

Service Schedule – Pasifika Medical Association

1 **Background**

Pacific health and disability workforce development is an integral part of efforts to improve health and disability outcomes for Pacific peoples in New Zealand and contributes in a broader sense to achieving health and wellbeing for the New Zealand public. The Pacific Health and Disability Workforce Development Plan (2004) includes the following four goals which are designed to contribute to a competent and qualified Pacific health and disability workforce that will meet the needs of Pacific people:

- increase the capacity and capability of the Pacific health and disability workforce;
- promote Pacific models of care and cultural competence;
- advance opportunities in the Pacific health and disability workforce; and
- improve information on the Pacific health and disability workforce.

The Ministry of Health (“*the Ministry*”) administers a Pacific Provider Development Fund (PPDF) which includes a focus on developing the Pacific health workforce. The PPDF Purchasing Strategy for 2005/06 to 2007/08 is split into the following two overarching expenditure categories:

- local Pacific provider development projects funded through DHBs; and
- national Pacific provider development initiatives and projects funded through the Pacific Health Branch of the Ministry.

The national expenditure category is divided into a number of subcategories, one of which is workforce capacity and capability. ‘Support for Pacific Professional Organisations’ is one of the funded initiatives under this subcategory.

2 **Purpose**

Pacific Professional Organisations have been established for, and are governed by, Pacific health professionals and have been providing professional and cultural support to their members for a number of years. The Ministry recognises that these organisations, through their members, provide an additional avenue of support and development of the Pacific workforce in New Zealand other than that offered by DHBs and Pacific providers. This is an initiative to support the development of Pacific professional organisations and projects undertaken by Pacific professional organisations that will improve Pacific workforce capacity and capability and support the goals and objectives of the Pacific Health and Disability Workforce Development Plan.

3 **Services**

The deliverables for this project are divided into the following three categories:

- workforce development projects;
- infrastructure support for Pacific professional organisations;
- Pacific professional organisations membership activities.

3.1 WORKFORCE DEVELOPMENT PROJECTS

This category allows for PMA to undertake the following workforce development project/s:

a) PMA national conference

The theme for the PMA's 8th annual conference (2006) is 'Women – Strength of the Pacific' and will be held from 24 August to 26 August. The conference streams will cover the following areas: leadership; health and education; emerging researchers; sexual and reproductive health; and, church, culture and communities. Outcomes from the conference will include:

- i. Raising awareness around the topics covered in conference streams;
- ii. Provide opportunities for Pacific health professionals (members and non-members of the PMA) to support each other and to network and collaborate;
- iii. Promote linkages to and access to leadership and expertise within the wider health sector.

b) Governance training

This training will be directed at executive board members as well student and trainee members who have not had an opportunity for this development. Governance training will also provide a succession plan for the Executive committee: Outcomes from this programme will be:

- i. Increasing the capability of PMA members at all levels of the organisations administrative body;
- ii. Stability of the PMA's administrative body.

c) Activities for student and adult members

A needs assessment carried out by the PMA has identified different needs for student and adult members. Student members (includes adult professionals who are furthering their studies) indicated a need to undertake clinical training and exposure to Pacific Health Professionals. Adult members (senior members of the Medical field) identified the need for networking events such as regional meetings and other events, as well as peer support (mentoring and general support). This project will enable the student and adult members to undertake activities identified during the needs assessment. A full project plan will be developed to guide this project. The outcomes for this project will be:

- i. Increased clinical and professional exposure (as well as mentoring) for PMA student members;
- ii. Provide regular opportunities for networking and mentoring of adult PMA members.

3.2 INFRASTRUCTURE

This category aims to achieve the maintenance of a well functioning national organisational infrastructure that will enable the Pasifika Medical Association of New Zealand (PMA) to:

- a) have a physical base with administrative support and office equipment;
- b) maintain its constitution, business and legal requirements;
- c) maintain its strategic and business plans and policies and procedures;

- d) provide a sustained PMA presence that can provide effective linkages with the NZ Nursing Council, NZ Nursing Organisation, Maori Nurses Association, other Pacific nursing and professional associations and other relevant organisations. Linkages should also include to District Health Boards and Pacific provider organisations;
- e) input into relevant sector based activities undertaken by other organisations and the Ministry (for example workforce surveys and needs assessment);
- f) effectively communicate with its members (as described below);
- g) continue to work towards ongoing sustainability.

3.3 MEMBERSHIP ACTIVITIES

This category aims to achieve effective support for existing members and identifying opportunities to increase membership as appropriate. This category will require that PMA has the ability to identify, locate and regularly communicate with its members. This category includes any activity that will support its members, including:

- a) maintenance of IT systems;
- b) website maintenance;
- c) maintenance of members database;
- d) communications with members including newsletters and e-networks;
- e) broadening the membership base to include other health professions not currently involved;
- f) responding to requests by the Pacific Health Branch of the Ministry for member details, for the purposes of engagement in other activities (for example, publication mailout, invitation to participate in sector based activities and other fora) as per a privacy statement developed during 2005/06 for this purpose;
- g) Other activities that support members.