



**Kaunihera  
Manapou**  
Paramedic Council

Consultation on Paramedic Competencies and Code of  
Conduct

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## Introduction

10 November 2020



Tēnā koutou katoa,

On behalf of Te Kaunihera Manapou, I am pleased to bring you the following documents for consultation:

- Statement on Cultural Safety
- Standards of Clinical Competence
- Code of Conduct

At the Council, we believe we can make contributions to improving the health outcomes for Māori by ensuring our practise is culturally safe.

Therefore, it is appropriate that we begin the conversation with the Council's Te Tiriti o Waitangi Policy Statement. This statement provides a context for why and how we meet our obligations, responsibilities and commitments by being a good Tiriti o Waitangi partner. We have also included some recommended resources for your background reading.

We want to hear from you about this important work so that you can shape the future of your profession. We value your whakaaro/input. Have your say by completing a short survey [here](#).

You may know we have been seeking regulation of our profession for many years. Now is our opportunity as paramedics to have a say about the knowledge, skills, and expected behaviour of our profession when it comes to ensuring public safety for all New Zealanders and those manuhiri/visitors who on occasion require our services. We are a fast paced and agile profession engaging with different communities, people, whānau and cultures every day. We want to ensure that the documents outlined in this consultation package reflect your expectations for our profession and that we're clear on expectations from our peers (or colleagues), organisations and the public.

We have taken the opportunity to learn from other Regulatory Authorities by collaborating with and adapting their material for our own purposes. We thank the New Zealand Medical and Nursing Councils and the Paramedicine Board of Australia for providing their support to this mahi.

I look forward to your feedback on this document and like many I can't wait to see our profession standing tall alongside New Zealand's other registered health workforce professions.

The consultation period is from 10 November to 6 December 2020.

Kā nui te mihi ki a koutou katoa!

A handwritten signature in black ink, appearing to be "Carlton Irving".

Carlton Irving  
Chairperson

## Package Background

Under the HPCA Act 2003, the Council is required to set standards of clinical competence, cultural competence (including competencies that will enable effective and respectful interaction with Māori), and ethical conduct to be observed by paramedics.

The Council has recognised that expected behaviours will be similar across different health professions and has adapted the work of the New Zealand Medical and Nursing Councils and the Paramedic Board of Australia. Adopting clinical competence standards from Australia also helps meet New Zealand's obligations under the Trans-Tasman Mutual Recognition Act 1997.

Knowledge of Te Tiriti ō Waitangi and practising in a clinically, culturally and ethically safe way is an essential part of practising as a paramedic and achieving equitable health outcomes for health consumers and whānau. Practising in a culturally safe way means paramedics will be able to provide the best service to health consumers who may have a different Indigenous status, age or generation, gender and gender identity, sexual orientation, socioeconomic status, ethnicity, religious or spiritual belief, health literacy and disability status than themselves.

The Council has decided to require paramedics to undertake a cultural competency course as part of registration. This underscores the importance Council has placed on this matter and the requirement for paramedics to upskill in this area. Together we are ensuring our profession is continuously improving and building its knowledge about Te Tiriti ō Waitangi, the importance of cultural safety and achieving health equity in our everyday practise as paramedics.

This is a Council led consultation process which is by and for paramedics and we welcome your feedback. We want every paramedic to be involved. Employers and industry can support this process by ensuring paramedics who have not yet signed up to the Council's mailing list receive the consultation document and are able to have their say.

## Have your say

The Council is seeking your input into:

- A. Statement on cultural safety – these are the standards of cultural safety that paramedics will be required to meet. It has been adopted from the Medical Council of New Zealand and adapted for paramedics;
- B. Standards of clinical competence for paramedics – these are the professional competencies that identify the knowledge skills and professional attributes needed for safe and competent practise by paramedics. It has been adopted from the Paramedicine Board of Australia and adapted to fit the Aotearoa New Zealand context by recognising our laws, Te Tiriti ō Waitangi, definition of cultural safety, commitment to health equity and the role that whānau play in the lives of health consumers;
- C. Code of conduct – this is a set of standards describing the behaviour or conduct that paramedics will be expected to uphold.

You can provide feedback by completing a short survey [here](#).

# Te Tiriti ō Waitangi Policy Statement

<b>Policy Statement</b>	<i>Ko tō hoe, ko taku hoe, ka tere te waka e – With your paddle and my paddle the waka will travel quickly. (February 2020)</i>
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## Key Points:

The Council recognises its role and responsibilities to meet its obligations under Te Tiriti ō Waitangi.

We have developed a set of goals that the Council will strive towards as a Te Tiriti ō Waitangi partner in relation to our statutory functions as a regulatory authority within the paramedic profession.

Meeting our obligations as a responsible Te Tiriti partner is a must if we are to realise the overall aim of achieving equity of health outcomes for Māori.

## Introduction

1. This Te Tiriti ō Waitangi Policy Statement is a formal expression that provides high level direction for how we will work to honour our obligations as a Te Tiriti partner when undertaking our statutory functions and responsibilities as Te Kaunihera Manapou Paramedic Council of New Zealand (“the Council”).

## Our commitment

2. The Council recognises its role and responsibilities to meet its obligations under Te Tiriti ō Waitangi. This statement confirms our commitment to promoting and ensuring delivery of paramedic healthcare which embraces and embodies the principles and intent of Te Tiriti ō Waitangi.

## Our expression

3. The following expresses a set of goals that the Council will strive towards as a Te Tiriti ō Waitangi partner in relation to our statutory functions as a regulatory authority within the paramedic profession. The goals are expressed through the Māori concept of “mana” and align with the Ministry of Health’s Tiriti goals for Māori:
  - **Mana Māori** – enabling Māori customary rituals framed in te ao Māori, encapsulated within mātauranga Māori and enacted through tikanga Māori;
  - **Mana motuhake** – enabling the right for Māori to be Māori and to exercise self-determination over their lives and to live on Māori terms according to Māori philosophies, values and practices including tikanga Māori;
  - **Mana tangata** – achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.

## Our approach

4. These goals can be achieved through our expectations of a profession that values, reflects and respects the communities it serves, is culturally safe and able to meet the standards for the paramedic profession. Reflecting the communities it serves means supporting more Māori into the paramedic profession.
5. The principles of Te Tiriti o Waitangi (set out below) and as articulated by the Courts and the Waitangi Tribunal defines the approach for how we will meet our obligations as a Te Tiriti partner in our every-day work in contemporary Aotearoa New Zealand:
  - **Self-determination / Tino Rangatiratanga:** The principle of self-determination – this provides for Māori self-determination and mana motuhake. This requires the Council to work with partners in the design, delivery and monitoring of our relevant statutory work;
  - **Partnership / Rangapūtanga:** The principle of partnership – requires the Council and iwi/Māori to work with each other in a strong and enduring relationship;
  - **Equity / Mana Taurite:** The principle of equity – this requires the Council to commit to achieving equitable health outcomes for Māori through the statutory functions that it is responsible for;
  - **Active protection / Whakamarumarutia:** The principle of active protection – this requires the Council to be well informed on the extent, and nature, of both Māori health outcomes and efforts to achieve Māori health equity through culturally safe paramedic standards and the practice of cultural safety;
  - **Options / Kōwhiringa:** The principle of options – this requires the Council to ensure that all its services are provided in a culturally appropriate way that recognises and supports the expression of te ao Māori models of care.
6. Meeting our obligations as a responsible Te Tiriti partner is a must if we are to realise the overall aim of achieving equity of health outcomes for Māori.

We know that no one organisation can achieve these goals on their own. While remaining independent, we will look to collaborate as well as align across systems and settings (as appropriate) to ensure we honour our commitments, responsibilities and obligations under Te Tiriti o Waitangi as a Te Tiriti partner with responsibility for performing our statutory functions.

## Te Tiriti ō Waitangi Policy Statement References

Te Tiriti ō Waitangi/Treaty of Waitangi Guidance, 22 October 2019, Cabinet Office circular (CO (19) 5 <https://dpmc.govt.nz/publications/co-19-5-te-tiriti-o-waitangi-treaty-waitangi-guidance>

Guidelines for engagement with Māori, Te Arawhiti, 2019

He Ara Hauora Māori: A Pathway to Māori Health Equity, Te Kaunihera Rata o Aotearoa / The Medical Council of New Zealand, October 2019  
<https://www.mcnz.org.nz/assets/standards/6c2ece58e8/He-Ara-Hauora-Maori-A-Pathway-to-Maori-Health-Equity.pdf>

He Korowai Oranga & the Māori Health Action Plan, 2020 <https://www.health.govt.nz/our-work/populations/maori-health/he-korowai-oranga>

He Ritenga – an audit template to assess Te Tiriti ō Waitangi responsiveness, Sonya Hawkins, 2019

Ramsden, I. (1990). Kawa Whakaruruhau: Cultural Safety in Nursing Education. Wellington, New Zealand: Ministry of Education

Ramsden, I. (1992). Nursing Council of New Zealand: Kawa Whakaruruhau Guidelines for Nursing and Midwifery Education. Unpublished document

Māori Engagement Framework: He Ritenga Mahitahi – A guide for Waikato Regional Council Staff, 2017 <https://www.waikatoregion.govt.nz/assets/WRC/Council/Policy-and-Plans/11340016-Maori-Engagement-Framework-Guide.pdf>

Nga Rerenga o Te Tiriti: Community organisations engaging with the Treaty of Waitangi, 2019 <https://trc.org.nz/sites/trc.org.nz/files/Application/Nga-Rerenga-o-Te-Tiriti.pdf>

Statement on cultural safety, Te Kaunihera Rata o Aotearoa / The Medical Council of New Zealand, October 2019 <https://www.mcnz.org.nz/assets/standards/b71d139dca/Statement-on-cultural-safety.pdf>

Nation and government - The origins of nationhood, Te Ara - the Encyclopedia of New Zealand, <http://www.TeAra.govt.nz/en/document/4216/the-three-articles-of-the-treaty-of-waitangi>

## Te Kaunihera Manapou Resource List

### Cultural safety

- Mauriora Health Education Research - Foundational Course in Cultural Competency: <https://members.mauriora.co.nz/course/foundation-course-in-cultural-competency-maori/>
- Medical Council of New Zealand cultural safety resources: <https://www.mcnz.org.nz/assets/standards/b71d139dca/Statement-on-cultural-safety.pdf>

### Māori models of health and well being

- Durie, M. (2011) Ngā tini whetu: Navigating Māori futures.
- Durie, M. (2011) Indigenizing mental health services: New Zealand Experience.
- Various Māori health models: <https://www.health.govt.nz/our-work/populations/maori-health/maori-health-models>
- Ministry of Health (2020). Whakamaua: Māori health Action Plan 2020-2025
- Kingi et al., (2018). Māea te Toi Ora: Māori Health Transformations.

### Māori Wellbeing

- Durie, M (2006). Measuring Māori Wellbeing.
- Houkamau et al., (2011) Māori cultural efficacy and subjective wellbeing: A psychological model and research agenda.
- Boulton et al., (2014). Whanau ora: He whakaaro a whānau: Māori family views of family wellbeing.

### Understanding health equity

- Getting Better – A Year in the Life of a Māori Medical Student: <https://www.rnz.co.nz/programmes/getting-better>

### New Zealand History

- The Aotearoa History Show: <https://www.rnz.co.nz/programmes/the-aotearoa-history-show>