



# Latest developments that support Kaiāwhina

## Welcome to 2017

As we look forward to another year, we'd like to take this opportunity to acknowledge the many individuals and groups who worked hard to progress the Kaiāwhina Workforce Action Plan over the past year. This includes the enhanced recognition of the contribution kaiāwhina are making to the health and wellbeing of New Zealanders. It is 18 months since the start of the Kaiāwhina workforce action plan and 10 of the 56 actions have now been completed with many more in progress. *The full list of 5-year Kaiāwhina Workforce actions can be [downloaded here](#).*

Today we share more of the excellent work currently in progress.

## Breakthrough moment on pay equity

The long road to gender equality has just got a bit shorter. During November the Government accepted the recommendations of a working group on a set of principles to better resolve pay equity negotiations. The workforce will be fairer for women, including women in kaiāwhina roles as a result. The recommendations will now be written into law to progress gender-based pay equity. > [More information](#). *Source Stuff November 2016*

**Action 2.2:**  
*The kaiāwhina workforce is primarily a regularised workforce whereby the majority of workers have guaranteed hours of work, are paid an equitable wage and have manageable workloads.*

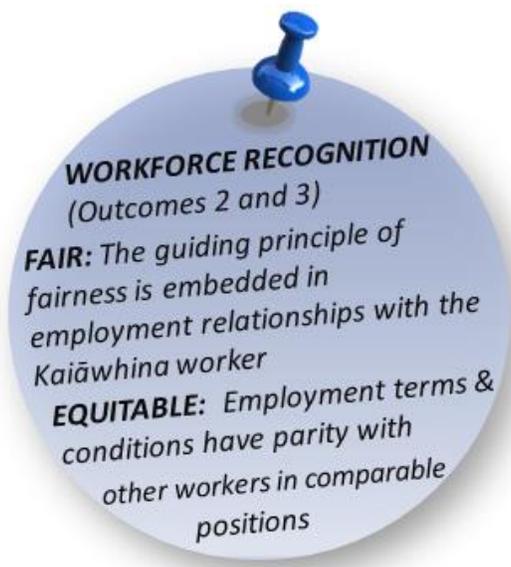
**Action 3.2:**  
*The kaiāwhina workforce is paid at a wage rate commensurate with the*



The Kaiāwhina Workforce Programme, a partnership between Careerforce and Health Workforce New Zealand ([HWNZ](#)), sets out a 20-year vision and a 5-year action plan (2015-2020) for the development of the health and disability kaiāwhina (non-regulated) workforce.

For more information, please refer to the [Resources](#) section of the [Workforce in Action Website](#):





required skill, training and qualification level.



[> See the 10 completed actions](#)

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## Accessible, easy to use resources support consumer safety

Over the past 12 months, a range of tools and support systems have been developed to support a consumer safety culture. These are in addition to the Legislative Acts, Regulations and Codes that already exist and are essential requirements for any service provider.



#### **Action 1.3:**

*Knowledge and tools are available to support organisations to develop a culture of consumer safety that identifies challenges and opportunities for improvement.*

#### **Examples of tools and support systems**

- **Improving Together - On-line quality improvement modules** [>More](#)
- **Quality Improvement Toolkit for Aged Residential Care** - Embedding improvement into everyday activity. [>More](#)
- **The New Zealand quality and safety capability framework** – A guide to the development of quality and safety capability. [>More](#)
- **Qualifications Consumer Experience and Quality Improvement Modules** – A philosophy contained within the new NZQA Framework Levels 2 – 6 that builds a person-centred thinking workforce.
- **WorkSafe New Zealand** - A series of guides and tools to help support businesses and organisations understand what they need to do to comply with the general duties of the Health and Safety at Work Act (HSWA) Regulations. A safe environment is critical for consumer safety as well as staff safety. [>More](#)

## **Progress made on sustainability actions**

The past twelve months have seen a number of developments that support the progress in achieving the sustainability outcomes in the Kaiāwhina Workforce Action Plan.

Kaiāwhina have an important role to play in contributing to sustainable service delivery across multiple and diverse settings. It is considered important that those involved in the planning and service design consider the various roles and functions that the kaiāwhina workforce can do and that providers, and kaiāwhina themselves, have the opportunity for input to these service planning processes.

**Action 4.1** *Planners and policy makers assess and include the roles and contribution of kaiāwhina as emerging models of care are developed.*

**Action 4.2** *Kaiāwhina workforce planning is an integral part of service design and future health service planning for kaiāwhina working across the full range of roles.*

#### **Examples of sector developments:**

- **New Zealand Health Strategy 2016** - The kaiāwhina workforce is specifically referenced under "Support a



sustainable and adaptive workforce: Action 24" in the New Zealand Health Strategy Roadmap of Actions. [>More](#)

- **Adult Palliative Care Services Review** - During the review, the future roles that kaiāwhina can fulfil were discussed. [>More](#)
- **Sector Initiatives to Expand Kaiāwhina Roles** - The growing recognition of the importance of kaiāwhina is resulting in new developments such as the Calderdale Framework in the South Island. [>More](#)

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