Te Rau Matatini Ltd

Annual Report 2010

Kia ngātahi te waiho, tahrir te kei ē tō waka, whawhati ngaru.
Haere ki tua, papapoumanu te moana, e topa, e rea ki ūia.
He Mihi

E rua tau Ruru
E rua tau Wehe
E rua tau Mutu
E rua tau Kai

Nō reira, tēnā tātou e hui ake i raro i te korowai o te tuhinga kōrero mō te tau rua manu mā iwa ki te rua manu tekau

Hau mai, piki mai, whakatau mai tēnā koutou, tēnā koutou, tēnā koutou kātoa
Ka Tau
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Chairman’s Report

It is a privilege to present the Annual Report for Te Rau Matatini Ltd for 2009-2010. This year has been busy with opportunities to reflect, review and expand. Since establishing our main office in Wellington in early 2009, Te Rau Matatini has built and consolidated a focus across Māori health workforce development particularly on training, career pathways, national and local relationships and new business opportunities.

Investment in staff and infrastructure has also contributed to a successful and sustainable position for Te Rau Matatini as a leading indigenous health workforce development organisation.

As incoming Chair, I would like to, and take great pleasure in acknowledging Hayden Wano for his stewardship of the Board of Directors from its inception in 2005. He has been a big part of guiding and navigating Te Rau Matatini through significant growth, expansion and internal development. It has been a pleasure to experience, more closely the solid, quality-driven, and innovative approach of Te Rau Matatini.

Achievements

2009-2010 saw the development and delivery of two new Māori health promotion and suicide prevention training programmes, the establishment of a Whānau Ora workforce initiative, and the expansion of research opportunities.

The year was further characterised by building on and developing new strategic relationships across the health sector and beyond based on our principles and values. This work demonstrates and reaffirms our commitment to the established Te Rau Matatini objectives.

The commitment to quality and excellence is illustrated by the establishment of two post-doctoral fellowships that will be hosted by Te Rau Matatini for the next three years; and also the completion by staff of their respective Doctoral and Masters qualifications.

We are honoured to extend our work this year to include:

- the national NGO\(^1\) partner for the Kia ora Hauora programme alongside Counties Manukau DHB\(^2\)
- one of the successful Ministry of Health Te Ao Auahatanga Māori innovation initiatives
- revising, piloting and validating the Māori mental health outcome measurement tool Hua Oranga.

Te Rau Matatini is well positioned to respond with new and innovative ways to improve capability, increase front line access to quality training, and actively support the workforce in the shift to a new whānau ora approach.

\(^1\) Non government organisation
\(^2\) District health board
It is also pleasing that Te Rau Matatini is not afraid to challenge ourselves about how we can achieve more for the workforce. This year we chose to review and consolidate our organisational structure to ensure we remain efficient and quality focussed. This positions Te Rau Matatini well for ISO9001 accreditation in the coming year.

Success in gaining Māori Provider Development Scheme (MPDS) funding has allowed us to progress on ISO9001, and work on a private training establishment.

**New Challenges**

This year we also made the decision to formalise our training programmes and prepare for New Zealand Qualifications Authority (NZQA) registration. Within a reduced health and education funding environment, access to relevant undergraduate and graduate Māori health training programmes remains essentially critical for local and national best practice, professional development and extension. This has brought the opportunity for Te Rau Matatini to work wisely and creatively about how to address this growing workforce need.

Te Rau Matatini is well positioned to respond in new and innovative ways to improve capability, increase front line access to quality training, and actively support the workforce in the shift to a new whānau ora approach. This demands that we work smart, and work effectively to maximise our resources, networks and working relationships with others also committed to Māori health and wellbeing.

**2010-2011**

For the coming year, we are cognisant of the goals of Health Workforce New Zealand (HWNZ) and The Ministry of Health in relation to the need for further workforce investment and accelerated workforce solutions. We are excited about working further with Professor Gorman and HWNZ alongside the policy direction of the Ministry of Health.

We will be focussing on expanding our strategic relationships, including collaboration opportunities with other indigenous peoples to share and learn from the wide range of developments underway internationally.

There will be a continued emphasis on quality and accessible training and workforce solutions, boosted by the extended leadership pathway programmes of the Henry Rongomau Bennett Foundation.

We look forward to the coming year with excitement, energy, and commitment to propel existing programmes and pioneer unchartered waters to provide a range of timely, relevant, cutting edge and enduring workforce programmes.

On behalf of the Board of Directors, I would also like to acknowledge the commitment of Kirsty Maxwell-Crawford and the team, Professor Sir Mason Durie and the Trust for your continued support and contribution. Your dedication enables Te Rau Matatini to support frontline Māori health workers and the valuable work they do.

Roma Hippolite
Chair, Te Rau Matatini Ltd
Chief Executive’s Report

There has been significant change within the health sector this year. Te Rau Matatini has viewed this change as a time of exciting opportunities to progress Māori health workforce development. It has also provided the impetus for us to look closely at our organisation to ensure we have a structure that will best support our working going forward.

We acknowledge the current environment does pose significant challenges for the workforce, health, social services and education sectors. We must all look at what we are doing, to identify whether it is making the difference we need for the health workforce as well as for whānau and Māori communities. Where it is, we must continue to strive forward, and where it is not, we must identify new ways of contributing that will be responsive and effective to workforce and health needs.

Strategic Achievements

The 2009-2010 report illustrates our progress in meeting the identified needs of the Māori health workforce. We have met our planned key strategic targets for 2009-2010 across the areas of workforce navigation, extension, expansion and excellence. With the support and assistance of those working on the frontline, or working in the health and related sector we celebrate a number of strategic achievements including:

- Huarahi Whakatū Professional Development Recognition Programme was approved by the Nursing Council of New Zealand
- Parahia Te Ara, the establishment of a localised and multi-tiered Māori Health Promotion training programme
- Te Whakauruora, the establishment of a Restoration of Health: Māori Suicide Prevention training programme initially for Kia Piki Te Ora providers throughout the country
- Te Pātaka Uara, the extension of an indigenous career pathway development to include Whānau Ora navigators and practitioners
- Hua Oranga, the completion of an applied research project to test and validate Hua Oranga, a Māori mental health outcome measurement tool.

We celebrate the significant success of the partnership between the Hutt Valley District Health Board and Te Rau Matatini to establish Manu Tipuranga and Tupu Pasifika bursaries for Māori and Pasifika people entering or continuing tertiary health study pathways. Since 2004, 122 Manu Tipuranga scholarships and 31 Tupu Pasifika scholarships have been awarded and 66 health-related qualifications have been achieved to date. With the 2010 academic year still underway, this number will grow further.
All bursars have made a commitment to return and work in the Hutt Valley upon the successful completion of their studies contributing to increased capacity and capability in the region.

Twenty one new workers have been recruited into the alcohol and other drugs (AOD) sector nationwide as a result of the innovative Hoe Rua workforce recruitment programme. This proactive recruitment programme provides apprenticeship-style placements of 3-12 months in AOD treatment services, alongside ongoing training and development. Priority has been given to the youth, consumer, Pacific, Māori and methamphetamine workforces as well as rural service providers.

These programmes further compliment the HRB leadership programme, addiction and problem gambling workforce and research scholarships and secondments to provide a well coordinated and connected suite of workforce and professional development opportunities.

**Strategic Relationships**

A new direction in 2009-2010 has been to establish direct relationships at an Executive Government level with the Minister of Health and Associate Ministers of Health. Increasing ministerial awareness of current Māori health workforce development issues and the difference quality solutions can make is critical.

We are pleased our relationship with the Ministry of Health has matured and strengthened and we look forward to this continuing in the future. An exciting development has been the new relationship with Health Workforce New Zealand (HWNZ). Our efforts will continue to prioritise and build on relationships with both The Ministry of Health and HWNZ in the coming year.

Alongside this, opportunities have allowed the development or strengthening of relationships with:

- the Mental Health Foundation including the Kaitakawaenga (SPINZ) role seconded to Te Rau Matatini to support the Te Whakauruora Training
- Learning Media Ltd and Quigley and Watts with a Health Literacy Alliance
- Careerforce and Te Mana Whakahaere, and
- Counties Manukau DHB, as the national NGO partner to extend the reach of Kia Ora Hauora, supported by Te Tumu Whakarae.

The relationships Te Rau Matatini has developed over a number of years hold significant importance and value. We know we could not achieve what we do, in serving the needs of the Māori health workforce, without collaborating with organisations serving the same workforce and the generous sector participation and support. The commitment of Te Rau Matatini remains to work alongside, with and for the Māori health workforce.

**Preparing for Future Growth**

As part of our proactive approach, this year we chose to review our organisational structure to ensure we remained as efficient as possible and ready to explore new and extended opportunities. What has emerged builds on natural internal alignments and provides a clean, concise structure with potential for more innovation and greater efficiencies.

Te Rau Matatini will continue to chart a course over the coming year that delivers quality, transferable, and accessible Māori health workforce development opportunities that enhance leadership, training and career pathways that will ensure excellence to best serve the Māori workforce.
Solutions will respond to the needs of key areas of recruitment and retention, as well as, regional responsiveness. The work planned for 2010-2011 includes:

- expanding Māori health leadership development including indigenous secondments
- extending health training and career pathways in nursing, health promotion, suicide prevention and whānau ora
- the completion of a Private Training Establishment and accreditation of training programmes
- the continuation of awarding a range of workforce scholarships and bursaries and expanding this to include post-doctoral fellowships
- working with key sector organisations to encourage national and international networking and collaboration.

I would like to thank the providers, trainees, reference group and working party members, training institutions, and the many other organisations we have had the privilege of working with this year.

Thank you also to the Board of Directors, Board of Trustees, and Senior Advisor Professor Sir Mason Durie.

To the Te Rau Matatini team, this year could not have been possible without you. Your commitment to quality in all that we do as well as your commitment to the kaupapa of whānau ora makes Te Rau Matatini a vibrant source of inspiration, perspiration and aspiration!

Thank you for the dedication you have put into achieving the results delivered in this annual report.

Nō reira, tēnā koutou katoa

Kirsty Maxwell-Crawford
Chief Executive
Board of Directors

**Roma Hippolite, Chair**
Ngāti Koata, Ngāti Kuia, Ngāti Toa
Rangatira, Te Ātiawa, Ngāi Tahu

**Materoa Mar, Deputy Chair**
Ngāti Porou, Ngāpuhi

**Hayden Wano**
Taranaki, Te Ātiawa, Ngāti Awa

**John Walters**
Te Aupouri, Te Rarawa

**Gilbert Taurua**
Ngā Pahi, Te Āti Haunui-ā-Pāpārangi

**Phyllis Tangitu**
Ngāti Pikiao, Ngāti Ranginui, Ngāti Awa

**Ana Sokratov**
Ngāpuhi, Te Rarawa me Te Aupōuri

**Rocky Hudson (Kaumatua ex-officio)**
Ngāti Ruanui, Ruahine, Whakatōhea

Trust Board

**Te Puea Winiata, Chair**
Ngāti Ranginui
Tauranga Moana

**Barry Bublitz, Deputy Chair**
Tāngāhoe Iwi nō Taranaki Tonga,
Ngāti Paoa, Ngātata ki Umupuia

**Rocky Hudson**
Ngāti Ruanui, Ruahine, Whakatōhea

**Eugene Davis**
Ngāti Haua

**Ellen Noman**
Muriwhenua, Ngāti Kuri, Ngāti Kahu

**Kim Whaanga-Kipa**
Rongo Whakāta, Ngāti Kahungunu
Te Atanga-ā-Mahaki

**Monica Stockdale**
Ngāti Kahungunu

**Mehira Solomon - Ex-Officio**
Ngāti Porou

**Dr. Hinemoa Elder - Ex-Officio**
Ngāti Kuri, Te Aupouri, Te Rarawa,
Ngāpuhi

**Sylvia van Altvorst - Ex-Officio**
Ngāti Kahu
**Statement of Purpose**

Te Rau Matatini provides a strategic focus for workforce development solutions and advancement of indigenous wellness. We aim to improve the quality, utility and relevance of workforce development and training programmes, strengthen Māori health leadership development and, in doing so, strengthen the responsiveness of services for Māori.

The strategic focus of Te Rau Matatini is broad, i.e., contributing to national Māori health workforce development with a holistic, whole systems approach that recognises the importance of current workforce, systems, infrastructure, relationships, professional bodies, the tertiary education sector, broader health and social services linkages, Māori development alignment, and the future workforce.

**Our Principles & Values**

Te Rau Matatini is committed to quality, unity, direction, action, and integrity. We embrace a principled, pragmatic approach and set a high standard of excellence. Our work is progressed in collaboration with the workforce and broader whānau-related sectors and is based on our values.

- **Mahi tahi**
  - Kia pūmau ki te kaupapa
  - Whakapakari i te kaupapa
  - Manaaki tangata
  - Kia pono te kupu
  - Kia tika te mahi
  - He kanohi kitea he ringa i tū
  - Whakamana i te tangata
  - Ngākau whakaii
  - Whāia te iti kahurangi
  - Kia ngātahi te waihoe
  - Ehara tuku toa i te toa takitahi, engari he toa takimano

- **Co-Operation**
- **Integrity**
- **Courage**
- **Caring**
- **Honesty**
- **Trustworthiness**
- **Talking face to face**
- **Respect**
- **Humility**
- **Professionalism**
- **Unity**
- **Leadership**
Our Vision

To contribute, as a leading indigenous workforce development organisation, in the provision of frontline workforce solutions, training and leadership development for the advancement of indigenous wellness.
**Governance Statement**

**Te Rau Matatini Ltd**

Te Rau Matatini Ltd was established by Te Rau Matatini Trust in 2005 as an independent not-for-profit limited liability company.

**Board Policies**

The Board of Directors and management utilise a number of policies and a Governance Manual. These provide a high standard of corporate governance and management, and provide clarity of roles and responsibilities.

**Board Meetings**

Board meetings are scheduled quarterly 12 months in advance. The Chairperson and CEO develop the agenda for each Board meeting with papers distributed in advance. The Board of Directors and Board of Trustees hold quarterly joint meetings.

**Board Committees**

The Board of Directors maintain two sub-committees. The Audit and Risk Sub-Committee comprises three members and Chairperson (ex officio member). The Nominating and Corporate Governance Sub-Committee comprises four members.

**The Delegation Framework**

The Board of Directors have delegated to the Chief Executive the conduct of the day to day affairs of Te Rau Matatini. The Chief Executive is responsible for implementing the decisions of the Board. The Chief Executive has the sole authority for employment and personnel matters as specified in Board policies.

**Te Rau Matatini Trust**

Te Rau Matatini Trust was established in 2002 as an independent not-for-profit legal entity (hosted by Massey University). The Trust Board draws together Māori health, mental health, addiction, education and broader Māori development perspectives to ensure quality, relevance, and a sound reputation, that supports the strategic direction of Te Rau Matatini.

Te Rau Matatini Ltd was established by the Trust in 2005 to ensure strong governance alongside maintaining sector input, leadership, and guidance from the Trust.

**Function of the Trust**

i) Meet the Board of Trustees objectives

ii) Provide kaitiakitanga to Te Rau Matatini Ltd and the kaupapa

iii) Act diligently as the shareholder of Te Rau Matatini Ltd

iv) Contribute to strategic direction and Statement of Intent

v) Promote the kaupapa of Te Rau Matatini

vi) Provide quality assurance of Te Rau Matatini work.

**Board of Trustees Objectives**

The development and promotion of:

- Māori health in Aotearoa
- Māori mental health in Aotearoa
- Māori health workforce within Aotearoa
**Te Rau Matatini Staff 2009-2010**

Te Rau Matatini Ltd employs 44.56 FTEs; 19 FTEs for Te Rau Matatini workforce programmes, 13.9 FTEs for Matua Rağı workforce programmes and 10.86 FTEs for business services across Te Rau Matatini Ltd.

### Executive Management Team
- **Senior Advisor**: Professor Sir Mason Durie
- **Chief Executive**: Kirsty Maxwell-Crawford
- **Director**: Nicola Ehau
- **Kaumātua**: Tunu Walker
- **Business Services Manager**: Rose Johnson
- **Financial Controller**: Chris Hetherington
- **Executive Support**: Hikitia Sharland

### Senior Leadership and Support Team
- **Project Leaders**: Louise Ihimaera, Cindy Mokomoko, Tracey Potiki, Maria Baker, Cheri Ratapu-Foster, Quinton Bush, Jane Hopkirk, Brenda Smith, Shane Wilson, Jo Taite, Pahia Turia
- **Senior Project Team**
  - Senior Project Staff: Adrienne Donnelly-Kara, Marg Adamson, Ngapera Stewart
  - Senior Communications Advisor: Keri Iti
  - Project Support: Seru Tiqatabua, Jasmin Prout, Megan Bell, Ben Heta, Moana Te Whaiti, Philippa Meihana, Shelley Heke
- **Research and Evaluation Team**
  - Senior Researcher: Rawiri McKinney
  - Researchers: Awanui Te Huia, Roimata Tauroa
  - Research Assistant: Kahu McClintock
- **Business Services Support Team**
  - Accounts: Carrie McEwen
  - ICT Helpdesk: Michelle Edwards
  - Ops Assistant: Gaylene Stirling
  - Facilities: Wayne Bush, Denise Kenley
- **Te Rau Designz**
  - Manager: Shane Wilson
  - Graphic Designers: Alan Tawhi-Amopiu, Rio Crawford, Maui Taewa

### Kaitakawaenga
- **Kawiti Ashby (SPNZ)
New Organisational Structure

Te Rau Matatini has designed a new organisational structure from 1 July 2010 to extend our capacity and further improve our efficiency, and in doing so, better support organisations who will engage with Te Rau Matatini in the coming year.
Strategic Achievements

**Huarahi Whakatū Nursing PDPR**

Huarahi Whakatū is the first dual competency, Māori Nursing Professional Development and Recognition Programme in Aotearoa receiving Nursing Council of New Zealand approval in October 2009. Huarahi Whakatū focuses on providing professional development for Māori nurses working in the community and for Māori health providers throughout the country who have limited access to such opportunities for their staff.

The programme was modified during a joint pilot with Ngā Ngaru Hauora o Aotearoa (National Māori Health Providers Association), and Te Ao Maramatanga (New Zealand College of Mental Health Nurses).

A focus for the programme once Nursing Council of New Zealand approval was received in October 2009 was to enrol a minimum of 20 Māori nurses. An extensive and successful enrolment drive through the North Island, with additional resources provided to extend the programme through the South Island was implemented. A particular emphasis was on supporting nurses in hard to reach areas across the country during the enrolment phase.

Over this year, close to 100 Māori nurses have been enrolled in Huarahi Whakatū throughout Aotearoa, including 20 nurses in the South Island and a group of 25 nurses in the Gisborne region.

The popularity and momentum generated by the interest in and success of this programme has meant there is now a waiting list for year one entry. Further opportunities may exist as Māori nurses in primary health care services and DHB settings are continually registering their interest in this programme. At present, we remain focused on ensuring the quality and access to this professional development programme by Māori nurses working for Māori health providers and with whānau and Māori communities.

*He mihi kau atū ki a koutou mō o koutou tiaki māramatanga ki tā tātou kaupapa Huarahi Whakatū. He mihi.*

Hineroa Hakiaha Te Rūnanga o Kirikiriroa, Tio Sewell Ngā Ngaru Hauora o Aotearoa, Witariana Mita Tairawhiti DHB, Hine Haig, Tairawhiti District Health, Devi-Ann Hall, Counties Manukau DHB, Patricia Siaosi Raukura Hauora o Tainui, Karin Byrt Auckland DHB, Te Kaumarua Wharepouri Lakes DHB, Katrina Wahanui Counties Manukau DHB, Te Warati Ututaonga Pawa, Te Hauora o te Hiku o te Ika, Te Awhi Whānau Charitable Trust, Manny Heta Northland DHB, Reena Kainamu Counties Manukau DHB, Ruelle Khan Northtec, Lucy Kereopa Lakes DHB, Mata Tamariki Lakes DHB, me Valerie Williams Waitemata DHB.

**Māori Health Promotion Training**

Parahia Te Ara is a joint initiative with Nelson Marlborough DHB to establish a Māori health promotion training programme, founded on local knowledge and histories, designed to meet the needs of the Māori health promotion workforce in Te Tau Ihu.

The working party and needs assessment informed the style, level, content and delivery of the programme. The result is training that recognises and responds to the diverse levels of health promotion knowledge, experience and skill within the ākonga (student) group and draws on relevant local health promotion examples.
Parahia Te Ara comprises of four wāhanga (papers):
- Te Reo me ona tikanga and Te Tiriti o Waitangi
- Roles, responsibilities and risk in the health workforce
- Health promotion: Community need identification and
- Working with whānau, hapū and iwi: Evidence-based best practise.

The training is designed to be a NZQA level 5 certificate in the future. Twenty ākonga enrolled in Parahia Te Ara vary in age and experience in health promotion. Some are new to the workforce, others have significant health sector experience as well as kaumātua active on marae and in their communities. To utilise local knowledge and experience, intensive wānanga are held at eight Te Tau Ihu marae.

Parahia Te Ara Headstart Hui, Waikawa

He mihi kau atū ki a koutou mō o koutou tiaki māramatanga ki tā tātou kaupapa Parahia Te Ara. He mihi.

Nelson Marlborough DHB, Te Hauora o Ngāti Rarua, Nelson Marlborough Institute of Technology, Whakatū Marae, Te Rapuora o Te Waharākeke, Te Awhina Marae, me te Māori managers network.

A special thanks to the marae of Te Tau Ihu Waikawa, Wairau Pā, Parerāhua, Whakatū, Omaka, Te Hora, Tuamatene, Te Awhina and Onetahua for your support of this training and willingness to share your histories.

Te Whakauruora Māori Suicide Prevention Training

Launch of Te Whakauruora SPINZ Conference, 2009

Te Whakauruora Restoration of Health: Māori Suicide Prevention Resource was launched by Hon Tariana Turia at the SPINZ National Symposium in September 2009. It is expected that Te Whakauruora will prove a valuable and practical resource for communities and whānau working in suicide prevention.

The resource was developed and designed for whānau, organisations and communities involved or working in Māori suicide prevention. It was a collaborative project with SPINZ, the Mental Health Foundation and Ngā Awa o Te Awa, a national Reference Group with assistance from kaumātua all contributing to its development. The final resource also underwent nationwide consultation.

To support effective implementation of this unique resource, a training programme has been developed to support a Māori-centred collaborative community response to suicide prevention with prioritisation this year for Kia Piki Te Ora providers.

The training is currently being delivered through eight wānanga held on marae located in each of the Kia Piki Te Ora sites throughout Aotearoa. SPINZ has continued its support, through a seconded Kaitakawaenga position, held by Kawiti Ashby, and based primarily in Te Rau Matatini to provide guidance in both development and delivery phases.

3 Suicide Prevention Information New Zealand
The Te Whakauruora Training Programme will be recognised as a NZQA level 6 qualification in the future.

The wāhanga focus on:
- Mauri Ora Secure Cultural Identity
- Wai Ora Protective External Relationships
- Toi Ora Health Lifestyles
- Te Oranga Participation in Te Ao Māori
- Ngā Manukura Māori Leadership
- Te Mana Whakahaere Autonomy, and
- Mana Motuhake Validation.

An added emphasis and recognition is placed on matauranga Māori in the design and delivery, strongly sought by both Kia Piki Te Ora Kaimahi and the Te Whakauruora Reference Group.

He mihi kau atū ki a koutou tiaki māramatanga ki tā tātou kaupapa Te Whakauruora. He mihi.

Tu Williams, Joanne Aoake, Jim Hauraki, Trina Markland, Michael Naera, Emma Kutia, Maraea Johns, Maraea Craft, Sharlene Maoate-Davis Mokopuna Solutions, Williams and Associates, Pinnacle Group, ALAC, He Oranga Pounamu, Te Rūnanga o Ngāti Pikiao, Te Ao Hou PHO, Ministry of Health, SPINZ, The Mental Health Foundation, Ngā Kia Piki o Te Ora Raukura Hauora o Tainui Trust, Te Ao Hou PHO, He Oranga Pounamu Charitable Trust, Te Kupenga Hauora Ahuriri, Te Rūnanga o Ngāti Pikiao Trust, Ngāti Hine Health Trust Board, Te Rūnanga o te Rarawa, me Ngā Tai o te Awa.

First Te Whakauruora Wāhanga, Rotorua

**Whanau Ora Career Pathway**

Te Pātaka Uara is an indigenous career pathway that recognises whānau have the expertise and knowledge to achieve their oranga funded by Te Ao Auahatanga Hauora Māori (Ministry of Health, Māori Innovation Fund).

The programme is targeted for the Māori non-regulated workforce. Te Pātaka Uara is being developed to recognise core cultural, community and technical competencies to support those who work with whānau and in Māori communities as Whānau Ora Navigators and Practitioners.

The career pathway will emphasise:
- how to develop advanced expertise
- recognition of professional extension, and
- best practice and responsiveness to whānau.

Te Pātaka Uara is in development at present with three parallel components:

**Te Pātaka Kaiora; Research and Information underpinning the Career Pathway**

This will include a workforce survey, sector reference group feedback throughout, and a formative evaluation to inform the development of Te Pātaka Uara.
Te Pātaka Mauriora; Whānau Ora Career Pathway
Mauriora is a career pathway underpinned by core capabilities from entry to an advanced navigator pathway and a specialty Whānau Ora Practitioner pathway.

Te Pātaka Toiora; Whānau Ora Best Practice Guidelines
This Pātaka will support the Whānau Ora Navigator and Practitioner through guidelines including the applied measures of capability attainment and assessment processes.

Te Pātaka Uara will be further developed with the guidance of a national reference group and refined through national consultation before being piloted in the following year. It is an exciting piece of work that will support the workforce and services in the shift to whānau centred services.

He mihi kau atū ki a koutou tiaki māramatanga ki tā tātou kaupapa Te Pātaka Uara. He mihi.

Ngā Kete Matauranga Pounamu Charitable Trust, Te Oranganui Iwi Health Authority, Te Poutiri Trust, Moana House, He Waka Tapu, Nurse Maude, Te Korowai Atawhai Hillmorton Hospital, Canterbury DHB, NorthTec, Pou Whakaaro, me Matua Raki

Hua Oranga Mauri Mental Health Outcome Measurement Tool
Developed by Dr Te Kani Kingi and Professor Sir Mason Durie, Hua Oranga is a standardised measure developed to improve clinical and management decision making by mental health services in their care and delivery for Māori.

Te Rau Matatini is privileged to be a part of the validation of Hua Oranga with the support and guidance from Auckland University and Massey University and generosity of pilot sites in the Bay of Plenty region, namely Te Puna Hauora, Pirirākau Hauora, Whaioranga Trust, Maketu Health and Social Services and Tūhoe Hauora.

A new Outcomes, Recording and Analysis (ORA) database has been developed, as part of the project, to collect a range of the Hua Oranga data collated across those involved in the care and wellbeing of tangata whaiora including doctors, nurses, kaimahi, and whānau.

The revised Hua Oranga Tool and Database will be launched at the Australasian Mental Health Outcomes Conference hosted by Te Pou in November.

He mihi kau atū ki a koutou mō o koutou tiaki māramatanga ki tā tātou kaupapa Hua Oranga. He mihi.

Te Puna Hauora, Pirirakau Hauora, Whaioranga Trust, Maketu Health me Social Services and Tuhoe Hauora, ngā pilot roopu tuatahi, Dr Te Kani Kingi, Professor Sir Mason Durie, Massey University, Professor Graham Mellsop, Waikato Clinical School, Auckland University.

Kaumatua Workforce Development

Te Tautōhitotanga o ngā Kaumatua
Kaumatua Workforce Experiences in Mental Health and Addiction Services
Taiāwhiotanga
Kaumatua Guidelines Handbook

These two publications recognise the importance of effective Kaumatua practice in supporting and achieving whānau ora and are designed to provide applied resources for kaumatua involved in health services. They are intended to help guide practice and acknowledge:
- kaumatua assisting tangata whaiora in their journey to whānau ora
- kaumatua contributions to health, and
- kaumatua workforce qualities and skill sets.

Taiāwhiotanga outlines the skills that kaumatua bring and the contributions they can make to health outcomes.
As specialists within the team, they are well placed to influence quality of care and bridge the division between individuals and whānau, communities and health services, clinicians and cultural support workers, and ultimately health and illness.

These resources enable all health workers to gain greater understanding of kaumātua contributions to health and to better appreciate the wisdom they bring into the health sector. It also challenges the sector to use the skills and time of kaumātua wisely, so that their expertise is not dissipated but allowed to permeate the delivery of health care and ultimately impact on the wellbeing of whānau.

Taiāwhiotanga will be launched in the coming year. It is a privilege to serve the workforce needs of kaumātua who are involved in health services throughout the country.

He mihi kau atū ki a koutou mō o koutou tiaki māramatanga ki tā tātou kaupapa.
He mihi.

Huatahi Niania, Te Whe Philips, Mere Hammond, Margaret Hiha, Nellie Rata, Titari Erimihia, Winston Maniapoto, Hata Temo, Ben Rangitaawa, Takitaimoana Wikiriwhi, Monica Stockdale, Erika Edwards, Whitiora Cooper, Kevin Maniapoto, Aramakaraka Pikika, Pam Armstrong, Motueka Kaumātua, Hawkes Bay DHB, Capital and Coast DHB, Tairawhitia DHB, Ngā Manga Puriri, Northland Kaumātua, Lakes DHB, He Waka Tapu, and Waitamata DHB

A special acknowledgement and thanks also to the whānau of the late Denis Simpson and Bob Henare.

Hutt Valley DHB Manu Tipuranga and Tupu Pasifika Bursaries

We celebrate another successful year of Manu Tipuranga and Tupu Pasifika Bursaries boosting the capacity of the local Māori and Pacific workforce in the Hutt Valley DHB region.

Te Rau Matatini has worked in partnership with Hutt Valley DHB to accelerate Māori and Pacific workforce development and qualification attainment since 2005.

Along with financial support, the bursaries provide academic mentoring, pastoral support, and access to a whānau of Te Awa Kairangi health workers, prospective and current employers and tertiary students.

Since its inception Manu Tipuranga has provided 122 workforce awards and Tupu Pasifika has provided 31 workforce awards. The programmes have led to the attainment of 66 new health related qualifications and 58 new Māori and Pacific health workers into the Hutt Valley area. Both programmes have demonstrated their value as an effective tool in encouraging Māori and Pacific students to enter into tertiary education and particularly in Māori and Pacific health as well as encourage and support existing workers to gain their first qualification or continue with further achievement.

Te Rau Matatini will be supporting Hutt Valley DHB to continue to administer the programme from next year using the successful model and templates established. It has been a privilege for Te Rau Matatini to be involved the bursaries and we acknowledge all those that have participated over the duration of Manu Tipuranga and Tupu Pasifika.

He mihi kau atū ki a koutou mō o koutou tiaki māramatanga ki tā tātou kaupapa.
He mihi.

Hutt Valley DHB, Te Awa Kairangi Kaumātua Kaunihera, Te Paepae Ārahi, Qnique, Whaioranga, Orongomau Marae, Koraunui Marae, Waiwhetu Marae, Kōkiri Health and Social Services
Increasing Postgraduate Māori Mental Health Training

A joint initiative with Te Pūtahi-ā-Toi School of Māori Studies, College of Humanities and Social Services, Massey University, He Hanganga Māori mō Te Hauora provided expanded postgraduate training opportunities for advanced practitioners this year.

Students, through the course, explore further best practice utilising dual competencies with the support of teaching staff and an expert panel including kaumātua, clinicians, tangata whaiora and community health worker perspectives. Six students are enrolled in the course in 2010 that will be completed in November.

Looking forward Te Rau Matatini will be considering how to make this training more widely available.

Accelerating Training and Academic Workforce Success

Te Rau Matatini coordinates and administers a range of successful scholarship programmes. 244 scholarship awards were made this year for the health, mental health, addiction and problem gambling workforces located from Invercargill to Kaitaia in study programmes from Certificate level to PhD.

Of these, the Henry Rongomau Bennett Programme has supported 47 leadership awards this year to support a range of areas including management, business, medicine, nursing, conditions management, social work, health science, psychology and psychiatry. These awards are part of a wider programme to support Māori health leadership development in honour of the life and work of Henry Rongomau Bennett, the first Māori Psychiatrist in Aotearoa.

In partnership with UNITEC, Te Rau Matatini provides a NGO management and leadership training opportunity alongside the Puna Hua Rangtaira Tangtata Whaiora scholarship and training programme. 44 students are studying towards their Graduate Diploma in not for profit management as a part of this programme, which brings together current and aspirating team leaders, managers, governance board members and tangata whaiora advocates from throughout the country. This year included the extension of the programme to include a Christchurch delivery option as well as Auckland.

Te Rau Matatini acknowledges all the students who have completed this paper from its establishment in 2006 along with the support from their employers and the ongoing support of Massey University.

He mihi kau atū ki a koutou mō o koutou tiaki māramatanga ki tā tātou kaupapa He Hānganga Māori mō te Hauora.
He mihi.

Bill Tangohau, Amster Reedy, Mere Hammond, Takurua Tawera, Cheri Ratapu-Foster, Tania Marino, and Professor Taiarahia Black, Massey University

He Hanganga Māori mō te Hauora wānanga

He mihi kau atū ki a koutou mō o koutou tiaki māramatanga ki tā tātou kaupapa He Hānganga Māori mō te Hauora.
He mihi.

Bill Tangohau, Amster Reedy, Mere Hammond, Takurua Tawera, Cheri Ratapu-Foster, Tania Marino, and Professor Taiarahia Black, Massey University

Philipa promoting Te Rau Matatini scholarships
Rangatahi Input into Services and Workforce Development

Tā Tātou Mahere Korowai Guidelines to Setting up Rangatahi Advisory Groups for Child and Adolescent Mental Health, Addiction and Whānau Ora Services was developed by the national Te Rau Tipu Māori Child Adolescent Mental Health and Addictions Network and Te Rau Matatini.

The Guidelines provide practical advice using Māori cultural models to support rangatahi engagement and involvement to improve service design and delivery.

Tā Tātou Mahere Korowai has been developed through experiences of the TNT Tuakana-Teina Rangatahi Advisory Group, established to support the development of services at Te Puna Hauora in Tauranga, as well as, through the work of the national Te Rau Tipu Network of Māori CAMHA kaimahi.

The Guidelines will be launched in Nelson at the Biannual National CAMH Services Conference in September.

He mihi kau atū ki a koutou mō o koutou tiaki māramatanga ki tā tātou kaupapa Tā Tātou Mahere Korowai.
He mihi.

Te Ahurei-a-Rangatahi whānau Shanara, Eugene, Ethan me Phil, ngā mema o TNT (Tuakana-Teina whānau) i naro i te maru o Te Puna Hauora; Paula, Mata, Margaret, Rahera, Ngakurauna, Willie, Israel, Cindy, Tamieka, Te Haringaroa, Ashlee, Hinehou, Moana, Hemi, Rawinia, me Mikaere, ngā whānau o Te Rau Tipu Airini Royal, Anaru Tamehana, Eunice Brown, George Nathan, Renare Te Karu, Janice Beazley, John Kopa, Margaret Hiha, Michaela Macdonald, Natasha Cully, Paula Mokomoko, Philip Taylor, Rahera Biddle, Richard Wallace, Shanara Wihangi, Te Pora Ehatu, Te Whaea McFarlane, Verner Pilisi, Mere Hammond me Bill Tangihou.
Strategic Relationships

In order to develop relevant quality health workforce development solutions and to ensure access to Māori working in the health sector it is imperative that we develop a broad range of strategic relationships. Te Rau Matatini has a very strong commitment to establishing, maintaining and building on relationships across and within the broad health sector, with an emphasis on but not limited to mental health.

Over this past year, there has been a deliberate move to broaden the relationship base of Te Rau Matatini and start engaging executive government directly as well as with iwi. These first steps have included meetings with Hon Tony Ryall, Minister of Health and Hon Jonathan Coleman, Associate Minister of Health (Mental health). An ongoing relationship has been established with Hon Tariana Turia, specifically around her roles as Associate Minister of Health and Minister Responsible for Whānau Ora. In the past year Hon Tariana Turia has contributed and launched a number of Te Rau Matatini resources.

With our focus on nationally navigated locally led solutions it is important that we engage with iwi, acknowledging mana whenua within their iwi rohe and identify shared goals. We are mindful that supporting Māori working in health across Aotearoa will have an impact on iwi development and health and wellbeing of their whānau. We are in the beginning stages of this work and expect that it will progress over the coming year.

Alongside this work we are continuing to build relationships, networks and work collaboratively and supportively with the many organisations within Aotearoa that contribute to Māori workforce development in the health sector. Effective relationships at this operational level ensure that the best possible outcomes are achieved and further collaboration opportunities are identified.
Acknowledgement of Strategic Relationships

Executive Government
Te Rau Matatini has begun to engage directly with Executive Government to explain the work of the organisation, identify the benefits and discuss future priorities. Discussions this year have been held with Hon Tony Ryall, Minister of Health, Hon Jonathan Coleman, Associate Minister of Health and Hon Tariana Turia, Associate Minister of Health, Minister Responsible for Whānau Ora.

Ministry of Health
Te Rau Matatini works closely with the Ministry of Health during this time of transition specifically Mental Health, Population Health, Sector Capability and Implementation, Public Health and Te Kete Hauora. The strength of this relationship extends the ability of Te Rau Matatini to respond to workforce needs when identified.

Health Workforce New Zealand
Responsible for addressing the broad range of identified and forecast of health workforce development issues on behalf of the Government. It has provided an opportunity over the last year to develop a direct relationship with Health Workforce New Zealand through Chair Professor Des Gorman. We look forward to extending this relationship in the coming year at both operational and governance levels.

Pimatisiwin: Journal of Aboriginal and Indigenous Community Health

Ingenious partnerships
Pimatisiwin: A Journal of Aboriginal and Indigenous Community Health is a peer reviewed, web-based journal by Native Counselling Services of Alberta, in partnership with the CRCAH in Australia, Papa Ola Lokahi in Hawaii, the International Indigenous Council for Healing Our Spirit Worldwide and Te Rau Matatini. The goal of the Pimatisiwin Journal is to promote the sharing of knowledge and research experience between researchers, health professionals, and Aboriginal leaders and community members. The primary focus is on health and health research in Indigenous communities.

Massey University
Te Rau Matatini continues to have a range of work programmes and collaborations with Massey University. The postgraduate applied Māori mental health paper He Hānganga Māori mō te Hauora has been delivered in partnership with the School of Māori Studies Massey University, Te Rau Matatini also works closely with Te Mata o Te Tau Chair Dr Te Kani Kingi, Professor Taiaarahia Black, and Te Rau Puawai, the national Māori mental health bursary programme.
University of Auckland
Te Rau Matatini has been guided by Professor Graham Mellsop Professor of Psychiatry, Waikato Clinical School, Auckland University alongside Dr Te Kani Kingi and Sir Professor Mason Durie in the revision and piloting of Hua Oranga, the Māori Mental Health Outcome Measurement Tool.

Moana House Training Institute
Te Rau Matatini has had the privilege of supporting the addition training programmes of Moana House Training Institute, particularly Te Taketake Diploma in Applied Addictions training which a number of Topatopahia te rere o te Waka Hoe Tahi scholarship recipients have undertaken.

Wellington Institute of Technology
Te Rau Matatini has supported 60 students undertaking WelTec studies throughout the country via the Topatopahia te rere o te Waka Hoe Tahi, Manu Tipuranga and Tupu Pasifika Hutt Valley scholarship programmes.

Mental Health Foundation
Te Rau Matatini appreciates continuing collaborations with the Mental Health Foundation and SPINZ with the launch and implementation of Te Whakauruora and secondment of the Kaitakawaenga SPINZ role to Te Rau Matatini as both organisations commit to the investment in new and innovative ways of recruiting and retaining senior national Māori staff to support the work of SPINZ, mental health promotion and responsiveness to Māori. Te Rau Matatini has a Memorandum of Understanding with the Mental Health Foundation and is currently looking to revise and extend this.

Matua Rakih
National Addiction Workforce Development
Te Rau Matatini is pleased to hold the contract for Matua Rakih and provide shared business support systems. Matua Rakih is focused on the development of the addiction-related workforces that contribute to the minimisation of addiction-related harm. This relationship is ongoing through the range of shared goals and through participation in regular shared meetings and collaboration particularly in the areas of coexisting problems and addiction scholarship provision.

Te Pou o Te Whakaaro Nui
As one of the four health workforce development centres Te Rau Matatini has a collaborative working relationship with Te Pou. This relationship is ongoing through the range of shared goals and through participation in regular health workforce development centre meetings and joint work with Te Kaunihera o mō ngā Kaupapa Hauora Māori, The Royal Australian and New Zealand College of Psychiatrists this year.
The Werry Centre
For Child and Adolescent Mental Health
The Werry Centre is based in the Department of Psychological Medicine, University of Auckland and is one of the four health workforce development centres. The focus for the relationship between Te Rau Matatini and the Werry Centre is work on Māori child and adolescent mental health. This relationship is ongoing and is extended through participation in health workforce development centre meetings and the CAMHS sector days.

Hutt Valley District Health Board
Te Rau Matatini has continued to work closely with Hutt Valley DHB with the continuation of the Manu Tipuranga Health Bursary Programme and Tupu Pasifika Workforce Programme. Sixty Hutt Valley DHB scholarships have been administered this year and to date the Te Rau Matatini and Hutt Valley joint initiative has supported the attainment of 66 tertiary qualifications in health.

Nelson Marlborough District Health Board
Te Rau Matatini has engaged on a number of levels with Nelson Marlborough District Health Board. The relationship has continued through the development of the Nelson Marlborough Workforce Action Plan and Parahia Te Ara and discussions around future opportunities to access Te Rau Matatini workforce development solutions.

Counties Manukau District Health Board- Kia Ora Hauora National Centre
Te Rau Matatini is the NGO partner to Counties Manukau DHB for the delivery of the Kia Ora Hauora a Māori health workforce recruitment programme. Counties Manukau works at a national level and coordinates four regional centres that deliver regional initiatives and build the awareness of health careers amongst Māori communities, including Māori secondary school students within their region.

Te Tumu Whakarae
District Health Boards Group General Manager - Māori
Te Tumu Whakarae meets regularly throughout the year to discuss issues and identify opportunities to advance quality, development and access to Māori health service provision across all 21 District Health Boards. Te Rau Matatini engages with individuals and the collective to inform them of our programmes and contribute to their discussions.

DHBNZ Māori Champions Workforce Development Group
Te Rau Matatini is an active member of the DHBNZ Māori workforce champions group, a cross-sector reference group of workforce leaders from within District Health Boards, Non-Government Organisations, Professional Organisations, Tertiary Training Institutes and the Ministry of Health.
ALAC
ALAC is the Alcohol Advisory Council of New Zealand whose aim is to encourage responsible use and minimise misuse of alcohol. ALAC’s mission is of a New Zealand drinking culture that supports the moderate use of alcohol so that whānau and communities enjoy life; free from alcohol harms complements the much of the work of Te Rau Matatini. This year the relationship has included a secondment position to Te Rau Matatini and support and collaboration for the National Māori Health Summit in November, 2010.

Mental Health Commission
Te Rau Matatini has met regularly with the Chair of the Mental Health Commission. Te Rau Matatini also participates in hosting quarterly opportunities for operational staff from the Mental Health Commission, ALAC, Matua Raki, New Zealand Drug Foundation and Te Rau Matatini to share and network. This is part of a shared interest and commitment to learning more about each organisation’s work and priorities and strengthening working relationships at a strategic and operational level

Careerforce
Careerforce is the industry training organisation for health, disability, and aged support for Levels 1-8 on the National Qualifications Framework. Careerforce and Te Rau Matatini have been proactively discussing a range of issues within the health and disability training environment including whānau ora. This has included important relationship building with Te Mana Whakahaere, the Māori Governance Advisory Committee of Careerforce. This year Te Rau Matatini has been active in supporting Careerforce activities to refine and expand the national qualifications and career pathway available for the mental health and addiction sector.

Te Puna Hauora
Te Puna Hauora is a kaupapa Māori health service that this year has been devolved into the community. This year Te Rau Matatini and Te Puna Hauora signed a Memorandum of Understanding to facilitate the development of a closer working relationship. Te Puna Hauora General Manager Cindy Mokomoko is a pivotal part of the national Te Rau Tipu Māori child and adolescent workforce programme and Te Puna Hauora’s TNT advisory group guided the development of Tā Tātou Mahere Korowai Rangatahi Advisory Group Guidelines this year.

Pharmac
Pharmac is the Pharmaceutical Management Agency of New Zealand. It is part of the New Zealand medicines system whose objective is to improve New Zealanders’ access to, and optimal use of, medicines. Discussions have begun around how we can work more closely with Pharmac. There are a number of training programmes funded by Pharmac that have potential synergies with the range of engagement Te Rau Matatini has with the sector.
Te Rūnanga o Kirikiriroa
As a Charitable Trust and Urban Māori Authority in Hamilton, they are significant Māori health leaders that have continually provided constant support to a range of Te Rau Matatini programmes this year.

Ngā Ngaru Hauora o Aotearoa
National Māori Health Providers Association

Ngā Ngaru Hauora o Aotearoa advocates for Māori Health Providers at the national level to influence positive change that will make a real difference in Māori Health gains. It is an important and valued ongoing relationship for Te Rau Matatini because it represents many Māori organisations and has extensive links into grass roots communities throughout Aotearoa.

Te Kaunihera o Ngā Neehi Māori O Aotearoa
National Council of Māori Nurses

Te Kaunihera is the only national nurse’s body mandated by iwi to represent Māori on health issues, gained by visiting iwi around the motu. There is a strong focus on professional and workforce development, quality and ‘best practice’ and creating strategic relationships with other national organisations. The Council has again been constantly supportive of the effort and activity undertaken by Te Rau Matatini this year, to advance Māori nursing development.

Te Ao Maramatanga
New Zealand College of Mental Health Nurses Inc

Te Ao Maramatanga is the professional body for practising Mental Health Nurses in Aotearoa with a mission statement of ‘Partnership, Voice, Excellence in Mental Health Nursing’. Te Rau Matatini appreciates the ongoing level of support afforded the Huarahi Whakatū PDRP by Te Ao Maramatanga. Te Rau Matatini was a primary organiser for the E Tū He Māori Koe 2010 Annual Conference for Māori mental health nurses.

New Zealand Nurses Organisation Te Rūnanga

The NZNO is a professional body (union) for 44,000 members (registered nurses; enrolled nurses and community workers). Te Rūnanga is the Māori arm of the NZNO representing Māori health, reflecting the Treaty partnership within the NZNO. It provides a leadership voice for Māori health and nursing. Te Rau Matatini has been working with Te Rūnanga this year to strengthen the relationship between the organisations and to build the capacity of Māori nurses now and into the future.
Ngā Māia o Aotearoa me Te Waipounamu (Māori Midwifery Collective)

The largest collective of Māori midwives in Aotearoa. Ngā Māia strive to develop frameworks for practice that acknowledge the significance of whānau and reaffirming Māori knowledge as a right through whakapapa. Work has begun on a Memorandum of Understanding looking at working together to support Māori midwives.

Te Ora (Te Ohu Rata o Aotearoa Māori Medical Practitioners Association)

Te Ora represents Māori medical students, doctors and medical practitioners working as clinicians, specialists, researchers and teachers. Its vision is to provide Māori medical leadership to the health sector to effect Māori health development. Te Ora is a member of the Henry Rongomau Bennett Foundation. Te Rau Matatini actively supports Māori students and doctors.

Te Kaunihera mō ngā Kaupapa Hauora Māori

The Royal Australian and New Zealand College of Psychiatrists

Te Rau Matatini in conjunction with Te Pou and Te Ahurei-a-Rangatahi supported the recruitment and support for rangatahi to attend the Australia and New Zealand Royal College of Psychiatrists Conference as an innovative initiative to proactively promote mental health careers to rangatahi.

Learning Media

Learning Media is an award-winning publisher and provider of educational services who produce creative works that equips learners and educators. Te Rau Matatini has formed a group called the Alliance with Learning Media Ltd and Quigley and Watts to address health literacy in Aotearoa and internationally. A Memorandum of Understanding for the Alliance is due to be signed in October 2010.

Quigley and Watts Ltd

Quigley and Watts Ltd is a New Zealand based company that assists decision makers to develop solutions to improve health and wellbeing. It offers technical knowledge and expertise in health and wellbeing, social issues, and the health effects of transport, housing, urban planning and the environment. Te Rau Matatini has formed a group called the Alliance with Learning Media Ltd and Quigley and Watts to address health literacy in Aotearoa and internationally. A Memorandum of Understanding for the Alliance is due to be signed in October 2010.
Report on the Statement of Intent

The following reports against Te Rau Matatini key performance targets for 2009-2010.

Workforce Infrastructure Key Performance Targets
Te Rau Matatini workforce development infrastructure programmes for 09-10:
- Policy development and promotion
- Coordinate the national Māori Mental Health and Addiction Summit in 2010, and
- Progress the establishment of a national Māori health professional body.

Te Rau Matatini has met and exceeded the above targets through:

Nelson Marlborough Māori Health Workforce Development Action Plan
Te Rau Matatini has completed a Māori Health Workforce Development Action Plan for the Nelson Marlborough DHB, as a result of the DHB’s Māori health workforce survey Karangarere. The Action Plan was designed to add value to the existing Māori health workforce and better support the needs of the Māori population. Aligned to this work a localised multi-tier Māori health promotion training programme Parahia Te Ara was also developed and is currently being implemented.

Te Pūtura Hauora Māori Health Leadership 2030 Summit
Plans for a working Summit to assist Māori health, including addictions, leadership and planning toward 2030 is well underway. The Summit is co-sponsored by the Henry Rongomau Bennett Foundation and ALAC, with Te Rau Matatini providing the coordination and secretariat. The two day Summit will be opened by Hon. Tariana Turia on 4 November 2010 at Orongomai Marae in Wellington.

Progress a Māori Health Professional Body
Te Rau Matatini along with others recognise the growing need for a Māori health professional body to represent and support a large group of the Māori health non-regulated workforce. Currently this workforce is not linked to a professional body, to advocate on their behalf and represent their best interests, to the wider public to support a safe, efficient and effective workforce. This body would work actively with other discipline-specific health regulatory and professional bodies in Aotearoa and support issues such as best practice, when working safely with Māori, cultural competency and cultural fluency. Te Rau Matatini has been in discussions with several national Māori and non-Māori organisations to consider how this could be achieved collectively and has undertaken a scoping project to test the viability of such a body. This work will be examined further in the coming year.

Research and Evaluation Key Performance Targets
Te Rau Matatini workforce development infrastructure programmes for 09-10:
- Progress research projects on dual competencies, Māori mental health workforce development methodologies and Māori mental health and addictions best practice research projects
- Maintain and extend an electronic storehouse for Māori mental health information
- Continue to evaluate all internal work to ensure learnings are shared within Te Rau Matatini, the Ministry of Health and sector via publications.
Te Rau Matatini has met and exceeded the above targets through:

**Completion of Masters**
Maria Baker successfully completed her Masters in Nursing at Massey University with the completion of her thesis, Te Arawhata o Aorua Bridge of Two Worlds, focused on the impact of Māori mental health nursing inclusive of cultural and clinical practices. The aim of the research was to explore what was occurring amongst Māori mental health nurses and dual competencies. Te Arawhata o Aorua was identified as a key workforce issue, particularly the process of the bridging of tensions, how the two worlds are managed, being Māori, enduring constant challenge, practising differently and how each is fused into nursing practice.

**Completion of Doctorate of Philosophy**
Kahu McClintock successfully completed her PhD at Auckland University during the year. Her doctorate study entitled Te Tomokanga: Acceptable Child and Adolescent Mental Health Services for Māori, provides an in depth look at mental health and addiction service provision for tamariki and rangatahi from the views of whānau. In the coming year Kahu will commence her post doctoral research study, hosted by Te Rau Matatini, as a 2010 Health Research Council recipient of the Dr Erihapeti Rehu-Murchie Fellowship. The Tomo Mai post doctoral research project will build on the PhD findings to seek the views of Māori rangatahi (aged 14-19) who accessed DHB Child Adolescent Mental Health Services (CAMHS), and their notions of a responsive CAMH Service.

**Māori Health Research Database**
In order to keep the Māori health sector up to date, it is important to continue to develop tools including e-tools that can assist in this process. Te Ipu Whakahaua is a national electronic Māori health database that supports this process. It offers to health researchers and others a range of research material that is otherwise difficult to identify and access. This year Te Ipu Whakahaua has been regularly updated and further extended to ensure the latest material is on hand for the sector and key stakeholders.

**Evaluations**
A schedule of internal research and evaluation was established to support the continued to development of those programmes as well as providing valuable information for the sector from which to learn. Internal evaluation is an important aspect of the work of Te Rau Matatini particularly with new and innovative programmes in order to enhance, refine and strengthen them at critical phases of their development. As an organisation that takes a proactive approach to development, it is vital we take all opportunities to ensure we can learn from the work we do, including finding ways of identifying and applying the critical success factors effectively across our work. Internal evaluations completed this year are:
- Papapounamu Te Moana Enhancing Potential and Risk Management training programme
- Topatopahia Te Rere o Te Waka : Hoe Rua Work-based Placement Programme
- Manu Tipuranga Bursary Programme.

A number of additional external evaluations were completed this year including for:
- Ministry of Health Whānau Ora Awards
- Wairarapa and UCOL Student Nursing Mentoring Programme
- Mokowhitī A career in Mental Health “It’s no drama” programme.

**Promoting Māori Health Careers**
Extend the promotion of mental health careers to a variety of Māori target audiences including schools, kura kauapapa Māori and Māori bilingual units within schools as well as attendance at secondary school career expos. To support this
continued use is made of the Chur Chur Bro (www.churchurbro.co.nz) website.

**Health Education Resource Guidelines**
A partnership began this year with Learning Media Ltd, primarily to develop guidelines for health education resources. The focus for the year was to complete the literature review, consultation on the report and a review of existing Health Education Resource Guidelines. Work is now under way to explore opportunities around health literacy with Learning Media Ltd and Quigley and Watts Ltd.

**Training and Development Key Performance Targets**

Te Rau Matatini workforce development infrastructure programmes for 09-10:
- education and training, focussing on developing the skills, knowledge and attitudes of the post-entry mental health and addictions workforce
- ensuring training and graduation is accessible to the workforce via scholarships, bursaries and career planning support, and
- extension of dual competency-based career pathways and professional development and recognition programmes.

A number of key training programmes continue to be made available to the Māori health workforce. Development and training is a critical area of work for Te Rau Matatini and this year we have again met our key performance targets. Key performance targets included professional development, training and work-based opportunities. The range of programmes are available because of a number of key relationships with tertiary providers and organisations and specialist areas of the health sector. A number of scholarships and bursaries are made available to support the workforce in accessing these programmes.

Programmes are designed to support access by Māori working within the health sector. Bursary and Scholarship success rates remain high. Technology continues to be utilised to facilitate access and flexibility through online learning options.

**Papainga Manukura Māori Leadership Training and Scholarships**
Extend knowledge and understanding of Māori managers and governance board members through Leadership and Management Training with UNITEC. Support 9 participants to complete in 2009 and a further 29 to complete by June 2010.

**Puna Hua Rangatira Tangata Whaiora Leadership Training and Scholarships**
Extend knowledge and understanding of tangata whaiora to work at an executive level through Leadership and Governance Training with UNITEC. Support 5 participant to complete in 2009 and tripled the cohort to 15 for 2010 including a Christchurch based group.

**Topatopahia te Rere o te Waka Addiction Scholarships and Work-based Placements**
Delivered addiction scholarships, secondments and work-based placements (internships) maintaining high success rates.

**Problem Gambling Scholarships**
Delivered undergraduate workforce scholarships and postgraduate research scholarships, for the entire problem gambling workforce.

**He Hanganga Māori mo Te Hauora Postgraduate Training**
Applied Postgraduate Māori Mental Health Training paper delivered in conjunction with Massey University.
Tui Tui Tuia Primary Mental Health Training with AUT
Provided mentoring and support for the delivery of Māori Primary Mental Health Care Training through Tui Tui Tuia at AUT. This is the final cohort and ends the support by Te Rau Matatini of this paper.

Midwifery Workforce Development
Develop mental health in Midwifery Guidelines and establish Online Training Programme for the entire Midwifery workforce.

Emergency Departments
Promote and implement ED Collaborative Guidelines and establish ED Online training for the entire ED workforce. Discussions with Professor Mike Adargh have facilitated expert analysis to further improve the training and access for the ED workforce.

E-Workforce Development
The online learning training platform established last year continues to be utilised for online health workforce development training programmes.

Private Training Entity (PTE)
The development of a Te Rau Matatini PTE to deliver training programmes has begun.

Henry Rongomau Bennett Foundation Leadership in Maori Health
Delivered Māori health leadership scholarships, training, pathways, awards and developed indigenous collaborations.

Huarahi Whakatu Nursing PDRP
The first dual competency Māori Nursing Professional Development Recognition Programme for Māori mental health nurses who work in NGO community settings.

Health Promotion Training
Began a multi-tier Māori health promotion training programme for the Nelson Marlborough District Health Board.

Organisational Development
Key Performance Targets
Workforce organisational development, in this context, refers to:
- building capacity of local providers to develop and implement their own workforce solutions in a way that utilises (but is not limited to) regional and national workforce development programmes, and
- establishing indigenous HR resources.

Te Rau Matatini has met the above targets through:

Nationally Navigated Locally Led
Te Rau Matatini has had the privilege of working alongside Nelson Marlborough DHB, Taranaki and wider Midland networks, and Hutt Valley to customise national programmes to meet local training, communication and collaboration and scholarship needs.

Indigenous HR Development
Te Rau Matatini has established a HR toolkit that takes into account Māori organisational contexts. The toolkit will be enhanced and extended in the next year and then fully available and promoted throughout the Māori NGO sector.

Recruitment and Retention
Key Performance Targets
Workforce development recruitment and retention, in this context, refers to:
- extending the promotion of health, mental health and addictions careers
- maintaining tertiary education career-planning (pre-entry workforce) activities
- establishing rangatahi leadership programmes in CAMHS, governance and psychiatry
- maintaining work-based placement programmes for first-time entry into the paid AOD addiction workforces
- extending Kaumātua workforce development through implementation of applied resources
- maintaining national Māori child and adolescent mental health leadership network to oversee Māori CAMHS workforce development and placements, and
- promoting and implementing Workforce Guidelines and Strategies.

Activities this year have focussed on the future health workforce, strongly and visible positioning health careers in an increasingly competitive labour market. This recruitment and retention work focuses on attracting and retaining workers of all ages alongside developing existing workforces.

**OT Workforce Development**

Te Umanga Whakaora Accelerated Māori Occupational Therapy Workforce Development Strategy launched in August 2009 has moved into an implemented phase for the year.

**Kaumātua Workforce Strategy, Guidelines and Handbook**

Extended the Strategy to include Te Tautōhitotanga o ngā Kaumātua, a collation of Kaumātua Workforce Experiences in Mental Health and Addiction Services and Taiawhihiotanga, Kaumātua Guidelines Handbook.

**Te Rau Tipu Māori Child and Adolescent Workforce Development and Rangatahi Leadership**

The focus this year for Te Rau Tipu Māori Child and Adolescent Mental Health (CAMH) Networking has been the implementation of Whakapakari Ake Te Tipu Māori CAMHS Workforce Strategy and the development of Tā Tātou Mahere Korowai Guidelines to setting up Rangatahi Advisory Groups for Child Adolescent Mental Health, Addiction and Whānau Ora services. The facilitation of Te Rau Tipu has been expanded this year to include a rangatahi leadership group.

Supported rangatahi leadership in the provision of rangatahi sponsored registrations to the Royal College of Psychiatrists conference in Rotorua. Working with Te Ahurei-a-Rangatahi who through Manager Eugene Davis, led the coordination of the rangatahi sponsorships and supported the rangatahi programme and workshops at the conference on behalf of Te Rau Matatini. This was as a result of our desire to provide rangatahi leadership opportunities and to recognise the importance of rangatahi-led approaches.

**New Business**

New business not identified in the Statement of Intent 2009-2010 includes:

**Te Rau Designz**

To provide graphic design services to Te Rau Matatini and external work as a step toward self-sufficiency.

**Māori Suicide Prevention Training**

Developed a Te Whakauruora Training Programme based on Te Whakauruora Restoration of Health: Māori suicide prevention resource training programme firmly based on Te Ao Māori for Kia Piki Te Ora kaimahi throughout Aotearoa.

**Whanau Ora Career Pathway**

Development of Te Pātaka Uara has begun as an indigenous career pathway that recognising that whānau have the expertise and knowledge to achieve their oranga.

**Kia Ora Hauora**

To contribute as the NGO partner to Kia Ora Hauora. Te Rau Matatini was contracted by Counties Manukau DHB, to support the implementation of Kia Ora Hauora a national Māori health recruitment programme (www.kiaorahauora.co.nz). This includes provision of strategic advice and support, communications planning and will be extended to include promotion through Te Rau Matatini networks, particularly the NGO sector by project managers in the coming year.
Financial Report

For the year ended 30 June 2010

Directory
Directors Report
Statement of Financial Performance
Statement of Movements in Equity
Statement of Financial Position
Notes to Financial Report
Audit Report

2
3-4
5
6
7
8-11
12
Te Reo Matatini

Directory

Date of Incorporation
7th June 2005

Nature of Business
Charitable Company - National Māori Health Workforce Development Organisation

Address of Business
Level 7, Agriculture House
12 Johnston Street, Wellington

Directors
HIPPOUTÉ, Ronna
MAR, Haastiha Vick-Leigh
TANGIRUA, Paryta
TAURIUA, Gilbert James
WALTERS, John
WANGI, Hayden Paul Wardini
WIRIPATERA, Aims

Shareholders
Te Reo Matatini Trust 1 Ordinary

Auditors
Costin Keffy
Unit B, Hortamore Office Park
98 Grey Street
Palmerston North

Solicitors
O’Sullivan & Associates
166 Featherston Street
Wellington

Bankers
ASB Bank Limited
136 The Square
Palmerston North
Annual Report as at 30 June 2020

The Directors of Te Reo Māmatatini Limited present this Annual Report including the financial statements for the year ended 30 June 2020.

Principal Activities

Te Reo Māmatatini Limited is a national Māori Health workforce development organisation.

Result of Operations

The Company made a net surplus of $20,000 for the year ended 30 June 2020 compared to a net surplus of $34,500 for the previous year.

Dividends

No dividends were made by the Company during the year.

Employee Remuneration

During the year no employee received remuneration in excess of $200,000.

Insurance Premiums

During the year the Company paid insurance premiums on contracts insuring all Directors of the Company for $1,000,000 liability.

Director Shareholdings

No Directors hold any shares in the Company.

Director Holding Office during the year

The Directors held the office during the year are:

Ronnie Hippolite
Hayden Paul Whataira Tane
Marvin Ngaio Highet
Rogers Te Hau
Graham James Issac
John Waititi
Ann Sefele

Remuneration

Remuneration paid to Directors as at 30 June 2020:

Ronne Hippolite $7,000
Hayden Paul Whataira Tane $15,000
Marvin Ngaio Highet $12,000
Ann Sefele $12,000
Graham James Issac $10,000
John Waititi $10,000
Rogers Te Hau $30,000

Interests Register

The following was entered in the Director’s Interests Register:

Ronne Hippolite
DIRCDET, White Consultations Ltd
The Board of Directors, "A Great Value Pharmacy," acknowledges the following:

1. The Company's financial statements for the year ended June 30, 2010, have been reviewed by independent accountants who are members of the Institute of Chartered Accountants in England and Wales.

2. The Board has reviewed and approved the financial statements for the year ended June 30, 2010.

3. The Board has recommended the payment of a dividend of $0.50 per share.

4. The Board has approved the appointment of John Smith as new Chief Executive Officer, effective immediately.

5. The Board has noted the resignation of Jane Doe from the Board of Directors, effective immediately.

6. The Board has authorized the purchase of $1 million worth of equipment for the fiscal year 2011.

7. The Board has approved the sale of the company's assets to ABC Company for $5 million.

8. The Board has approved the expansion of the company's facilities to accommodate the increased demand.

9. The Board has authorized the issuance of 100,000 additional shares to the employees as part of the company's stock option plan.

10. The Board has approved the retention of the current management team for the fiscal year 2011.

The Board of Directors,

[Signature]

[Date]

[Signature]

[Date]
## Statement of Financial Performance

For the year ended 30 June 2010

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Services Income</td>
<td>5,806,042</td>
<td>5,357,408</td>
</tr>
<tr>
<td>Interest Income</td>
<td>121,546</td>
<td>178,107</td>
</tr>
<tr>
<td>Scholarship Income</td>
<td>844,208</td>
<td>796,818</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>6,673,794</td>
<td>6,300,323</td>
</tr>
<tr>
<td><strong>Loss Project Costs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wages and Salaries</td>
<td>3,013,926</td>
<td>2,471,757</td>
</tr>
<tr>
<td>Reference Group Costs</td>
<td>76,376</td>
<td>70,543</td>
</tr>
<tr>
<td>Contractor Costs</td>
<td>723,122</td>
<td>554,453</td>
</tr>
<tr>
<td>Consultancy</td>
<td>223,125</td>
<td>21,519</td>
</tr>
<tr>
<td>Travel &amp; Accommodation</td>
<td>401,266</td>
<td>527,524</td>
</tr>
<tr>
<td>Scholarships</td>
<td>644,205</td>
<td>764,816</td>
</tr>
<tr>
<td>Other Project Costs</td>
<td>811,388</td>
<td>1,216,403</td>
</tr>
<tr>
<td><strong>Total Project Costs</strong></td>
<td>6,095,929</td>
<td>5,468,383</td>
</tr>
<tr>
<td><strong>Gross Income</strong></td>
<td>778,711</td>
<td>831,950</td>
</tr>
</tbody>
</table>

| **Loss Non Project Costs** |        |        |
| Audit Fees              | 10,750 | 6,156  |
| Board Expenses          | 121,925 | 227,606 |
| Depreciation            | 163,016 | 59,372  |
| Interest Paid           | 16,377 | 9,767  |
| Loss on Sale            | 23,461 | 1,723  |
| Other Non Project Costs | 473,862 | 358,810 |
| **Total Other Costs**   | 748,928 | 759,478 |
| **Net Surplus**         | 23,823 | 32,908 |

These statements should be read in conjunction with the accompanying notes and audit report.
**Te Rau Matairini**

**Statement of Movements In Equity**

For the year ended 30 June 2010

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity at the Beginning of the Year</td>
<td>535,058</td>
<td>541,078</td>
</tr>
<tr>
<td>Equity Generated</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net Surplus (Deficit)</td>
<td>20,666</td>
<td>34,943</td>
</tr>
<tr>
<td><strong>Equity at the End of the Year</strong></td>
<td><strong>554,724</strong></td>
<td><strong>576,021</strong></td>
</tr>
</tbody>
</table>

Comprised of:

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subscribed Capital</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Retained Surplus</td>
<td>554,666</td>
<td>535,057</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>554,666</strong></td>
<td><strong>536,057</strong></td>
</tr>
</tbody>
</table>

These statements should be read in conjunction with the accompanying notes and audit report.
Notes to the Financial Report
For the year ended 30 June 2013

1. Statement of Accounting Policies

Reporting Entity
Te Rau Matatini Limited was incorporated under the Companies Act 1993 on 7th June 2005. The Company is also a registered charity under the Charities Act, 2005.

Te Rau Matatini Limited is a national Māori health workforce development organisation.

Basis of Preparation
Te Rau Matatini Limited qualifies for differential reporting as it is not publicly accountable and is not large. The entity has taken advantage of a line differential reporting exemptions. The financial report has been prepared on the basis of historical cost with the exception of certain items for which specific accounting policies are identified.

Specific Accounting Policies
(a) Income Tax
Te Rau Matatini Limited has charity status and as such is exempt from income tax sections CIV 34 (1) 35 and 35 (3) of the Income Tax Act, 1994.

(b) Accounts Receivable
Accounts receivable are valued at net realisable value. No adjustment has been made for bad debts as all debts are considered collectable.

(c) Fixed Assets
Fixed assets are recorded at cost less depreciation.

(d) Depreciation
Depreciation is calculated on the straight line basis over the useful life of the assets and the rates applied are set out below.

<table>
<thead>
<tr>
<th>Asset Class</th>
<th>Depreciation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equipment, Furniture and Implements</td>
<td>20%</td>
</tr>
<tr>
<td>Computers and Research Equipment</td>
<td>25%</td>
</tr>
<tr>
<td>Computer Software</td>
<td>33.33%</td>
</tr>
</tbody>
</table>

(e) GST
This financial report is exclusive of GST. Any GST owing at balance date is shown in the Statement of Financial Position.

(f) Investment Income
Investment Income is accounted for on an accrual basis.
Notes to the Financial Report - Cont'd

1. Investments
Investments are stated at the lower of cost or net realizable value.

2. Employee Entitlements
Annual leave for all staff has been accrued based on actual entitlement at balance date.

3. Income Recognition
Income for our projects is recognized on a proportionate basis using percentage of completion of contract. Scholarship income is recognized at the time it is paid out to students. Unrecognized income is held as income in advance.

4. Changes in Accounting Policies
There have been no significant changes in accounting policies. All policies have been applied in the basis consistent with those in previous years. The change in the Statement of Financial Performance has however, been reclassified into project and non-project groupings so as to provide more meaningful information.

2. Finance Leases
Rentex Minitelis

<table>
<thead>
<tr>
<th>Type</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current</td>
<td>$20,479</td>
</tr>
<tr>
<td>Prior Overdue</td>
<td>$108,328</td>
</tr>
<tr>
<td>Total</td>
<td>$128,807</td>
</tr>
</tbody>
</table>

Te Rau Maitai Limited has a Finance Lease with Rentex Minitelis for 60 months ending in April 2028. The finance rate is 15.498% and relates to these Rentex Minitelis pty Ltd leases. During the year two further leases relating to two Fujix Xerox printers/copiers were entered. Finance costs of $15,735.11 relating to all three leases have been expensed in the financial year.

3. Board Fees
Directors fees of $84,000 were paid during the financial year.

4. Contingent Liabilities
Te Rau Maitai Limited is resolving a claim by the previous landlord in Palmerston North. The maximum exposure is $40,000 but Te Rau Maitai is confident of success.

5. Commitments
The company has entered into contracts with the Ministry of Health and various health agencies, education and social service organizations, to deliver a number of projects through to 30 June 2013.

10 Year Commitments Depreciating Lease Commitments
The following is non cancellable lease expenditure contracted for at balance date but not provided for in the accounts.

| Lease Than 3 Year | $309,283 |
| Later than one year but not longer than 2 years | $169,356 |
| Later than two year but not longer than 3 years | $36,522 |
Notes to the Financial Report - Cont’d

6. Related Parties
The Te Rau Matatini Trust is a related party as the sole shareholder of the company. Transactions during the year have taken place for services carried out by the Trust and报酬 paid on behalf of the Trust.

The Trust has a loan to the Company of $584,272, with Principal and Interest on demand.

The Chief Executive Officer’s husband has provided services to Te Rau Matatini Limited during the year as an employee in the Design division.

A member of Senior Management, Lucy Bath, has a son who is employed within Te Rau Matatini Limited in a project manager’s role.

There is no line management relationship between the above roles. The CEO and the Senior Manager were on the selection panel for these respective appointments.

Nicola Dean, who holds the operational position of Director, is married to a senior advisor within the Ministry of Health. She is not involved in any contact negotiation or management of sector capacity and Innovation MGH contracts.

Kahare Uariki is Director of Te Rau Matatini Limited and is also the Chair of the Mental Health Foundation, from which Te Rau Matatini periodically receives funding.

Gilbert Turua is a Director of Te Rau Matatini Limited and is also the Southern Regional Manager of ALAC. ALAC has provided funding to the company to assist with the running of a Summit.

All services provided were at arm’s length and in the normal course of business.

7. NZ International Financial Reporting Standards
The Accounting Standards Review Board in NZ have decided that certain entities who qualify may delay the adoption of NZ IFRSs due to the impending review of the financial reporting requirements applying to those companies under the Financial Reporting Act 1993. Te Rau Matatini Limited satisfies the criteria given as qualifying.

While the Directors have not made a determination on this recent change it is expected that the company will delay the adoption of the new standards and will therefore continue to apply the existing approved NZ financial reporting standards for the period 1 July 2009 to 30 June 2010.
Notes to the Financial Report - Cont'd

3. Fixed Assets

<table>
<thead>
<tr>
<th></th>
<th>At Cost</th>
<th>Accumulated Depreciation</th>
<th>Net Book Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>30 June 2009</td>
<td>50,721</td>
<td>-35,826</td>
<td>14,895</td>
</tr>
<tr>
<td></td>
<td>235,730</td>
<td>-141,388</td>
<td>94,342</td>
</tr>
<tr>
<td></td>
<td>103,873</td>
<td>-39,395</td>
<td>64,478</td>
</tr>
<tr>
<td></td>
<td>410,424</td>
<td>-217,772</td>
<td>192,652</td>
</tr>
</tbody>
</table>

|                  | 50,721  | -35,826                   | 14,895         |
| At Cost          | 235,730 | -141,388                  | 94,342         |
| Accumulated      | 103,873 | -39,395                   | 64,478         |
| Depreciation     | 410,424 | -217,772                  | 192,652        |

|                  | 14,083  | 114,025                   | 64,634         |
| 30 June 2010     |         |                           | 191,752        |
| Opening Net Book |         |                           | Value          |
|                  | 22,494  | 112,315                   | 19,123         |
| Additions        |         |                           | 154,932        |
| Disposals        |         |                           |                |
| Gain (Loss) on   |         |                           |                |
| Disposal         | 0       | 0                         |                |
| Depreciation     | -13,020 | -90,602                   | -103,622       |
| Charged          |         |                           |                |
| Closing Net Book | 25,688  | 142,168                   | 52,759         |
| Value            |         |                           | 220,580        |
| At 30 June 2010  |         |                           |                |
|                  | 14,083  | 114,025                   | 64,634         |
| At Cost          |         |                           | 191,752        |
| Accumulated      |         |                           |                |
| Depreciation     |         |                           |                |
## Notes to the Financial Report - Cont'd

### 8. Fixed Assets

#### At 30 June 2009

<table>
<thead>
<tr>
<th></th>
<th>50,721</th>
<th>155,782</th>
<th>103,970</th>
<th>410,474</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net Book Value</strong></td>
<td>15,093</td>
<td>114,024</td>
<td>64,034</td>
<td>192,752</td>
</tr>
</tbody>
</table>

#### As at 30 June 2010

<table>
<thead>
<tr>
<th></th>
<th>14,093</th>
<th>124,025</th>
<th>64,684</th>
<th>192,752</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Opening Net Book Value</strong></td>
<td>33,498</td>
<td>112,215</td>
<td>19,123</td>
<td>154,832</td>
</tr>
<tr>
<td><strong>Disposals</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Gain (Loss) on Disposal</strong></td>
<td>0</td>
<td>-23,481</td>
<td>0</td>
<td>-23,481</td>
</tr>
<tr>
<td><strong>Depreciation Charged</strong></td>
<td>-11,939</td>
<td>-60,991</td>
<td>-30,988</td>
<td>-103,618</td>
</tr>
<tr>
<td><strong>Closing Net Book Value</strong></td>
<td>23,948</td>
<td>142,166</td>
<td>92,769</td>
<td>220,584</td>
</tr>
</tbody>
</table>

#### At 30 June 2010

<table>
<thead>
<tr>
<th></th>
<th>74,215</th>
<th>289,509</th>
<th>123,934</th>
<th>486,862</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accumulate Depreciation</td>
<td>-48,567</td>
<td>-147,386</td>
<td>-70,125</td>
<td>-266,277</td>
</tr>
<tr>
<td><strong>Net Book Value</strong></td>
<td>25,648</td>
<td>142,166</td>
<td>52,769</td>
<td>210,585</td>
</tr>
</tbody>
</table>
AUDITORS REPORT

TO THE MEMBERS OF TE RAU MATATINI LIMITED

We have audited the financial report on pages 5 to 11. The financial report provides information about the past financial performance of Te Rau Matatini Limited and its financial position as at 30 June 2010. This information is stated in accordance with the accounting policies set out on page 8 to 10.

Board of Directors Responsibilities

The Board is responsible for the preparation of a financial report which gives a true and fair view of the financial position of Te Rau Matatini Limited as at 30 June 2010, and the results of operations for the period ended on that date.

Auditors’ Responsibility

It is our responsibility to express to you an independent opinion on the financial report presented by the Board.

Basis of Opinion

An audit includes examining, on a test basis, evidence relevant to the amounts and disclosures in the financial report. It also includes assessing:

- The significant estimates and judgements made by the Board in the preparation of the financial report; and
- Whether the accounting policies are appropriate to Te Rau Matatini Limited’s circumstances, consistently applied, and adequately disclosed.

We have conducted our audit in accordance with New Zealand Auditing Standards. We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to obtain reasonable assurance that the financial report is free from material misstatements, whether caused by fraud or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial report.

Other than in our capacity as auditor of Te Rau Matatini Trust, we have no other relationship or interests in Te Rau Matatini Limited.

Unqualified Opinion

We have obtained all the information and explanations we have required.

In our opinion:

- proper accounting records have been kept by the company as far as appears from our examination of those records; and
- the financial report on pages 5 to 11:
  - complies with generally accepted accounting practice in New Zealand; and
  - gives a true and fair view of the financial position of Te Rau Matatini Limited as at 30 June 2010 and the results of operations for the year ended on that date.

Our audit was completed on 7 October 2010 and our unqualified opinion is expressed at that date.

Cotton Kelly

www.auditors.co.nz • Palmerston North