision of Māori health equity and a culturally safe and competent surgical workforce. RACS understands this journey will be a long one and is committed to supporting the elimination of Māori health inequity.

RACS is well positioned within the health sector to advocate for Māori health issues. Being one of the largest postgraduate medical training institutes in Aotearoa and Australia, RACS can use its position to influence medical education and the health sector.

It is not acceptable that Māori suffer far worse health outcomes than non-Māori. There are many factors that have led to the current state of Māori health. In *Educating for Indigenous Health Equity: An International Consensus Statement* (2019) the authors state:

“Colonization, racism and privilege are fundamental determinants of Indigenous health that are also deeply embedded in Western medical education. To contribute effectively to Indigenous health development, medical education institutions must engage in decolonisation processes and address racism and privilege at curricular and institutional levels. Indigenous health curricula must be formalised and comprehensive and must be consistently reinforced in all educational environments.”⁵

This statement provides a description of the issues to be addressed within medical education in order to contribute to Māori health development. In supporting this statement, RACS seeks to understand the rights, interests and perspectives of Māori by engaging with Māori communities, building partnerships with Māori organisations and embedding Te Tiriti o Waitangi perspectives into policy and education. RACS also understands that achieving health equity is everyone’s responsibility, therefore building capabilities of Fellows, trainees and staff as well as building partnerships are key components of Te Rautaki Māori. RACS will also seek and utilise existing Māori resources that support progression of Te Rautaki Māori, e.g. Te Arawhiti’s Engagement Guidelines.⁶

4 Te Whare Piki Ora o Māhutonga is the Māori name for RACS used in New Zealand. This is further explained on page 8.

5 Jones R, Crowshoe L, Reid P, Calam C, Curtis E, Green M, Huria T, Jacklin K, Kamaka M, Lacey C, Milroy J, Paul D, Pitama S, Walker L, Webb G, Ewen S. *Educating for Indigenous Health Equity: An International Consensus Statement*. *Acad Med*. 2019 Apr; 94(04): 512-519. doi: 10.1097/ACM.0000000000002476. Accessed 18 October 2019

6 <https://tearawhiti.govt.nz/te-kahui-hikina-maori-crown-relations/engagement/>



These kaupapa (priority areas) inform our objectives and activities. It is intended that these kaupapa and Te Tiriti o Waitangi remain the foundation of Te Rautaki Māori beyond 2023 and further action plans be developed.

Te Rautaki Māori includes six kaupapa (priority areas):

1. *Pae Ora* (Healthy futures), the New Zealand Government's vision for Māori health which provides a platform for Māori to live well and healthy in an environment that supports a good quality of life;
2. *Mātauranga Māori* (Māori knowledge and capability) provides the foundation for building a capable surgical workforce and increasing the Māori knowledge of RACS governance groups and staff to make informed decisions on issues relating to Māori;
3. *Whakatipu* (Workforce development) focuses on increasing and maintaining the Māori surgical workforce and creating an environment that is safe for Māori;
4. *Rangahau Māori* (Research and development) is using kaupapa Māori methodology to undertake research that is beneficial for Māori and increases understanding of te ao Māori and mātauranga Māori;
5. *Kaupapa Here* (Stronger policy and development). Policies that are reviewed and/or developed will produce better results for Māori and better reflect the needs and aspirations of Māori;
6. *Ngā Hononga* (Partnerships) will be developed and maintained to support the progression of Te Rautaki Māori.

These kaupapa (priority areas) inform our objectives and activities. It is intended that these kaupapa and Te Tiriti o Waitangi remain the foundation of Te Rautaki Māori beyond 2023 and further action plans be developed.

RACS values (Service, Integrity, Respect, Compassion and Collaboration) are also incorporated in the strategy as they align with Māori ideology, especially respect, compassion and collaboration.

The Treaty of Waitangi

Te Tiriti o Waitangi

Te Tiriti o Waitangi (Te Tiriti) formalises the relationship between Māori and the Crown and provides a foundation for policy development in Aotearoa and means Māori values, traditions and practices are protected. It legitimises settler presence in Aotearoa and governance by the British Crown.

The Waitangi Tribunal is a standing commission of inquiry. It makes recommendations on claims brought by Māori relating to legislation, policies, actions or omissions of the Crown that are alleged to breach the promises made in Te Tiriti.

The Waitangi Tribunal's WAI 2575 Health Services and Outcomes Kaupapa Inquiry claims that the three Ps, namely participation, protection and partnership, are a reductionist view of Te Tiriti and that contemporary thinking has moved on significantly. Therefore, it recommends the following obligations be reflected in Māori Health Action Plans, policies and relevant documentation:

- **Tino rangatiratanga** – *The guarantee of self-determination.*
- **Partnership** – *Good faith, mutual respect, be able to express tino rangatiratanga.*
- **Active protection** – *Mana motuhake, manage affairs according to own tikanga, also tikanga present in mainstream health services.*
- **Options** – *Right to choose social and cultural path and exercise authority.*
- **Equity** – *Specifically target disparities, expected benefits of citizenship.*

RACS agrees with the recommended obligations and has adopted these as the foundation for Te Rautaki Māori.



RACS Māori name

Te Whare Piki Ora o Māhutonga



The Māori name is metaphorical rather than a literal English translation and this broadly equates to The School (or House) of Ascension to Health Under the Southern Cross. This encapsulates RACS' commitments to continued excellence in learning, its dedication to the attainment of good health, and the College's bi-national history.

Māori motif

The development of the Māori motif, designed by Mr Mark Kopua (Te Aitanga a Hauiti, Ngāti Ira, Ngāti Porou), brings together several key elements to represent RACS' Māori health initiatives. The representation is explained by:

- the taniwha (serpent) through the centre, being symbolic in Māoridom for guardianship or protector. It closely resembles the serpent of the Rod of Asclepius (the Greek god of healing)
- the head of the taniwha is representative of Rongomatane, the Māori god of good health, wellbeing, medicine and peace
- the three parallelograms in the motif represent the three kete (baskets) of knowledge in Māori tradition – kete o te wānanga. Each symbolises a different area of knowledge – Kete Tuauri (natural world), Kete Tuatea (agriculture) and Kete Aronui (literature, arts and philosophy)
- the two scalpels represent Te Āwhiorangi (top right) and Te Whironui (bottom left), the principal blades used to sever Papatūānuku (earth mother) from Ranginui (sky father) in Māori legend, thus letting light into the world. While surgery is much more than procedures, scalpels are obvious and immediate imagery for surgery
- other design elements include the repeated image of the koru (furling fern frond) which represents new beginnings, growth and regeneration. It is a symbol that has become synonymous with Aotearoa/New Zealand. The triangular designs throughout are often represented in Māori art, and feature in the tukutuku panels that decorate the walls of the whareniui (meeting house) on marae.

Aronga Rautaki

Strategic Framework and Action Plan

Te Tiriti o Waitangi *Treaty of Waitangi Principles*

The Te Tiriti Principles are the foundation for policy review and development, planning and building partnerships.

Tino Rangatiratanga Partnership Active Protection Options Equity

Tirohanga Whānui *Vision*

Te Whare Piki Ora o Māhutonga aims to achieve a culturally safe and competent surgical workforce and advocate for Māori health equity.

Whakataukī

Whakataukī are metaphors that support critical thinking by allowing the receiver of the whakataukī to consider another way of thinking from a worldview other than their own. Whakataukī are an important part of the Māori world view.

Ko te pae tawhiti whāia kia tata, ko te pae tata whakamaua kia tina.

Seek distant horizons in pursuit of excellence.

- Mete Kīngi Te Rangi Paetahi

Service Integrity Respect Compassion Collaboration



Pae Ora Healthy Futures

| Ngā Whāinga Objectives | Ngā Tukanga Key Actions | Tātaihia Ngā Piki Measuring success |
|--|--|---|
| RACS Governance structure is reflective of supporting te ao Māori and Māori health. | Actively support Boards and Committees to effectively report on Indigenous matters (Aboriginal Torres Strait Island health and Māori health). Propose an increase of the number of New Zealand and New Zealand Māori Fellows on Council and reflect this in the Council Terms of Reference. | Council meeting minutes reflect reporting on Indigenous matters. Committees and Boards are reporting to Council on Indigenous health advances and issues within their area of operation. Council's Terms of Reference are reviewed and updated to reflect the objective/s. |
| RACS office bearers understand the socio-political context within which RACS operates in Aotearoa. | Te Tiriti o Waitangi education sessions are planned and implemented. Include information on the socio-political context of Aotearoa and Te Tiriti in the Governance manual and include in governance training. Conferences etc. (includes societies and specialty associations conferences) include Māori Health content. RACS promotion also includes this information. | Council's Terms of Reference are updated to reflect the Actions, i.e. Te Tiriti and information of the socio-political context is included as governance training. This governance training is mandatory for all incoming Councillors / office holders. RACS are supporting specialty societies to include Māori health at events, conferences etc. |
| RACS supports legislation, statements, proposals etc. that addresses positive health outcomes for Māori. | Regular external environmental scanning to ensure awareness of issues relating to Māori health. Oral and written advocacy to support this objective. | Information is recorded and reported on. |
| RACS are leaders in addressing racism and unconscious biases. | Based on the research findings (from the Rangahau Māori objective), develop a project plan that addresses the issues e.g. similar to the Building Respect project and campaign that began in 2015 ⁷ . Implement this plan with the understanding that this project could exceed beyond 2023. | Adequate resources, i.e. funding, are sourced for the implementation of this project. A time limited (18 – 24 months) working group is formed to undergo this project and includes RACS staff and Indigenous Fellows. The plan is developed and implemented by the working group. |
| Success is celebrated! | Share successes on all RACS media platforms (Blog, Facebook, Twitter, Pulse, etc.) Provide opportunities for celebrating success. | Te Rautaki Māori is achieving its goals and news of this has increased on media platforms. |

Kaupapa Here Stronger Policy and Development

| Ngā Whāinga Objectives | Ngā Tukanga Key Actions | Tātaihia Ngā Piki Measuring success |
|---|---|--|
| Policies that are reviewed and/or developed benefit the progression of Te Rautaki Māori and work toward improving health equity (where applicable). | Develop a policy process/system to guide policy makers and reviewers on potential risks and consequences to Māori health when developing/reviewing policies. Where necessary (according to the process/system developed in the previous action point), Māori are informed of and included in the policy review. Keep up to date with internal work on policies. | Policies (reviewed/new) have considered Indigenous issues and perspectives. Relevant policies deliberately address health inequities. |

⁷ <https://umbraco.surgeons.org/media/3642/building-respect-phase-1-evaluation-report-2019-10-21.pdf>

Mātauranga Māori *Māori Knowledge and Capability*

| Ngā Whāinga <i>Objectives</i> | Ngā Tukanga <i>Key Actions</i> | Tātaihia Ngā Piki <i>Measuring success</i> |
|---|--|--|
| Strengthen the cultural knowledge and capability of non-Māori to improve Māori health. | <p>Te Tiriti o Waitangi information and training resources are sourced/developed and are available online.</p> <p>Cultural training opportunities are resourced adequately and are reflected across RACS activities.</p> <p>Fellows, trainees and staff are encouraged to access training opportunities.</p> | <p>Training opportunities are introduced and promoted across RACS.</p> <p>Track the number of times the online training resources are accessed.</p> <p>Record the number of Fellows, staff and trainees attending cultural training. Report on numbers annually (e.g. June Council meeting).</p> |
| Māori knowledge is embedded into RACS activities to ensure culturally capable staff, Fellows and trainees. | <p>A proposal for a Tikanga Māori Policy is submitted to RACS Council and/or relevant Boards.</p> <p>Tikanga Māori resources are sourced and/or developed to support the policy.</p> <p>RACS ASC has imbedded Indigenous ways and perspectives (tikanga) into processes</p> | <p>The Tikanga Māori Policy and resources is launched and implemented across RACS activities.</p> <p>Track (by recording and reporting at Māori Health Advisory Group meetings) how this is being used and how effective it is.</p> <p>RACS ASC is effectively implementing Indigenous perspectives and tikanga across the whole conference.</p> |
| RACS curriculum and training includes Māori health and Māori cultural competence and safety training opportunities. | <p>An overarching surgical curriculum is developed that specialty societies can use and build upon for their specialty.</p> <p>Training modules are developed and introduced.</p> <p>Confirm a cultural safety and competency accreditation process that supports surgical training boards.</p> | <p>RACS curriculum includes Māori health.</p> <p>Cultural Safety training modules are developed (for New Zealand).</p> <p>An accreditation process is confirmed.</p> <p>Indigenous health / Māori health training is compulsory for all training supervisors, Fellows and trainees.</p> |

Whakatipu *Workforce Development*

| Ngā Whāinga <i>Objectives</i> | Ngā Tukanga <i>Key Actions</i> | Tātaihia Ngā Piki <i>Measuring success</i> |
|--|---|--|
| The surgical workforce is proportionately reflective of the communities it serves, e.g. Māori make up 15% of New Zealand's population, therefore the goal is 15% of surgeons in New Zealand are Māori. | <p>Develop and implement a Māori surgical trainees recruitment strategy.</p> <p>Develop strategies that support, increase and retain the current Māori surgical workforce.</p> <p>Obtain accurate data on current Māori surgical workforce that allows us to track numbers over time.</p> | <p>RACS can accurately measure an increase in Māori trainees over time.</p> <p>RACS can accurately measure an increase in Māori Fellows over time.</p> <p>RACS employs a Cultural Navigator / Kaiawhina to support Māori Trainees progression.</p> <p>Regular gatherings are confirmed with trainees to foster whanaungatanga.</p> |
| RACS has the resources and capability to complete and maintain the actions of Te Rautaki Māori. | <p>The Māori Health Project Officer develops internal relationships that progress Te Rautaki Māori, e.g. the Education team to progress with cultural training opportunities.</p> <p>Continue to employ Māori staff for the implementation and delivery of Te Rautaki Māori.</p> | <p>FTE confirmed for the implementation of Te Rautaki Māori.</p> <p>Identify and track current Māori staff numbers.</p> <p>Evidence is reported annually.</p> |








RACS Maori ASC Award

 Presented to

Dr Jaclyn Aramoana-Arlidge

The College is committed to the promotion and development of surgery as a career path for Maori doctors. The Foundation for Surgery ASC Award provides the opportunity for final year Maori medical students and doctors and with an interest in surgery to attend the College's Annual Scientific Congress.



Professor Stephen Fisher and FRACS
Chair, Foundation for Surgery




RACS Maori ASC Award

 Presented to

Dr Zanazir Alexander

The College is committed to the promotion and development of surgery as a career path for Maori doctors. The Foundation for Surgery ASC Award provides the opportunity for final year Maori medical students and doctors and with an interest in surgery to attend the College's Annual Scientific Congress.



Professor Stephen Fisher and FRACS
Chair, Foundation for Surgery

Rangahau Māori *Research Development*

| Ngā Whāinga <i>Objectives</i> | Ngā Tukanga <i>Key Actions</i> | Tātaihia Ngā Piki <i>Measuring success</i> |
|--|---|--|
| <p>Understand cultural safety, racism and unconscious biases within RACS (staff, Fellows, IMGs and trainees) to inform strategies that address these issues.</p> <p><i>Note: This objective is the research component to inform the Pae Ora objective.</i></p> | <p>Seek external funding options to fund this research project, e.g. Ngā Pae o te Maramatanga, Health Research Council of NZ etc.</p> <p>Form a working group (Fellows and staff) to coordinate the research project.</p> <p>Undergo research that identifies the levels of racism and unconscious biases. This research will inform the racism project in Pae Ora.</p> | <p>Funding is sourced for this research project.</p> <p>The working group is established, and progress is reported on biennially to the Māori Health Advisory Group and Indigenous Health Committee.</p> |
| <p>Ethnicity data is a requirement and easily tracked.</p> | <p>Ensure research is conducted using Kaupapa Māori methodology.</p> <p>Work with RACS data analysts to analyse the current ancestry data and recording methods and develop strategies on obtaining future data to better inform Māori numbers.</p> <p>Promote the importance of ethnicity data and what this informs.</p> | <p>RACS can identify the number of Māori surgeons and trainees and track this over time.</p> <p>Recording ethnicity data is compulsory.</p> |

Ngā Hononga *Partnerships*

| Ngā Whāinga <i>Objectives</i> | Ngā Tukanga <i>Key Actions</i> | Tātaihia Ngā Piki <i>Measuring success</i> |
|--|---|--|
| <p>Partnerships with Māori (Iwi, Hapū, Organisations, Community) is established to support Te Rautaki Māori progression.</p> | <p>A Māori engagement strategy based on Te Arawhiti's guidelines is developed and implemented.</p> <p>Existing relationships are identified, and their significance determined.</p> <p>Develop an evaluation plan to determine the ongoing success of partnerships.</p> | <p>Success is determined by the evaluation plan.</p> |
| <p>Partnerships with the Ministry of Health (MoH) and District Health Boards (DHBs) are established to support Te Rautaki Māori progression.</p> | <p>Determine the purpose of a relationship with DHBs.</p> <p>Develop partnerships with MoH and DHBs, particularly those with high proportion of Māori</p> | <p>Progress toward this goal is reported annually.</p> |
| <p>Cross-organisational communication is prioritised.</p> | <p>Communication with relevant RACS training boards/ committees is strong and prioritised in a way that progresses Te Rautaki Māori and surgical outcomes for Māori.</p> <p>Support relevant RACS training boards/ committees to implement Te Rautaki Māori 2020 – 2023</p> | <p>Progress toward this goal is reported annually.</p> |
| <p>Relationships with Specialty Societies are strengthened.</p> | <p>Determine the purpose of this relationship and determine a common goal.</p> <p>Relationships with Specialty Societies are built and maintained in a way that progresses Te Rautaki Māori and surgical outcomes for Māori.</p> | <p>An aligned partnership is established and a common goal is confirmed. Progress toward this goal is reported annually.</p> |



Further information

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