

People, Culture & Remuneration

Date	Tuesday 15 November 2022
Time	01.00pm – 03.00pm
Location	Meeting link
Members	Tipa Mahuta, Dr Mataroria Lyndon, Awerangi Tamihere, Vanessa Stoddart
Attendees	Craig Owen, Juanita Te Kani

Karakia / Meeting opening

1. Whakahaerenga / Admin

1.1. Apologies

- Riana Manuel, Edmund Nikora

1.2. Minutes

- Committee approve and agree to the minutes with the change mentioned below
- Notes to be reviewed for relevant actions for Te Aka Whai Ora

1.3. Actions

- Actions are updated through a separate register

1.4. Interest Register

- No changes to be noted

1.5. Risk, Health & Safety

- No changes to be noted

2. Approve I Endorse

2.1. CE expense disclosure

- Te Aka Whai Ora has had a high engagement phase during establishment
- The Committee would like to have guidance on the Board keeping a “gift” register and are seeking Te Aka Whai Ora to get further information from the Public Service Commission (PSC)
- The Committee want to ensure that there are consistent approaches between Te Aka Whai Ora and Te Whatu Ora Boards with the procedure and processes

The Committee paper provided asked members to:

- Note the expectation that the CE of Te Aka Whai Ora will publicly disclose her expenses by 31 July each year
- Approve the CE’s expense disclosure covering the period from 14 February to 30 June 2022
- Note the intention to make the CE’s expense disclosure publicly available in late November/early December 2022
- Agree that a copy of this paper will be proactively released on the Te Aka Whai Ora website

- Agree, to meet future timeframes for publication of the CE's expense disclosure, it be circulated to the Te Aka Whai Ora Board via round robin for review, unless there is an appropriate Board meeting in July each year

2.2. Joint paper: Te Mauri o Rongo I Health Charter update and approval timeline

- The Committee recognise that staff have gone through a high stress period with the health system expectations and changes. Te Aka Whai Ora and Te Whatu Ora need to be on the same page
- There is a need to have a good local communications approach to all interim messages from both Te Whatu Ora and Te Aka Whai Ora. This will set expectations of management of timeframes for a work programme will be in place
- The Committee would like to only complete surveys when there is a need to do so and when there is ability to support the improvements required from the outcomes. There is a need to not overload the workforce with unrequired requests

The Committee paper provided asked members to:

- Receive this paper Te Mauri o Rongo | Health Charter Update and Approval Timeline
- Note the summary of the work that we have progressed on Te Mauri o Rongo | the Health Charter
- Agree to an amended timeline for delivery of Te Mauri o Rongo engagement and further design activity with a full programme of culture change and specific for each organisation and requirements
- The committee do not endorse the paper and will be returned for further work by the operations team
- The Committee recommend that the work programme for Te Mauri o Rongo is raised at the full board hui and at the quarterly joint Board hui for discussion

3. Matapaki I Discussion

3.1. Organisation structure

- Te Aka Whai Ora need to have te reo Māori titles for the second and third-tier positions and need to be more aspirational e.g., DCE Whānau outcomes not population health. The Committee want to be future focused and aspirational. The roles should reflect to be transformational
- The Committee chair would like to have a leader of projects (teams and roles should be named after the teams of work and be aspirational and growing)
- How can we reapply the woven approach to ensure that roles are across the organisation e.g., data across all areas (including future) not just under specific titles?
- The Committee are happy to have an emergency hui to confirm the structure as required when organised
- The Committee would like to have organisational culture programmes and plans to be organised to ensure that staff are being cared for and supported with the changes occurring
- The Committee recommend that the Data & Digital role as a key area to be leaders in the industry. The Committee would like to have another review and discussion of where Data & Digital is located and to be elevated. The role sits across the whole organisation, management, leadership, policy aspects etc.
- The Committee recommend that the Organisation structure is re-established from a te ao Māori structure and format
- The Committee want to have a dashboard for roles filled, roles pending, capacity and capability
- The Committee would like the CE to look at support roles in the CE Office. Formalised discussions and opportunities for the CE Office

3.2. 2023 forward agenda

- Add the CE KPIs to the agenda each quarter

4. Noting

4.1. 2023 Board and committee schedule

- Look at how it is shown in the Diligent Board and improve useability of the information supplied

5. Nga korero o te wa I General Business

- The reports for the CE (quarterly) KPIs to be raised at the People, Culture & Remuneration Committee. The CE KPI's to be written enabling the CE to cascade down to reporting staff
- Kaimahi workforce in health, pay parity and needing Te Whatu Ora to support to take action with Te Aka Whai Ora leadership and guidance
- There are accountability documents that need to be collated and brought together (Women's health, Māori etc) Is there a workforce project vs plan that we could bring to Te Aka Whai Ora from Te Whatu Ora

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

		Items
Te Aka Whai Ora attendees		
Craig Owen	Deputy Chief Executive: Governance and Advisory	2.2, 3
Juanita Te Kani	Deputy Chief Executive: Strategy and Policy	2.1

Hui closed 3.01pm