

Tūranga Kaupapa Competencies



1. Whakapapa: The wahine and her whānau are acknowledged

Mōhio (Knowledge)

Kahu pōkai demonstrate a knowledge and understanding of the theory of the Tūranga Kaupapa value Whakapapa

1.1 Recognise the significance of whānau

Recognise and engage with diverse whānau structures, by acknowledging the roles of different whānau members

1.2 Holistic Care Planning

Include the wahine and her whānau of choice in holistic midwifery care plans, ensuring input is supported throughout care, minimising harm of discrimination of whānau Māori in all care settings

1.3 Culturally Competent Language

Use culturally safe language, active listening, appropriately using te reo Māori, and understanding non-verbal communication cues

Mātau (Proficient)

Kahu pōkai are proficient in cultural safety through reflective midwifery practice of their own behavior, attitude and bias toward acknowledging whānau/whakapapa.

1.4 Culturally Safe Practice

Reflect on personal knowledge, attitudes, and biases, fostering intergenerational connectedness, incorporating traditional birthing practices, or on engaging with kaumātua or tohunga (expert knowledge holders)

1.5 Advocacy for Cultural Safety

Advocate for the wahine and her whānau needs and preferences, empowering informed decision-making.

1.6 Culturally Safe Communication

Seek feedback on cultural safe communication from whānau. Facilitate access to engaging learning resources. Reflect on the barriers experienced by whānau Māori when culturally unsafe communication is witnessed or used

Mārama (Transformative Activator)

Kahu pōkai are leading initiative, taking action and advocating for service improvement that values Tūranga Kaupapa in a transformative way

1.7 Leads Initiatives

Identifies issues as symptoms of social determinants of health and leads initiatives to incorporate the value of Whakapapa into Midwifery care practices

1.8 Takes Action

Use influence to address inequities and create a critical consciousness for the absence of professional mechanisms such as policy and protocols that enhance Whakapapa

1.9 Advocates for Transformation

Advocate for service improvements supporting Whakapapa in partnership with Hauora Māori partners, local hapū, and tangata whenua

Tūranga Kaupapa Competencies

2. Karakia: The wahine and her whānau may use Karakia



Mōhio

Kahu pōkai demonstrate a knowledge and understanding of the theory of the Tūranga Kaupapa value Karakia

2.1 Recognise the value of ceremony such as karakia

Recognise the value of ceremony such as Karakia in Māori traditions and customs, including its use in health, healing, and significant life events such as childbirth

2.2 Privacy and Dignity in Care Planning

Ensure that the wahine and her whānau privacy and dignity are maintained during ceremony such as Karakia, with an understanding of the intimate and sacred nature of these practices

2.3 Culturally competent language

Improve the integration of Karakia in care plans with the wahine and her whānau e.g. display the values of Tūranga Kaupapa in clinical settings. Include ceremony such as mihimihi routinely within care

Mātau

Kahu pōkai are proficient in cultural safety through reflective midwifery practice on their own behaviour, attitude and bias toward the use of ceremony such as Karakia

2.4 Culturally Safe Practice

Reflect on practice that emphasise respect for the use of ceremony such as Karakia by wahine and their whānau, or actions that enhance professional understanding that ceremony is an integral part of their spiritual connection and cultural wellbeing

2.5 Advocacy for Cultural Safety

Advocate for the wahine and her whānau needs and preferences, empowering informed decision-making regarding care during the use of ceremony such as Karakia

2.6 Culturally Safe Communication

Use their privilege, power and influence to uphold ceremony such as Karakia to be performed, honoured with reverence by the wahine or her whānau, or by a tohunga (expert) if requested

Mārama

Kahu pōkai are leading initiative, taking action and advocating for service improvement that values Tūranga Kaupapa in a transformative way

2.7 Leads Initiatives

Identifies the benefit of cultural identity and customary practices that improve health by leading initiatives that encourage services to value and encourage the appropriate use of ceremony such as Karakia

2.8 Takes Action

Use influence to address inequities and create a critical consciousness regarding the obstructions caused by professional mechanisms such as policy and protocols on whānau to use ceremony such as Karakia

2.9 Advocates for transformation

Advocate for service improvements supporting ceremony such as Karakia in partnership with Māori partners, local hapū, and tangata whenua

Tūranga Kaupapa Competencies

3. Whanaungatanga: The wahine and her whānau may involve others in her birthing programme



Mōhio

Kahu pōkai demonstrate a knowledge and understanding of the theory of the Tūranga Kaupapa value Whanaungatanga

3.1 Recognise the value of building relationship

Recognise the significance of whanaungatanga involving a process of introduction and welcome to the wahine and the whānau that strengthens the bond or connection with kahu pōkai

3.2 Strengthen relationships in care

Foster and maintain strong relationships with whānau and colleagues, promoting a sense of community and support. Involve others in care as requested.

3.3 Collaboration and Coordination

Collaborate and coordinate with multiple people involved in the care, to foster a shared understanding of their individual role is to respects the wahine wishes

Mātau

Kahu pōkai are proficient in cultural safety through reflective midwifery practice on their own behaviour, attitude and bias toward the involvement of others in care

3.4 Culturally Safe Practice

Reflect on how beliefs, biases, and attitudes impact on partnership relationship in the care of wahine who may involve whānau Māori.

3.5 Respecting Boundaries

Manage professional boundaries, ensuring roles are well understood in care that has initiated involvement of others. The wahine may choose to decline to invite whānau into her care at any point.

3.6 Culturally Safe Communication

Use their privilege, power and influence to lead efforts to create a collaborative environment that prioritises whanaungatanga in all aspects of practice

Mārama

Kahu pōkai are leading initiative, taking action and advocating for service improvement that values Tūranga Kaupapa in a transformative way

3.7 Leads Initiatives

Support policies that incorporate whanaungatanga in practice, including recognising when policy impacts on the choice to involve others in care. Advocate for changes in policy that withhold the right to involve others in care

3.8 Takes Action

Use influence to take action to minimise the impact of racism on Māori receiving support from others within a healthcare setting

3.9 Advocates for transformation

Advocate for service improvements through Whanaungatanga. Build relationships with Hauora Māori partners, local hapū, and tangata whenua for the betterment of whānau Māori in care

Tūranga Kaupapa Competencies

4. Te Reo Māori: The wahine and her whānau may speak Te Reo Māori



Mōhio

Kahu pōkai demonstrate a knowledge and understanding of the theory of the Tūranga Kaupapa value Te Reo Māori

Mātau

Kahu pōkai are proficient in cultural safety through reflective midwifery practice on their own behaviour, attitude and bias toward the use of Te Reo Māori in care

Mārama

Kahu pōkai are leading initiative, taking action and advocating for service improvement that values Tūranga Kaupapa in a transformative way

4.1 Recognise the value of Te Reo Māori

Promote basic proficiency in Te Reo Māori, focusing on common phrases and terms relevant to care. Become comfortable admitting when you need time and support to learn to pronounce a word, especially a name

4.2 Respectful Use of Te Reo Māori

Ensure respectful use of Te Reo Māori, including pronunciation, greetings, and key cultural concepts. Refrain from prompting wahine and whānau to shorten their names for the ease of use by others

4.3 Culturally Competent Communication

Enable effective communication. Seek out resources in Te Reo Māori to learn relevant vocabulary. Encourage the use of Te Reo Māori in clinical documentation such as the practice of Tūranga Kaupapa in care

4.4 Culturally Safe Practice

Reflect on how supportive environments and practice can encourage the wahine and her whānau to use Te Reo Māori. Consider the impact of an absence of Te Reo Māori in care.

4.5 Educational Resources

Seek out educational resources, courses, and services that enhance and promote the use of Te Reo Māori in health care

4.6 Improve cultural capability

Work with others, such as Hauora Māori Partners, Kaitiaki or interpreters to support effective engagement and communication. Beware not to over burden Māori staff members with the task particularly if it is NOT stipulated within their Position Description

4.7 Leads Initiatives

Support policies that incorporate Te Reo Māori use, including recognising when policy impacts on the choice in care. Advocate for changes in policy that withholds the right to use Te Reo Māori

4.8 Takes Action

Use influence to take action to intergrate Te Reo Māori into all aspects of care, including signage, written materials, and verbal communication.

4.9 Advocates for transformation

Advocate for the inclusion of Te Reo Māori in organisational policies and communications. Promote the learning and use of Te Reo Māori within the healthcare setting

Tūranga Kaupapa Competencies

5. Mana: The dignity of the wahine, her whānau, the midwife, and others involved is maintained



Mōhio

Kahu pōkai demonstrate a knowledge and understanding of the theory of the Tūranga Kaupapa value Mana

5.1 Recognise the value of Respectful Interactions

Understand the concept of mana and its importance in maintaining dignity. Ensure respectful interactions with and about the wahine and her whānau is free from bias.

5.2 Professional Conduct

Emphasise professional conduct, ethical practice, and maintain high standards in the care of wahine and her whānau, enhancing your Mana and midwifery care

5.3 Privacy and Confidentiality

Maintain privacy and confidentiality to uphold Mana.

Mātau

Kahu pōkai are proficient in cultural safety through reflective midwifery practice on their own behaviour, attitude and bias toward maintaining Mana

5.4 Culturally Safe Practice

Reflect on whānau feedback in Midwifery care where feedback from wahine, whānau, and colleagues is used to enhance the competencies related to mana.

5.5 Educational Resources

Seek out educational resources, courses, and services that enhance and promote the Mana of whānau Māori

5.6 Improve cultural capability

Work with others, such as Hauora Māori Partners, Kaitiaki or Cultural Advisors Māori to enhance care options. Reflect on professional development undertaken to enhance professional competence.

Mārama

Kahu pōkai are leading initiatives, taking action and advocating for improvements in care, service and system that values Mana in Midwifery care

5.7 Leads Initiatives

Support policies that enhance the Mana and dignity of whānau and Kahu Pōkai, including recognising when policy impacts on care. Advocate for changes in policy that ensures care is Mana enhancing

5.8 Takes Action

Works in partnership with Māori to create policy, collate appropriate learning resources and deliver professional education to colleagues. Aiming to improve whānau pathways to provide feedback regarding high quality care that is mana enhancing

5.9 Advocates for transformation

Advocates for the wahine and her whānau rights to be upheld and that they receive dignified, professional and equitable, high-quality care

Tūranga Kaupapa Competencies

6. Hauora: The physical, spiritual, emotional, and mental wellbeing of the wahine and her whānau is promoted and maintained.



Mōhio

Kahu pōkai demonstrate a knowledge and understanding of the theory of the Tūranga Kaupapa value Hauora

6.1 Holistic Perspective

Adopt a holistic approach to health and well-being. Be aware of the concept of hauora Māori and the importance of a holistic approach to health that addresses all aspects of well-being

6.2 Physical Well-being (Taha Tinana)

Provide comprehensive care that promotes holistic health and vitality of whānau, including nutrition, exercise, rest, and the wellbeing of the pregnancy is promoted and maintained

6.3 Spiritual Well-being (Taha Wairua)

Provide comprehensive care and support for the spiritual needs of the wahine and her whānau, which may include facilitating access to cultural and spiritual resources, practices, and support systems

Mātau

Kahu pōkai are proficient in cultural safety through reflective midwifery practice on their own behaviour, attitude and bias toward maintaining Hauora

6.4 Emotional and Mental Well-being (Taha Hinengaro)

Reflect on the emotional and mental health needs of the wahine, recognising signs of distress, depression, or anxiety, and providing or referring for care that may affirm hauora

6.5 Social Well-being (Taha Whānau)

Reflect on the importance of the whānau role in the well-being of wahine. Also midwifery care that encourages and supports the involvement of whānau and social networks in the care

6.6 Improve cultural capability

Work with others, such as Hauora Māori Partners, Kaitiaki or Cultural Advisors Māori, Kaumātua to enhance holistic care options. Reflect on professional development undertaken to enhance holistic care

Mārama

Kahu pōkai are leading initiatives, taking action and advocating for improvements in care, service and system that values Hauora in Midwifery care

6.7 Collaborative Networks

Take the lead in developing and utilising collaborative networks with other health professionals to provide comprehensive care that promotes hauora

6.8 Critical Consciousness

Works in partnership with Māori to create policy, collate appropriate learning resources and deliver professional education to colleagues. Aiming to improve whānau access and services that support the hauora of the wahine and her whānau, including housing, financial support, and mental health services.

6.9 Advocates for transformation

Engage in ongoing professional development in areas related to Hauora Māori. Advocate for service improvements in partnership with Hauora Māori partners, local hapū, and tangata whenua

Tūranga Kaupapa Competencies

7. Tikanga Whenua: Maintains the continuous relationship to land, life and nourishment; and the knowledge and support of kaumatua and whanau is available



Mōhio

Kahu pōkai demonstrate a knowledge and understanding of the theory of the Tūranga Kaupapa value Tikanga Whenua

7.1 Significance of Whenua

Understand the impact of land dispossession on Māori health and traditions. Respect and support wahine in maintaining connections to ancestral land through traditional practice

7.2 Respect for Autonomy and Beliefs

Ensure respect for autonomy of the wahine and her whānau in making choices that reflect their beliefs and connection to the land.

7.3 Recognise Tuakana

Recognise the value of tuakana as mentors as a source of practice wisdom and experience in the pregnancy, birthing, and postnatal periods

Mātau

Kahu pōkai are proficient in cultural safety through reflective midwifery practice on their own behaviour, attitude and bias toward maintaining Tikanga Whenua

7.4 Sustainable Practice

Reflect on sustainable and environmentally respectful practices that honour the relationship between people and whenua

7.5 Traditional Knowledge

Value and integrate traditional Māori knowledge and practices related to childbirth, as shared by tangata whenua

7.6 Cultural Safety

Reflect on ways in which Midwives establish culturally safe birthing spaces that respect Tikanga Whenua and the significance of the whenua, actively seeking feedback from wahine

Mārama

Kahu pōkai are leading initiatives, taking action and advocating for improvements in care, service and system that values Tikanga Whenua in Midwifery care

7.7 Leads Initiatives

Support policies that enhance the Tikanga Whenua of whānau and Kahu Pōkai, including recognising when policy impacts on care. Advocate for changes in policy that withholds the right access to care that privileges Tikanga Whenua

7.8 Takes Action

Use influence to address inequities for Māori by raising critical consciousness through professional mechanisms such as policy and protocols

7.9 Advocates for partnership

Advocate for service improvements supporting Tikanga Whenua in partnership with Hauora Māori partners, local hapū, and tangata whenua

Tūranga Kaupapa Competencies

8. Te Whare Tangata: The wahine is acknowledged, protected, nurtured and respected as Te Whare Tangata (the “House of the People”)



Mōhio

Kahu pōkai demonstrate a knowledge and understanding of the theory of the Tūranga Kaupapa value Te Whare Tangata

8.1 Recognising sacred

Understand the concept of Te Whare Tangata and its profound cultural significance, emphasising the sacred role of the wahine as the nurturer of future generations

8.2 Acknowledgement

The wahine is treated with the utmost respect and her role as Te Whare Tangata is acknowledged and celebrated throughout her maternity journey

8.3 Communication

Enhance communication to enable sensitive and respectful dialogue with the wahine, understanding the cultural significance of the parenting milestones

Mātau

Kahu pōkai are proficient in cultural safety through reflective midwifery practice on their own behaviour, attitude and bias toward maintaining Te Whare Tangata

8.4 Culturally Safe Practice

Reflect on how attitude, bias and power imbalance impact on the ability to protect, nurture and respect the tapu (sacredness) of te whare tangata

8.5 Tohunga

Seek out opportunities to collaborate with cultural practitioners or tohunga that provide care that honours Te Whare Tangata

8.6 Improve cultural capability

Work with others, such as Hauora Māori Partners, Kaitiaki or Cultural Advisors Māori to enhance care options. Reflect on attitudes and knowledge to examine biases regarding traditions related to Te Whare Tangata

Mārama

Kahu pōkai are leading initiatives, taking action and advocating for improvements in care, service and system that values Te Whare Tangata in all aspects of Midwifery care

8.7 Leads Initiatives

Take the lead in developing and utilising collaborative networks with other health professionals to provide comprehensive care that promotes te tapu of te whare tangata.

8.8 Takes Action

Works in partnership with Māori to create policy, collate appropriate learning resources, delivers professional education to colleagues to improve whānau accessing resources and services that evolve the understanding and care of te whare tangata

8.9 Advocates for transformation

Advocate for service improvements supporting Rongoā Māori in the care of Te Whare Tangata in partnership with Hauora Māori partners, local hapū, and tangata whenua

Tūranga Kaupapa Competencies

9. Mokopuna: The mokopuna is unique, cared for and inherits the future, a healthy environment, wai u and whanau



Mōhio

Kahu pōkai demonstrate a knowledge and understanding of the theory of the Tūranga Kaupapa value Mokopuna

9.1 Recognise the value of Respectful Interactions

Understand the significance of Mokopuna and the broad implications for Māori as an extension of the hapū, including the significance of children as carriers of legacy and future aspirations of whānau and iwi (tribes)

9.2 Wai ū (Breastfeeding)

Emphasises the promotion and support of wai ū, understanding its health benefits, anticipate challenges presented by colonisation for both the mokopuna and the wahine

9.3 Healthy Environment Advocacy

Foster and advocate for a healthy environment for mokopuna, including safe sleeping and living conditions and access to food security, clean air and water

Mātau

Kahu pōkai are proficient in cultural safety through reflective midwifery practice of their own behaviour, attitude and bias toward Mokopuna

9.4 Culturally Safe Practice

Reflect on whānau feedback in Midwifery care where feedback from wahine, whānau, and colleagues is used to enhance the competencies related to mana

9.5 Whānau Support

Engage, expand and nourish whānau support in the care of mokopuna, recognising the collective responsibility in raising children

9.6 Improve cultural capability

Work with others, such as Hauora Māori Partners, Kaitiaki or Cultural Advisors Māori to enhance care options. Reflect on professional development undertaken to enhance professional competence regarding the care of Mokopuna

Mārama

Kahu pōkai are leading initiatives, taking action and advocating for improvements in care, service and system that values Mokopuna

9.7 Leads Initiatives

Support policies, lead initiatives to promote whānau-centred care. Advocate for changes in policy that restrict whānau participation in care

9.8 Takes Action

Use influence to address inequities for Māori by raising critical consciousness through professional mechanisms such as policy and protocols regarding the care of Mokopuna

9.9 Advocates for transformation

Advocate for service improvements supporting mokopuna in partnership with Hauora Māori partners, local hapū, and tangata whenua

Tūranga Kaupapa Competencies

10. Manaakitanga: The midwife is a key person with a clear role and shares with the wahine and her whānau the goal of a safe, healthy, birthing outcome



Mōhio

Kahu pōkai demonstrate a knowledge and understanding of the theory of the Tūranga Kaupapa value Manaakitanga

Mātau

Kahu pōkai are proficient in cultural safety through reflective midwifery practice on their own behaviour, attitude and bias toward manaakitanga

Mārama

Kahu pōkai are leading initiatives, taking action and advocating for improvements in care, service and system that values manaakitanga in Midwifery care

10.1 Role Clarity

Establish clear roles and responsibilities for midwives, enabling effective care for the wahine and her whānau.

10.2 Understand Manaakitanga

Understanding Manaakitanga and its implications for midwifery interpersonal skills, emphasising the importance of care boundaries, checking in and resetting if roles change

10.3 Cultural Competence

Enhance cultural competence through manaakitanga to provide respectful and responsive care to the wahine and her whānau

10.4 Supportive Environment

Reflect on the attitude and knowledge that nourish and expand manaakitanga when creating a welcoming environment for the whānau in a clinical setting or when enhancing engagement while providing cares at home

10.5 Communication

Skills

Reflect on communication skills to effectively share information, provide guidance, and discuss care options with manaakitanga

10.6 Advocacy

Advocate for broadening feedback pathways that honour the needs and preferences of the wahine and her whānau within the healthcare system with manaakitanga

10.7 Leads Initiatives

Support policies that integrate manaakitanga into care of whānau and Kahu Pōkai, including recognising when policy that is absent of manaakitanga

10.8 Takes Action

Use influence to address inequities for Māori by raising critical consciousness in manaakitanga through professional mechanisms, for example, through professional meetings and quality safety programs

10.9 Service Improvement

Advocate for service improvements supporting manaakitanga in partnership with Hauora Māori partners, local hapū, and tangata whenua