

## People, Culture & Remuneration Sub-Committee

<b>Date</b>	Thursday 13 October 2022
<b>Time</b>	9.30am – 11.30am
<b>Location</b>	<a href="#">Meeting link</a>
<b>Members</b>	Tipa Mahuta, Dr Mataroria Lyndon, Awerangi Tamihere

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### 1. Whakahaerenga / Admin

#### 1.1. Karakia / Meeting opening

#### 1.2. Apologies

1.2.1. No apologies

#### 1.3. Minutes

1.3.1. No updates required

1.3.2. Committee agreed to the minutes

#### 1.4. Actions

1.4.1. Future committees will have Vanessa Stoddard from Te Whatu Ora

1.4.2. Expectations to have all the kinks sorted for meetings, papers etc

1.4.3. Management of interests for Executives, there are three different streams occurring with Finance, Policy & Monitoring and People and Culture

#### 1.5. Interest Register

1.5.1. No updates required

#### 1.6. Risk, Health & Safety

1.6.1. No updates required

### 2. Matapaki I Discussion

#### 2.1. Te Mauri o Rongo

2.1.1. **Introduction** of Joanie Sims to the Committee

2.1.2. **Received** the paper Te Mauri o Rongo | Health Charter Update and Approval Timeline.

2.1.3. **Indicate** your preferred timeline for delivery of Te Mauri o Rongo.

2.1.4. **Indicate** to engagement with stakeholders in line with your preferred timeline.

2.1.5. **Agreed** to the recommended timeline option of February option with an understanding that further information provided on budget for engagements, implementation and continued resourcing of the organisational development function to support and embed Te Mauri o Rongo

2.1.6. **Agreed** to have the project and mahi raised at the Joint Board meeting 17 November 2022.

2.1.7. **Noted** this paper has been agreed by Te Aka Whai Ora Executive, Monday 10 October 2022. The internal project team are working on a campaign and management of expectations (for Boards and Ministers).

2.1.8. **Noted** this paper is to be received by Te Whatu Ora Executive, Tuesday 11 October 2022.

- 2.1.9. Noted Te Mauri o Rongo is an important document that will act as a promise to our workforce to ensure good behaviour is implemented and upheld.
- 2.1.10. Noted unions have been seeking engagement.
- 2.1.11. Noted engagement process over the next 3-4 months will be leader led, and further thought required for teams with less engagement across the sector.
- 2.1.12. Noted further work done on the specific Māori for Māori engagements together.
- 2.1.13. Noted One charter with separate unique locality views along with the implementation and budgeted planning. There needs to be more insight on the equity view to be applied.
- 2.1.14. Noted some work has been done with models for job sizing and competencies with Te Reo Māori and strategic job sizing.

## 2.2. Organisation Structure

- 2.2.1. Noted using a whariki metaphor with all roles leading back to the CE to ensure a clear information flow.
- 2.2.2. Noted the Deputy Chief Executive (DCE) roles manage core functions under the Pae Ora legislation.
- 2.2.3. Noted the service development role holds the Commissioning function, with innovation and interagency commissioning. This is an opportunity to be aspirational.
- 2.2.4. Noted Chief Advisor (CS) roles have been established to work across the organisation
- 2.2.5. Noted Clinical Job Descriptions (JD) are still being developed.
- 2.2.6. Noted Regional Directors (RD) will have localities and Iwi Māori Partnership Board (IMPB) responsibilities.
- 2.2.7. Noted Digital and Data, with the Mātauranga Māori role, this is expected to have innovation and a strong impact system wise for change. There needs to be better communications on how and why this sits with the Mātauranga Māori role.
- 2.2.8. Noted all roles to have aspirational Māori titles.
- 2.2.9. Noted size and numbers should not be an issue, getting the mahi done and done well and within budgets should be the focus.
- 2.2.10. Noted the wind wheel is included in the JDs with attitude and “right fit” as part of recruitment.
- 2.2.11. Noted each section has a clinical lead, further communication around each position needs to be completed with a strong narrative
- 2.2.12. Noted the team would like to include the Board Members in recruitment campaigns through videos and quotes for the website. These will be used to help explain the roles and functions to bring people on the recruitment journey working with Te Aka Whai Ora.
- 2.2.13. Noted teams are transferring under regional directors. As Te Aka Whai Ora develops there will be changes to titles and further development of the research function within Te Aka Whai Ora.

### 2.3. Chief Executive Key Performance Indicators

2.3.1. Noted there was a draft paper circulated and Chris is open to feedback.

2.3.2. Noted next step would be to provide to Riana and invite feedback.

2.3.3. Noted 12 months is a very short cycle time (2 years is the preferred), and we should be looking and progress due to the changes with setting up a new organisation and working on change.

2.3.4. Noted the chair wants to have as much confirmed before end of 2022 due to the political background.

### 3. Matai I Noting

3.1. 2023 Board and Committee Schedule

3.2. Work Plan

#### Nga korero o te wa I General Business

- Recruitment timelines for panels need to be better thought out and organised.
- s 9(2)(b)(ii) All roles outside of the DCE roles are being managed through internal recruitment and opportunity to engage another recruitment agency.
- Te Whatu Ora member Vanessa Stoddard will be invited to attend future meetings.

#### Etahi atu tangata kua tae a-tinana mai I Other attendees

		Items
External attendees		
Chris Rutledge	Te Whatu Ora, Consultant, People and Capability	2.3
Joanie Sims	Te Whatu Ora, Interim National Organisational Development & Capability Lead	2.1
Te Aka Whai Ora attendees		
Riana Manuel	Te Aka Matua I Chief Executive	2.2
Craig Owen	Deputy Chief Executive: Governance and Advisory	all
Leanne Tutty	Acting General Manager People & Capability	all