

This page is an extract from Whakamaua and the Ministry of Health's **Te Tiriti o Waitangi Framework**. This extract shows different ways of expressing Te Tiriti obligations – using an articles or principles-based approach.

The two sets of action points included herein are a draft of how Te Rōpū Manaaki Mana think ACEM as a college, members, trainees and all emergency department staff can meet Te Tiriti obligations within the emergency care context.



# Achieving our vision

Te Tiriti o Waitangi and Te Rautaki Manaaki Mana  
an articles-based approach to meeting our obligations



## Article 1 Ko te Tuatahi Kāwanatanga (*stewardship*)

### Training standards

- ACEM incorporate equity and Māori health issues into the curriculum, exams and CPD

### ED accreditation standards

- Make cultural safety an ED priority
- Educate all staff about Te Tiriti o Waitangi, cultural safety and anti-racism
- Provide structures and leadership strategies for Māori staff
- Incorporate Pae Ora standards into ED accreditation
- ED teaching includes causes of health inequities, such as impact of colonisation, and explores opportunities for decolonisation

### College standards

- Educate staff about Te Tiriti o Waitangi and cultural safety
- Enact changes recommended by Te Rautaki Manaaki Mana
- Seek to develop Māori leadership
- Ensure redress for cultural loading

### Individual standards

- Members and trainees understand Te Tiriti o Waitangi obligations and know how to deliver culturally safe care

## Article 2 Ko te Tuarua Tino Rangatiranga

### Health development

- Partner with Māori to guide provision of emergency medicine care and training.
- Consult Māori on the design of the ED
- Implement local health tikanga recommendations
- Incorporate Māori models of care into ED practice
- Acknowledge Māori values, practice and language
- Implement plans to develop Māori leadership
- Acknowledge and redress cultural loading

## Article 3 Ko te Tuatoru Ōritetanga (*equity focus*)

### Workforce development

- ACEM and EDs demonstrate progress towards workforce parity for Māori
- ACEM and EDs implement equitable recruitment practices and have strategies for attracting and retaining Māori staff
- ACEM and EDs should identify what supports are needed and address barriers to achieving workforce population parity for Māori.

### Healthcare outcomes

- Each ED's quality standards, audits and KPIs include equity measurements
- EDs uphold Pae Ora standards
- When inequities are discovered, EDs and clinicians implement improvements for excellence and equity

### Eliminate racism

- Ensure that Māori staff, patients and whānau are not experiencing racism or microaggressions
- Ensure equitable access and experience for Māori patients and whānau
- Provide mechanisms for responding to racism and microaggressions
- Teach ACEM and ED staff the principles of anti-racism

## Whakapuakitanga\* Ritenga Māori (*customs*)

### Protect Mātauranga Māori

- ACEM, EDs and clinicians reflect on, acknowledge and respect the importance of Māori values, philosophies and practices to Māori staff, patients and whānau
- Demonstrate respect for tikanga & Te Reo Māori (the Māori language)
- ACEM and ED staff understand the historical context of the place in which they work, including the impacts of colonisation
- ACEM and ED staff understand the steps required to decolonise the College and the provision of emergency department care

# Achieving our vision

Te Tiriti o Waitangi and Te Rautaki Manaaki Mana  
a principles-based approach to meeting our obligations



## Tino Rangatiratanga

- Partner with Māori to guide provision of EM care and training
- Commit to upholding Te Tiriti o Waitangi obligations, grow a culturally safe workforce and ensure all EDs uphold Pae Ora standards
- ACEM and ED staff understand the historical context of the places in which they work, including the impacts of colonisation and also understand the steps required to de-colonise the College and the provision of emergency care

### Emergency departments

- Follow local health tikanga recommendations
- Incorporate Māori models of care and acknowledge Māori values, practices and language
- Develop strategies to support and promote Māori leadership
- Acknowledge and redress cultural loading
- Consult Māori on ED design

## Equity

- ACEM, each ED and its clinicians should ensure that Māori staff, patients and whānau are not experiencing racism or microaggressions
- ACEM develops a framework for attracting and retaining Māori staff to achieve the goal of population parity for Māori members and trainees

### Emergency departments

- Quality standards, audits and KPIs include equity measurements
- Uphold Pae Ora standards for excellence and equity
- Ensure equitable access and experience for Māori patients and whānau
- Implement improvements where inequities are discovered
- Identify what supports are needed and any barriers to reach population parity within the whole ED workforce

## Active protection

### Individual standards

- Understand structural reasons for health inequity, principles of Te Tiriti o Waitangi and obligations as Treaty partners
- Seek to understand reasons for health inequity
- Seek to understand structural and other types of racism and strive to be anti-racist

### Accreditation standards

- Require EDs to show progress towards upholding Pae Ora

### Training standards

- Curriculum and exams cover equity and Māori health issues
- Ensure CPD includes self-reflection and development towards culturally safe care

### Emergency departments

- Monitor health outcomes to ensure equity for Māori
- Support leadership strategies for Māori staff
- Ensure all overseas-trained staff receive appropriate cultural orientation and all staff are up-skilled on the principles of Te Tiriti o Waitangi, cultural safety and anti-racism

## Options

### Emergency departments

- Reflect on and acknowledge the importance of Māori values, philosophies and practices to Māori staff patients and whānau
- Investigate what changes are necessary to ensure delivery of culturally safe care and that suggested changes are resourced
- Demonstrate respect for tikanga and Te Reo Māori

## Partnership

- Partner with Māori to guide provision of culturally safe ED care and training, including with local Māori Health units and organisations such as Te ORA
- Ensure ACEM staff are trained in Te Tiriti o Waitangi and cultural safety
- Support the implementation of Te Rautaki Manaaki Mana and enact recommended changes
- Have a plan for developing Māori leadership
- Ensure redress for cultural loading