



[It must be emphasised that the work of this group of people is to examine nursing education and practice. It is not to teach the rituals and practices of Maori traditional culture].

Committee Kawa Whakaruruhau Within the Nursing Education Systems

Te Tiriti o Waitangi:

The committee Kawa Whakaruruhau is part of the partnership response to tino rangatiratanga issues in article II of the treaty as well as equity expectations in article III.

Mana

It is essential that the role and function of this committee is seen as new and therefore unique. It cannot be equated with the profile of other committees.

This committee requires the same mana as other departmental committees and should be budgeted and timetabled into the regular routines of the department. People who are not staff should be compensated for their time.

This is a critical committee because it has a community role as well as being an in house nursing education committee which has a direct route into the Maori world, specifically into the tangata whenua community. The place of turoro Maori and whanau is also to be accommodated.

The committee has in relation to assessment, discipline, practice, education and curriculum development. It is therefore recommended that Maori nurses from education and practice be well represented. The Kawa Whakaruruhau committee is about education and practice issues and should not be deflected into issues which do not relate to nursing activities.

Composition

Tangata whenua in each region must have representation on this committee. Particularly tangata whenua nurses who are familiar with current issues in education and practice.

Essentially it should not be a large and unwieldy group of people but should be very carefully selected for the qualities of the members. Six to eight people should be ideal as this is a hard working group which should be capable of incisive decision making as well as informed discussion.

Tangata whenua should have majority membership.

A kaumatua who is interested in this work and is known for ability to support the professional kaupapa as well as the traditional role would be ideal.



The Maori nursing tutor/s would have automatic membership.

Later, a decision may be made to include nursing representatives from other cultural groups. Tino rangatiratanga is maintained by ensuring that tangata whenua have majority membership.

Appointment Procedure

There should be membership from within the non-Maori staff. This appointment is very sensitive indeed and should be carefully made. Both groups should be very comfortable and *mutual* agreement must be obtained because the pakeha person on the team forms a bridge between the Maori members and the department. This role will be one of advocacy, clarification and at times mediation will be critical.

There may be a need for two non-Maori staff representatives but the mutual acceptability of these members to both groups must be stressed.

Discussion between Maori nurses within and outside the Polytechnic can identify colleagues who have educational experience, political analysis, current practice skills, experience and iwi connections which would contribute to the committee. These people would appoint from within themselves. They should not be appointed by the department.

Emphasis should be placed on the political and negotiating contribution of committee members. We cannot afford to appoint people who appear on every committee requiring Maori representation simply because they are available. Nor can the risk be taken on people who will not challenge the status quo in creative and constructive ways.

Kaumatua should come from the tangata whenua as well as within the polytechnic.

Membership from a Maori Department within the Polytechnic may be seen as desirable. One member only is advisable since the issues are predominantly those of nursing and practice rather than reo, tikanga and kawa.

It should be recognised that there must be room for input from turoro, i.e. consumers who wish to bring issues to the committee. There does not seem to be a need for consumer representation since all Maori on the committee are able to do this.

Function of the Committee

This committee has a range of unique functions, most of which should be supportive.

- Assessment of questions, e.a.q. and m.c.q. which test cultural safety. All questions should pass through this committee whether written by Maori or non-Maori.



- The development of ways to assess cultural safety in clinical practice is a primary responsibility.
- Providing access for a turoro advocacy, complaints and dispute resolution system.
- Support for endeavours to implement whakaruruhau in the department procedures.
- Representation on other departmental committees.
- Curriculum development issues and responsibilities.
- Support for Maori nursing tutors, full and part time. For their work in whakaruruhau and teaching and assessment process and for their need to meet regularly for staff development in whakaruruhau issues.
- Advocacy for Maori students.
- Development of a disciplinary process for students considered to be culturally unsafe. Use of anecdotal notes from a variety of sources and final summative report suggested.
- Maintenance of relationships in the Maori communities.
- Protection and support for Maori visiting speakers and other manuhiri.
- Assessment issues relating to cultural safety to teach for non-Maori tutors. (Maori should be assessed by Maori at twice yearly hui).
- Ongoing communication with other Kawa Whakaruruhau Committees in education and in practice.
- Right of veto on all issues relating to Kawa Whakaruruhau after sustained and informed discussion and evaluation process.
- The Committee Kawa Whakaruruhau is not yet another Maori "advisory" group. Its right of veto ensures that final decisions regarding cultural safety are made by those most able to perceive the degree of risk.

All further ideas about the role of this committee are welcome; these are suggested guidelines.

Irihapeti Ramsden
Te Ao Marama