

Pacific Health Professionals of Excellence

Working together to meet the health needs of Pacific people in the region



Miriama Delaibatiki, Melitta Rigamoto, Dr Sainimere Boladuadua, Rochelle Marr, Emily Marr.

Strategic Plan 2013 - 2020



PASIFIKA
MEDICAL ASSOCIATION

L-R: Mr Able Smith PGDipPubHealth, PGDipMentalHealth, PGDipNurMgmt, Mrs Debbie Sorensen NZRPN, MNZIOD, Dr Ate Moala FAFPHM, MPH,
Mrs ‘Eseta Finau NZRGON, BA, MPH, Dr Staverton Kautoke MBChB, Dr Teuila Percival QSO, FRACP, Dr Siniva Sinclair FAFPHM, MPH,
Dr Francis Agnew MNZM, BSC, MSC (Hons), FRANZCP, FACHAM, Dr Kiki Maoate FRACS, Dr Vili Sotutu FRACP

Acknowledgements

The Pasifika Medical Association was established in 1996. It has prospered through the voluntary efforts of its executive committees, members and many sponsors and supporters.

We would like to thank all those who have contributed to the development of this document and acknowledge the previous work undertaken to develop the 2007–2012 Strategic Plan.

Pasifika Medical Association Executive Board 2013



Pasifika Medical Association (PMA)

works to strengthen Pacific health workforce capacity and capability in the Pacific region.

L-R: Dr Teuila Percival, Dr Orelly Thyna, Dr Rosemary Taun



The Future

PMA envisions a world in which

*“Pacific health professionals of excellence,
work together to meet the health needs of
Pacific people in the region”.*

*The association has a proud history of service to families,
communities, and the health sector. This fundamental
principle guides all that we do.*

Otaguhu College Health Science Academy



Kia orana, Talofa lava, Malo e lelei, Taloha ni, Fakaalofa lahi atu, Ni sa bula vinaka, Ia orana, Aloha, Halo olaketa, Mauri, Namaste, Kia ora and warm Pacific greetings...

When the early navigators of the Pacific health sector established the Pasifika Medical Association in 1996 it was intended to provide a haven to nurture and grow Pacific health professionals.

As the organization has prospered through the voluntary efforts of its executive committees, members and many sponsors and supporters, it has grown to become a leader in workforce development in the region. The commitment shown then, is the same today – in fact the commitment may indeed be even stronger. The programmes that we deliver in secondary schools, in the tertiary education sector and in partnership with other health professional organizations allow us to focus on what we do best. These programmes are now delivering excellent outcomes through which we support the aspirations of young Pacific people and the growing number of Pacific health professionals.

We recognize our commitment to our families and communities and the significant role we can play in improving outcomes. We invite you to join with us as we move forward together to a bright future.

It is a privilege to present the Pasifika Medical Association strategic plan to our members, colleagues, supporters and stakeholders. This plan represents the thoughts of our Executive Board, staff and many collaborators and is designed to guide our work through to 2020. In this plan the Board have identified three strategic priorities that will form the foundation of the PMA's work as we move forward into the future.

This strategic plan will guide us as we move forward and will describe how the organization will pursue its **vision** for a world in which...

“Pacific health professionals of excellence, working together to meet the health needs of Pacific people in the region”

Our Priorities

1. Improving Pacific Health and Disability Workforce Capacity and Capability through the Provision of Excellent Programmes.
2. Providing Leadership in the Health Sector.
3. Strengthening Effective Relationships with Organisations and Stakeholders.

Our Values

Community	Valuing the knowledge base and aspirations of our churches and communities
Family	Acknowledging the family as the foundation and strength of our communities
Respect	Value and respect the diverse cultures of all our communities
Service	We are committed to serve our communities, families and health professions
Professionalism	We will ensure excellence, competency and integrity in all our work

The Journey Ahead

To achieve our vision, the Pasifika Medical Association will implement a strategic plan containing 3 priorities:

1. Improving Workforce Capacity & Capability through the Provision of Excellent Programmes

The development of a capable, well qualified and competent Pacific Health and Disability workforce is critical in the effort to improve health outcomes for Pacific communities. This core area of focus for PMA will:

- Participate in workforce strategy development with Health Workforce New Zealand and the Ministry of Health.
- Engage with stakeholders to develop workforce recruitment strategies in the health sector.
- Lead and strengthen the workforce pipeline from secondary, tertiary and post graduate levels.
- Collaborate with regional partners to support regional workforce initiatives including building research capacity.

2. Providing Leadership in the Health Sector

Pasifika Medical Association is in the unique position through its 2000 members to provide support and leadership to the health sector in New Zealand and throughout the region. As a Pacific organization we have a responsibility to advocate and support the aspirations of our families, communities and health professionals. We will do this through:

- Advocating for the health needs of Pacific people through contributions at the highest level of the policy process.
- Providing active commentary on issues which effect Pacific communities.
- Supporting the strengthening of clinical leadership for Pacific health professionals incorporating a culturally competent perspective.
- Providing evidence and best practice examples through research and development to support innovation.

3. Strengthening Effective Relationships with Organisations & Stakeholders

Pasifika Medical Association is reliant on the goodwill and voluntary contributions of its many members, sponsors and supporters. In a challenging economic climate with increasing demands from funders for improved accountability and decreasing levels of sponsorship PMA is required to consider innovative options for achieving its aims. We value the many relationships we have developed and recognize the unique role of Tangata Whenua. The ability to collaborate, cooperate and work with others drives this priority area to strengthen and sustain the organisation and grow the Pacific Health Professional sector. We will:

- **Engage Pacific communities to strengthen programmes.**
- **Collaborate with academic and research institutions and Professional Health Organisations.**
- **Work alongside regional organisations and Governments in Pacific countries to improve health workforce capacity and capability throughout the region.**
- **Engage with our members to contribute to the development of the organization.**

L-R: Dr Annette Chang, Dr Colin Brook, Dr Ana Cama



Priorities, Actions, Outcomes

1: Improving Workforce Capacity & Capability through the Provision of Excellent Programmes	OUTCOMES
Participate in workforce strategy development with Health Workforce New Zealand and the Ministry of Health.	PMA has an active leadership role in Pacific health workforce development.
Engage with stakeholders to develop workforce recruitment strategies in the health sector.	Increase in numbers of Pacific people choosing health careers.
Lead and strengthen the workforce pipeline from secondary, tertiary and post graduate levels.	Increase in participation and achievement at all levels of the pipeline.
Collaborate with regional partners to support regional workforce initiatives including building research capacity.	Regional Pacific health workforce capacity and capability is improved.
2: Providing Leadership in the Health Sector	OUTCOMES
Advocate for the health needs of Pacific people through contributions at the highest level of the policy process.	Pacific communities health needs are reflected in policy.
Providing active commentary on issues which effect Pacific communities.	A Pacific perspective is included in public commentary on issues relevant to Pacific communities.
Support the strengthening of clinical leadership for Pacific health professionals incorporating a culturally competent perspective.	Pacific clinicians are active in leadership roles within New Zealand and the region.
Provide evidence and best practice examples through research and development to support innovation.	PMA publishes evidence and best practice examples.
3. Strengthening Effective Relationships with Organisations and Stakeholders	OUTCOMES
Engage Pacific communities to strengthen programmes.	Pacific communities are engaged with PMA programmes.
Collaborate with academic and research institutions and Professional Health Organisations.	PMA partners with academic and research institutions on joint projects. Increased numbers of Pacific health professionals
Work alongside regional organisations and Governments in Pacific countries to improve health workforce capacity and capability throughout the region.	Combined efforts result in improved health and disability workforce in the region.
Engage with our members to contribute to the development of the organization.	PMA is a robust and sustainable organisation.





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