

Developing effective and culturally appropriate Mental Health Services in New Zealand

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Aims, Objective & Outcome

- To understand services to Maori ('Kaupapa Maori'), development strategies, underlying values, principles and outcomes
- To share and learn -what works and what doesn't

The NZ Context

Aotearoa (New Zealand)









Basic NZ Demographics

'Diversity'

- Population 4 million
- ¾ Urban-many towns of 30-50,000
- 80.0% European
- **15% Maori (indigenous)**
- 6.5% Pacific
- 4.6% Asian





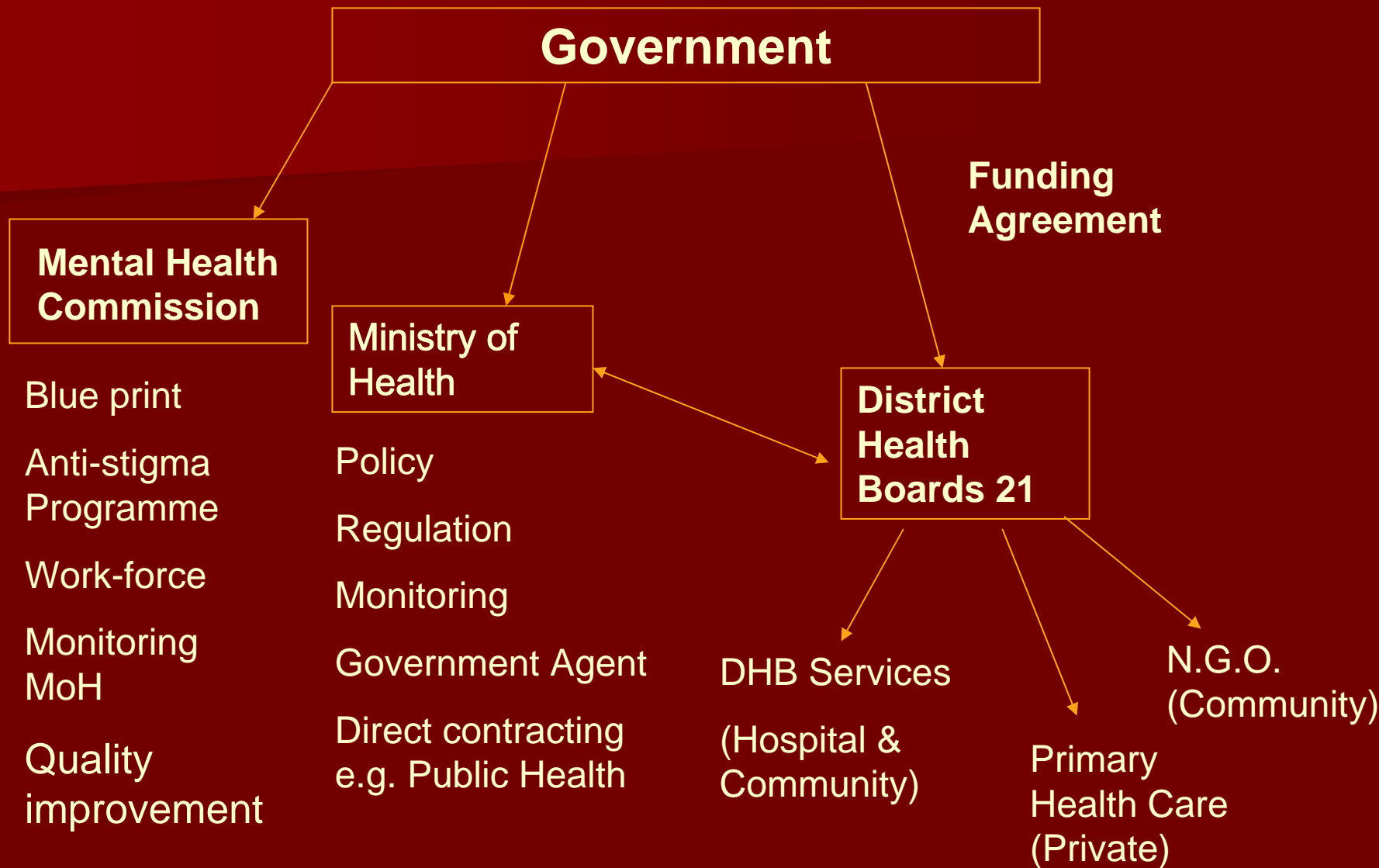




More Demographics....

- GDP growth $>3.2\%$ (2001/02)
- Predicted growth of economy over next 8 yrs (2.0 – 4.0%)
- Unemployment rate $<4.0\%$ (2004)
- Educated populace

NZ Health Structure



Maori Mental Health

'Treaty of Waitangi' (1840)

Articles:

- I Governance-the rights of the Crown
- II Guarantees-to the Maori over their lands, forests, fisheries and 'taonga'
- III Citizenship-rights and privileges

Why is this still important?

- Legitimacy (citizens of New Zealand)
- Distinctiveness (Maori as people who have their own philosophy, nosology, methodologies and practitioners of health)
- Protection (against fads, fashions and cultural hegemony)

The Maori World-Te Ao Maori

- ❖ Wellness dominates
 - ❖ Sacred mountains, rivers, lakes and oceans
 - ❖ Whakapapa – who you are matters
 - ❖ Rangatiratanga – how you conduct yourself
 - ❖ Language, stories, songs, customs, rituals

Resulting in....

- Integrative models ('Te Whare Tapa Wha')
- Importance of people (He tangata...!)
- 'Process' orientation (i.e. how things are done)
- Rangatiratanga (leadership, ownership, autonomy, authority)

...and sometimes, a clash of cultural values

Maori

- Wellness
- Collective
- Contextual
- Te Ao Maori
- Intangibles
- Kawa whakaruruhau
- Powerlessness

Non-Maori

- Illness
- Individual
- Direct
- The present
- Tangibles
- Acquisition
- Power

Mandate and Lessons from the past (inquiries-1980's)

- Lower and slower access rates to MHS
- Lack of inclusion and ownership in the MH 'system'
- Workforce: capacity and capability
- "One size does not fit all"
- Importance of Maori leadership

NZ Strategic Vision-Policy Development

- National Mental Health Strategy and Plan
- Blueprint for MH Services 1998 (MHC)
- Te Puawaitanga (Maori MH)

2002

Te Puāwaitanga Māori Mental Health National Strategic Framework



Looking Forward

Strategic Directions
for the
Mental Health
Services

Moving Forward

*The National
Mental Health Plan
for More and
Better Services*

Te Puawaitanga ("Coming to fruition")

- Comprehensive services
- Maori participation (Maori models of measurement and health delivery)
- Choice between 'Kaupapa Maori' or 'Mainstream'
- Building a Maori workforce

Workforce Development

Questions to be addressed

- Recruitment
- Qualifications and credentialing
- Retention
- What will be different about a Maori workforce?



TE RAU MATATINI

AOTEAROA MĀORI MENTAL HEALTH WORKFORCE DEVELOPMENT



The work of Te Rau Matatini

- Promotional videos (Te Rau Piataata)
- Student placements (Te Rau Whakamaru)
- Preceptor/mentor-ships (Te Rau Arataki)
- Career Pathways (te Rau Ararau)

The work of Te Rau Matatini cont....

- Child/Adolescent MH development (Te Rau Tipu)
- Maori Primary Care (Te Rau Whakawhanui)
- Development of the Strategy

Results to date (10-years)

- Maori Health Community Workers
- Growth of Maori Providers (2 to 80)
- Development of Maori health paradigms
& Maori leadership

Results to date (10-years)

- Development of internationally validated outcome measurement tool
- Development Workforce Programme

Te Rau Puawai bursars completing a qualification

	1999	2000	2001	2002	2003	Total
All	10	17	26	20	30	103
Undergrad	5	9	18	13	19	64
Postgrad	5	8	8	7	11	39

Specific challenges

- Maintaining the gains
- Validation of indigenous models
- Workforce; within a world economy
- Research development
- Developing 'champions' and 'leaders'
- Attitudes

Ingredients of success

- *Philosophy* (Accepted by all)
- *Mandate* for action
- *Strategy* (or plan)
- *Adequate resourcing*
- *Leadership*

Two Case studies

- Rongoa Maori Services
- Regional Forensic Services