**TE POKA PŪ**

**National Māori Surgical Interest Group**

**TERMS OF REFERENCE**

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#### **Kōrero Timatanga | Background**

In 2021, the Health Research Council of New Zealand awarded funding to members of our rōpū to undertake a series of activities, including a large scoping review,1 to create foundations for the establishment of a Kaupapa Māori surgical research and workforce development group. This group Te Piringa Kōtuku then under direction from Māori medical students, whānau, hapū, and iwi established a tuakana-teina (mentorship) space to support aspiring Māori surgeons. Our name – Te Poka Pū – was gifted to us by Te Oranga (Māori medical students association) in 2021. Its meaning is derived from the word *pokapū* which means *centre-spot, direct route or nucleus* and is a double entendre. The word *poka,* by itself means surgery, while the word *pū* is a post-posed particle. When *pū* is added on the back of a verb, it means to perform that verb with accuracy or precision. Simplistically, our name means the *surgical nucleus.* With the support of whānau, hapū and iwi, we create opportunities that strengthen relationships between Māori communities and surgeons in Aotearoa, with the overall vision of increasing the Māori surgical workforce.

Māori have long-since established network groups, strategies and organisations to realise Māori self-determination and self-government which are essential bases to achieving health equity, in all aspects, for Māori.2 Te Poka Pū draws on the experience of other seminal Māori groups such as Te Oranga and, even further back, groups such as Ngā Tamatoa that were established with the intention of uniting Māori together under a collective vision. Whether united under scholarly, business, creative or cultural umbrellas, the commonality is the establishment of mutually beneficial relationships and vehicles that are pivotal in accessing, creating and refining the required resources and capabilities towards Māori enterprise, development, and self-determination. Te Poka Pū utilises the capabilities within our group to provide a space for Māori scholarship to flourish. Through academic expertise amidst our leadership, we are connected professionally to our medical schools which widens our reach as well as our ability to conduct rigorous Kaupapa Māori surgical research.

#### **Whāinga | Vision**

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| 1. To increase the Māori surgical workforce. 2. To produce evidence-based research aimed at reducing Māori health inequities in surgery. 3. To create a Cultural Safety and Hauora Māori curriculum to initially deliver formally to Māori surgical trainees and thereafter, the surgical profession in Aotearoa. |

#### **Tikanga | Values**

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| --- | --- | --- |
| **Manaakitanga** | **Mātauranga** | **Tino Rangatiratanga** |
| Culminate for the care of our people. We engage in mana-enhancing processes from start to finish and ensure that our key stakeholders are cared for with dignity and respect throughout our engagement processes. | The pursuit of new ways of thinking and practicing lies at the core of our mahi. We endeavour to find solutions utilising hard data and pride ourselves on being able to undertake mixed methodological research. | Te Poka Pū is Kaupapa Māori meaning that it is led, refined and controlled by Māori. This allows us to be self-determining and self-governing so that we may be innovative and pragmatic through a Māori worldview. |

**Figure 2: Key Timeline of Events from Establishment to 2024**

We set about strengthening relationships with several key organisations, hapū and iwi in 2021 through the HRC research activation grant. To extend our reach to our current and aspiring Māori surgical workforce, we created an online support network which has amassed over 300 members. This rōpū comprises Māori surgeons, surgical trainees, junior registrars, house officers and medical students. From January 12th, 2022 through to August 23rd, 2023, through the voluntary participation of our tuakana, colleagues, and whānau we delivered 10 webinars covering several kaupapa. In July 2023, the RACS held the inaugural Indigenous Surgery Hui at Te Manukanuka Marae at Auckland Airport. At this hui, Māori surgical trainees, non-training registrars and medical students in attendance ratified Te Poka Pū as the national surgical trainee’s association which was later affirmed by the RACS Indigenous Health Committee on November 28th, 2023.

F**igure 1: Ngā whāinga o Te Poka Pū | Aspirations of Te Poka Pū**

**Te Reo o ngā Rata Māori**

* Kura reo through Te Ohu Rata o Aotearoa, Te Oranga, hapū and iwi.

**Ngā Takohanga o ngā Rata Māori**

* Undertake and supervise research

dedicated to improving surgical care for Māori

**Te Puawaitanga o ngā Rata Māori**

* Connect Te Tairāwhiti doctors to their hapū by mentoring Kura Kaupapa Māori students into medical school

**Te Kai ā ngā Rata Māori**

* + Cultural safety
  + Hauora Māori
  + Kaupapa Māori health

solutions



* Formalise a curriculum to be delivered as part of formal training programs
* Produce rigorous and impactful kaupapa Māori research and solutions
* Provide opportunities through partnerships for Māori students, doctors and surgeons to attend established wānanga and Kura Reo
* Te Reo Māori strategic plan development

1. **Mātauranga**

**2) Te Reo Māori me**

**ngā Tikanga**

**3) Rangahau**

**4) Mana Motuhake**

#### **Roles and Responsibilities**

*Te Poka Pū Co-ordinator*

Key responsibilities include:

* Maintain regular communication within and for Te Poka Pū.
  + LinkedIn, Facebook Private Group and Website
* Curate, amend and maintain our website Te Poka Pū
* Schedule hui and collect and disseminate minutes and agenda as appropriate.
* Maintain strong linkages to iwi rūnanga, hapū and key organisations (i.e Royal Australasian College of Surgeons and the Aotearoa surgical training associations for each specialty)
* Disseminate these to the Te Poka Pū membership

*Te Poka Pū Kaiārahi*

This core group will form the leadership of Te Poka Pū representing and advocating for and members. Their key responsibilities will be facilitating webinars, hui and directing network growth and expansion with our key stakeholders. In addition Te Poka Pū Kaiārahi will develop a network within themselves and with other surgeons and trainees to mentor aspiring teina surgeons.

*Te Poka Pū Membership*

The wider Te Poka Pū membership is inclusive to all Māori surgeons, fellows, trainees, doctors and tauira Māori with an interest in pursuing surgery as a career. Members will also have an opportunity to connect with other network members via the Te Poka Pū facebook group and website which will be established by December 2024.

**Privacy**

We will collect and store complete network contacts, and membership details including basic demographics, iwi affiliations and clinical level. These will be cared for predominantly by the Te Poka Pū co-ordinator through our database that will identify individuals and groups for opportunities based on the information provided in our annual survey and wānanga.

#### **Key Activities**

1. Mentorship

* Mentorship within each specialty (funded by Te Poka Pū) so mentors are paid
* Webinars (as previously held) with a view to pay experts to come on board

2. Education

* Curricula development
  + View to charge surgical training bodies to use/deliver to trainees (as a means to generate pūtea)
* Webinars (as above)

3. Whakawhanaungatanga

* Annual hui-a-tau for surgical trainees (adjoined to other hui i.e. RACS Indigenous Hui)
  + Professionalism training
  + Cultural safety training
  + Te Reo Māori me ngā Tikanga

4. Te Ao Māori

* Run wānanga for Te Poka Pū kaiārahi for:
  + Te Reo
  + Tikanga
    - Whaikōrero
    - Karanga

5. Rangahau

* Conduct research ourselves on issues affecting Māori health equity in surgical care and workforce development
* Trial and test our curricula and interventions in line with our whāinga