



Australasian College  
for Emergency Medicine

# Te Tiriti o Waitangi me Te Rautaki Manaaki Mana

NOVEMBER 2022



# Te Tiriti o Waitangi me Te Rautaki Manaaki Mana: Achieving our vision



## A Te Tiriti articles-based approach to meeting our commitments/obligations

In July 2020 an overwhelming majority of FACEMs voted to add the following object to the ACEM constitution:

*Strive for excellence and equity in emergency care for Aboriginal, Torres Strait Islander and Māori communities in Australia and Aotearoa New Zealand, through a commitment to the principles of Te Tiriti o Waitangi in Aotearoa New Zealand, the process of Reconciliation in Australia and the intent of the United Nations Declaration on the Rights of Indigenous Peoples.*

In this object ACEM makes a commitment to the principles of Te Tiriti o Waitangi in Aotearoa New Zealand, but what does this mean in practice?

In this document we provide clear guidance on what we believe needs to be done to fulfill our obligations to uphold the articles or principles of Te Tiriti as a college, and as providers of emergency care.

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

#### ACEM – College level

- 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

#### ACEM – Training standards

- ACEM incorporates equity and Māori health priorities into the curriculum, examinations and other assessments, and continuing professional development (CPD)

#### ACEM and ED level

- Make cultural safety an ED priority
- Educate all staff about Te Tiriti o Waitangi, cultural safety, anti-racism and Manaaki Mana values
- 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

#### Individual clinician level

- Members and trainees reflect on knowledge gaps and remedy them, to understand Te Tiriti o Waitangi obligations and know how to deliver culturally safe care

### Article 2 Ko te Tuarua Tino Rangatiratanga (*self-determination*)

#### ACEM – College level

- Partner with Māori to guide provision of emergency medicine care and training
- Ensure Māori are acknowledged as mana whenua and local tikanga followed for opening and closing of all ACEM events
- Acknowledge Māori values, practice and language
- Implement plans to develop Māori leadership
- Acknowledge and redress cultural loading in ACEM

#### ED level

- Partner with Māori to guide provision of emergency medicine care
- Ensure accurate collection of ethnicity and/or iwi data
- 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 in the ED

#### Individual clinicians

- Learn about and implement local health tikanga recommendations
- Learn about and acknowledge Māori values, practice and language

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

#### ACEM and ED level

##### Workforce development

- Show progress towards workforce parity for Māori
- Implement equitable recruitment practices and have strategies for attracting and retaining Māori staff.
- Identify what supports are needed and address barriers to achieving workforce population parity for Māori.
- Interview process for new staff includes screening for understanding of equity, anti-racism and Tiriti issues

##### ED level Healthcare outcomes

- Each ED's quality standards, audits and KPIs include equity measurements, and ensuring accuracy of ethnicity/iwi data
- EDs uphold Pae Ora standards
- When inequities are discovered, EDs and clinicians implement improvements for excellence and equity

#### ACEM, ED & individual levels

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

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

#### ACEM, ED and individual levels 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 and Te Reo Māori (the Māori language)
- ACEM and all ED staff understand the historical context of the place in which they work, including the impacts of colonisation
- ACEM and all ED staff work with Māori to create pathways to decolonise the college and the provision of ED care
- ACEM, EDs and individual clinicians understand and support the development of Kaupapa Māori health service provision in emergency care
- ACEM, EDs and clinicians ensure all overseas-trained staff receive appropriate cultural orientation and all staff are upskilled on the principles of Te Tiriti o Waitangi, cultural safety and anti-racism

# Te Tiriti o Waitangi me Te Rautaki Manaaki Mana: Achieving our vision



## A principles-based approach to meeting our commitments/obligations

### Tino Rangatiratanga (self-determination)

### Equity

### Active protection

### Options

### Partnership

#### ACEM and ED level

- 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 decolonise the College and the provision of emergency care
- Ensure accurate collection of ethnicity and/or iwi data

#### ED level

- 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

#### Individual level

- Learn about and implement local health tikanga recommendations
- Learn about and acknowledge Māori values, practices and language

#### ACEM and ED level

- ACEM develops a framework for attracting and retaining Māori staff to achieve the goal of population parity for Māori members and trainees
- Identify what supports are needed and any barriers to reach population parity within the whole ED workforce
- Interview process for new staff includes screening for understanding of equity, anti-racism and Tiriti issues
- 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

#### ACEM, ED and individual levels

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

#### ACEM level

##### 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

#### ED level

- 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 upskilled on the principles of Te Tiriti o Waitangi, cultural safety and anti-racism

#### Individual level

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

#### ACEM, ED and individual levels

- 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
- ACEM, EDs and individual clinicians understand and support the development of Kaupapa Māori health service provision in emergency care
- Show progress towards workforce parity for Māori – the ED workforce reflects the community it serves
- Demonstrate respect for tikanga and Te Reo Māori

#### ACEM and ED level

- 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 and ED 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
- Ensure Māori are acknowledged as mana whenua and local tikanga followed for opening and closing of all ACEM events

#### Individual level

- Reflect on knowledge gaps about Te Tiriti and seek to remedy them
- Learn about what it means to be a good Tiriti partner and be an agent of change
- Find out about local Māori Health priorities and commit to supporting these
- Learn about Te Rautaki Manaaki Mana and work on implementation

# Te Rautaki Manaaki Mana, the Ministry of Health's Te Tiriti o Waitangi Framework, and Whakamaua:



Māori Health Action Plan 2020-2025



## Te Tiriti o Waitangi and the health and disability system

### He Mana tō Te Tiriti o Waitangi Expressing Te Tiriti in mana terms

<b>Mana Whakahaere</b> Good Government Article I	<b>Mana Motuhake</b> Unique and indigenous Article II	<b>Mana Tangata</b> Fairness and Justice Article III	<b>Mana Māori</b> Cultural identity and integrity Declaration
--	---	--	---

### The Vision of He Korowai Oranga

WHĀNAU ORA  
Healthy families  
**Pae ora**  
HEALTHY FUTURES  
FOR MĀORI

WAI ORA  
Healthy environments

MAURI ORA  
Healthy individuals

### The Health and Disability Sector How we express our kaitiakitanga

<b>Stewardship</b> Article I	<b>Iwi/Māori health development</b> Article II	<b>Equity focus</b> Article III	<b>Protect Mātauranga Māori</b> Declaration
---------------------------------	---	------------------------------------	--

### Ngā Kupu o Te Tiriti o Waitangi

Preamble / Kupu Whakataki  
Peace and good order

#### The Articles

<b>Article I</b> Ko te Tuatahi Kāwanatanga	<b>Article II</b> Ko te Tuarua Tino Rangatiratanga	<b>Article III</b> Ko te Tuatoru Ōritetanga	<b>Declaration</b> Whakapuakitanga Ritenga Māori
--	--	---	--

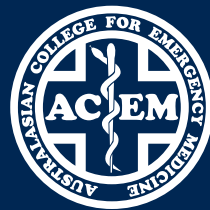
### Principles of Te Tiriti o Waitangi

How we apply Te Tiriti in the modern world

Tino Rangatiratanga	Equity	Active protection
Partnership	Options	

This diagram is an extract from **Whakamaua: Māori Health Action Plan 2020-2025** and the Ministry of Health's Te Tiriti o Waitangi Framework. This extract shows different ways of expressing Te Tiriti obligations and commitments.

The two sets of action points included here are a draft of how Te Rōpū Manaaki Mana think ACEM as a college, as well as its members, trainees and all emergency department staff can meet Te Tiriti obligations within the emergency care context – EITHER an articles OR principles-based approach can be used.



# Australasian College for Emergency Medicine

## **Australasian College for Emergency Medicine**

34 Jeffcott St

West Melbourne VIC 3003 Australia

+61 3 9320 0444

[admin@acem.org.au](mailto:admin@acem.org.au)