

NGĀTAHI



WORKING AS ONE

HE KAUANUANU • ĀKINA • RĀRANGA TE TIRA • TAUWHIRO

Our new look

Thanks to guidance from the Māori Health team at HBDHB we have a new look that we are very proud of! The pou were chosen as they symbolise the six broad domains of the vulnerable childrens workforce core competency framework used in this project. The pou support the tamariki, whānau and workforce who are at the core.

He Waka Eke Noa!

A canoe of which we are all in, without exception!

Updates

Funding Update

We are pleased to report that the Ngātahi Project is now fully funded for the period of the project (till December 2019). We are grateful to Oranga Tamariki National Office for the project manager and events co-ordinator FTE, Transform and Sustain HBDHB for the evaluation component of the project and the Royston Health Trust for training costs.

Work Streams Update

Work streams for the three training areas prioritised by practitioners and leaders are underway. The three work streams are Engaging Effectively with Māori, Mental Health and Addictions, and Trauma-Informed Practice (including Self-Care). Work stream members are representatives of the 24 agencies/services participating in the Ngātahi Project, with guidance from senior advisors were indicated. The focus of the work streams is on what the training will look like, who will do the training, how it will be embedded into practice, and how the outcomes will be evaluated.

Ngātahi Evaluation Report

Professor Kay Morris-Matthews, Dr. Anne Hiha, Dr. Maxine Bevin & Professor David Tipene-Leach (Eastern Institute of Technology) provided the evaluation for the first phase of the Ngātahi Project.

Main qualitative findings were:

- High levels of engagement of managers and practitioners
- Value of the project's clinical leadership
- High levels of practitioner stress across the sectors

In addition, a number of lessons learned through this pioneering process were noted, including the importance of a bicultural approach, the need for a values-driven and bottom-up approach, and the importance of engagement and co-creation.

Attached is the evaluation poster.

The executive summary and full report are available on request.

Towards Better Outcomes for Vulnerable Children and their Families

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The Ngātahi project in Hawke's Bay is designed to improve the skills of those who work with the most vulnerable children across the health, social services and education sectors including Kaupapa Māori, Government and Non-Government Organisations. The EIT evaluation reported on the usability and effectiveness of the first phase of this three year New Zealand pilot project, the aim of which is to enhance practitioners' core competencies and as a result, improve children's behaviour, health and learning outcomes. Central to the philosophy of Ngātahi is intersectoral collaboration across 24 organisations (441 staff) who work with vulnerable children, adolescents and their families in the region.

Method

The evaluation questions were: What differences does a competency mapping and development programme make for those who work with vulnerable children and adolescents? What do we know so far that leads to practice change and, therefore the potential to improve outcomes for children, adolescents and their families? The evaluation used a combination of action research and Kaupapa Māori principles. Central to the analysis were the constructs of the Collective Impact Model. The evaluation drew upon both quantitative and qualitative method. Qualitative data included data from two sets of interviews and focus groups (post-mapping and post-training) involving 80 staff and managers from a representative sample of organisation type and occupation groups across the sector.

Findings

1. Capability enhancement:

The Ngātahi project appears to have high and sustained engagement by committed professionals to upskill, particularly in cultural competence, and to work more collaboratively across the sector.



The Ngātahi competency mapping analysis and the identification of workforce training and supervision needs is widely supported by leaders and practitioners across all three sectors of the vulnerable children's workforce in Hawke's Bay.

There was a high level of agreement between practitioners and leaders that the Ngātahi process is likely to improve the additional competencies required to work effectively with vulnerable children and their families. Central to the project has been the calibre of the Project Manager and her successful and ongoing engagement of the 24 organisations involved. Staff reported that their trust in the



project manager and the Ngātahi process made it possible for them to express their development needs honestly, in particular their need for improved cultural competence and their ability to work confidently with Māori whānau.

2. Capacity and context:

Staff identified major capacity issues, with high and increasing numbers of children and parents with mental health and addiction issues, and increasing numbers of Māori children living in poverty. Staff also reported high levels of fatigue, stress and self-care issues, and a lack of ongoing training and supervision.

Conducted for the first time in New Zealand, the project, the evaluation findings and recommendations are of interest to the wider children's workforce nationally.



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Evaluation Project Team

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