



**ANZCA**  
FPM

*Te Whare Tohu o  
Te Hau Whakaora*

# Te Tiriti o Waitangi Roadmap

**2024–2028**

**Australian and New Zealand  
College of Anaesthetists  
& Faculty of Pain Medicine**

# ANZCA's purpose is

*“To serve our communities by leading high quality care in anaesthesia, perioperative and pain medicine, optimising health and reducing the burden of pain”.*

The college is a leading advocate for diversity, equity and inclusion that is committed to embedding this in its policies, work and activities.

ANZCA acknowledges and respects Ngā Iwi Māori as the Tangata Whenua of Aotearoa and is committed to upholding the principles of Te Tiriti o Waitangi, fostering the college's relationship with Māori, supporting Māori fellows and trainees, and striving to improve the health of Māori.

The principles and priorities for the actions set out in this roadmap were developed collaboratively with Māori fellows and trainees, members of the Māori Anaesthetists Network Aotearoa (MANA) and the Indigenous Health Committee.

In recognition that responsibility for action and change lies with the college rather than with Māori, the design and format of the roadmap reflects ANZCA branding.

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# Acknowledgement

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## INDIGENOUS HEALTH COMMITTEE

Dr Amanda Gimblett, chair  
 Professor David Story, ANZCA President  
 Dr Matthew Bryant, FPM  
 Dr Ted Hughes  
 Dr Sharon McGregor  
 Dr Paul Mills  
 Dr Dash Newington  
 Dr Jane Thomas  
 Dr Sally Ure, ANZCA Councillor  
 Dr Arihia Waaka

This roadmap was developed in consultation with the Indigenous Health Committee and the Māori Anaesthetists Network Aotearoa (MANA).

## ABOUT THE INDIGENOUS HEALTH COMMITTEE

The Indigenous Health Committee guides the ongoing review and development of ANZCA projects that aim to improve the health of First Nations people. The Indigenous Health Committee comprises Māori and Aboriginal and Torres Strait Islander fellows and trainees.

ANZCA's Indigenous Health Strategy was developed and approved in 2018. The strategy is underpinned by the principles of partnership, participation, equity, and accountability and supported by four pillars – governance, partnerships, workforce, and advocacy. It is accompanied by an action plan of operational initiatives the college can undertake to contribute to redressing health inequities in Australia and New Zealand. This included support for the formation and resourcing of MANA.

## MĀORI ANAESTHETISTS NETWORK AOTEAROA PARTICIPANTS

Dr Jack Hill, Tumuaki  
 Dr Sally Ure  
 Dr Amanda Gimblett  
 Dr Amiria Howie  
 Dr Andrew Marshall  
 Dr Andrew Wilson  
 Dr Arihia Waaka  
 Dr Jane Thomas  
 Dr Julius Glasson  
 Dr Makere Beale  
 Dr Mikayla Barnett  
 Dr Saana Taylor

## ABOUT MANA

The Māori Anaesthetists Network Aotearoa is a forum to enable Māori fellows and trainees to support one another and collaborate on issues of common interest.

The objectives of the Māori Anaesthetists Network Aotearoa are:

- To provide a forum for Māori fellows and trainees to build relationships with one another, provide collegial support, and discuss issues of common interest.
- To establish a mentoring program for Māori trainees.
- To provide a communication pathway to the college, to raise ideas and suggestions for strengthening support for Māori fellows and trainees; supporting culturally competent and culturally safe care for patients and their whānau; and meeting obligations under Te Tiriti o Waitangi.

# Foreword

“As chair of the Indigenous Health Committee I am excited to see the priorities outlined in ANZCA’s Te Tiriti o Waitangi Roadmap, building upon the foundation laid by the college’s earlier Indigenous Health Strategy. The establishment of MANA, adoption of Te Whare Tohu o Te Hau Whakaora as our Māori name and the strengthening of cultural safety across ANZCA activities has put us in a good position to continue to enhance our collaboration and cooperation between Tangata Whenua and Tangata Tiriti. This roadmap complements the Reconciliation Action Plan and the ongoing efforts to advance health equity.

While we recognise that we are a long way from achieving health equity, we understand that in order to drive meaningful change, ANZCA must confront and tackle the enduring impacts of colonisation, racism and privilege at both institutional and curricular levels. Te Tiriti o Waitangi Roadmap provides a crucial tool in initiating progress in this area.”

**Dr Amanda Gimblett**

Chair, Indigenous Health Committee

*Tē tōia, tē haumatia*

Nothing can be achieved without a plan,  
workforce and a way of doing things

# From the President

As president of ANZCA, it is my honour and privilege to present this foreword, acknowledging our commitment to Te Tiriti o Waitangi.

Our college recognises Te Tiriti o Waitangi as a foundational document that not only shapes the historical and cultural landscape of Aotearoa New Zealand but also informs our approach to medical education, research, and community engagement.

Te Tiriti o Waitangi embodies principles of partnership, protection, and participation. These principles are not merely abstract ideals but actionable commitments that guide our efforts to foster an inclusive, equitable, and culturally responsive environment. At ANZCA we understand that respecting and upholding Te Tiriti o Waitangi requires more than acknowledgment; it demands tangible actions that reflect our dedication to the wellbeing of Māori fellows, trainees and all peoples of Aotearoa.

Our college is dedicated to embedding these principles into the core of our academic and clinical practices. We actively promote and support the inclusion of Mātauranga Māori (Māori knowledge) in our curricula, ensuring that our fellows working in Aotearoa New Zealand have completed their training with a deep respect for, and understanding of, Māori perspectives on health and wellbeing. Our research endeavours are conducted with a commitment to ethical partnerships, ensuring that Māori voices and values are integral to our scientific inquiries and health innovations.

We are committed to providing a supportive and nurturing environment for Māori fellows, trainees, and staff. We strive to support pathways that enhance access to medical education for Māori, recognising the importance of a diverse medical workforce in achieving health equity. This roadmap will also ensure that our policies and initiatives are designed to protect Māori health interests and promote Māori leadership within our institution and the broader healthcare sector.

As we look to the future, ANZCA remains dedicated to evolving our practices in alignment with the principles of Te Tiriti o Waitangi. We recognise that this is an ongoing journey, requiring continuous reflection, dialogue, and action. It is through this commitment that we aim to contribute to a healthier, more equitable society for all.

In closing, I extend my heartfelt gratitude to our fellows, trainees and staff, who actively engaged in this purpose.

Nāku noa, nā

**Professor Dave Story**  
ANZCA President

# Summary: ANZCA and Te Tiriti o Waitangi

The development of this roadmap is but one important step in the journey ANZCA is on to ensure that members and staff understand the implications of Te Tiriti o Waitangi in all our work.

To support this journey ANZCA will:

- Enact the necessary actions required by ANZCA to meet the principles of Te Tiriti o Waitangi.
- Actively embed Te Ao Māori perspectives within curricula, training, assessment, continuing professional development programmes, policy, and advocacy documents. This action includes acknowledging and valuing tikanga Māori in our internal documents such as governance, committee hui and conferences.
- Ensure communications (oral, written and web-based) reflect Te Tiriti o Waitangi and culturally appropriate wording, imagery, and content.
- Take steps to recruit Māori staff and ensure our workplace is culturally safe for Māori.
- Ensure members are culturally safe by developing a plan to implement a Māori cultural safety programme for ANZCA committees, fellows, and trainees.
- Provide resources to improve knowledge, attitudes, and skills in tikanga Māori and Te Reo Māori within governance structures, membership, and staff.

## Aims

*“Te Whare Tohu o te Hau Whakaora aims to achieve a culturally safe and competent anaesthesia and pain medicine workforce and to advocate for Māori health equity”*

ANZCA is well positioned within the health sector to advocate for Māori health issues. Being one of the largest postgraduate medical training institutes in Aotearoa New Zealand and Australia, ANZCA can use its position to influence medical education and the health sector.

It is not acceptable that Māori suffer far worse health outcomes than non-Māori. There are many factors that have led to the current state of Māori health.

The Te Tiriti roadmap 2024-2028 is the first stage of achieving the vision of Māori health equity and a culturally safe and competent anaesthesia and pain medicine workforce in Aotearoa New Zealand. ANZCA understands this journey will be a long one and is committed to supporting the elimination of Māori health inequity.

In enacting the roadmap, ANZCA seeks to ensure the rights, interests and perspectives of Māori are understood and respected by engaging with Māori communities, building partnerships with Māori organisations and embedding Te Tiriti o Waitangi perspectives into our education and college governance. ANZCA also understands that achieving health equity is everyone's responsibility, therefore building capabilities of fellows, trainees, and staff as well as building partnerships are key components of the roadmap.

ANZCA will also work with other colleges in the Council of Medical Colleges to seek out and utilise existing resources that support progression of the roadmap.

# Priorities

## HEALTH EQUITY

Advocate for *Pae Ora (Healthy futures)*, the New Zealand Government's vision for Māori health which provides a platform for Māori to live well and be healthy in an environment that supports a good quality of life.

## WORKFORCE

Prioritise workforce development to focus on increasing and maintaining the Māori anaesthesia and pain medicine workforces and creating an environment that is safe for Māori patients, whānau and health workforce.

## COLLEGE GOVERNANCE

Ensure stronger, equity-focused college governance policy and development. Review and evaluation will ensure the college better reflects the needs and aspirations of Māori trainees and fellows.

## CULTURAL SAFETY

Embed cultural safety in all areas of the college's training, ongoing education and CPD. Equip supervisors of training to supervise trainees in all aspects of providing culturally safe care and ensure all specialist international medical graduates are educated to understand the context of Te Tiriti o Waitangi within health care in Aotearoa New Zealand

## ANZCA EMPLOYMENT

Confirm ANZCA as an equal opportunity employer employing, retaining, and promoting a culturally safe and diverse workforce, including our Māori staff.

These priority areas inform our objectives and activities. It is intended that Te Tiriti o Waitangi remain the foundation of the roadmap beyond 2028, and that further action plans be developed.



# Key actions to date

## ANZCA MĀORI NAME

### *Te Whare Tohu o Te Hau Whakaora*

As an acknowledgement of biculturalism in Aotearoa New Zealand, and in line with many of the country's statutory agencies, cultural and educational institutions, and private companies, the college adopted a te reo Māori name – *Te Whare Tohu o Te Hau Whakaora* – in February 2021.

#### Background and meaning

- Te Whare Tohu denotes the status of a college, or literally a “significant house”.
- o means “of”.
- Te Hau Whakaora means “the life-giving breath”.
- The words hau and whakaora have multiple meanings including: hau – “breath, wind, gas, vital essence of life, aura, prestige, eminence” and whakaora – “revive, revitalise, rescue, restore to health, cure, healing”.

The name speaks to the importance of the role of anaesthetists and pain medicine specialists in restoring the breath and “life essence”/Mauri of their patients. It infers the more holistic and sacred work of anaesthetists and pain medicine specialists to preserve the quality of life of their patients.

There is a synergy between this name and the Latin motto on the college coat of arms – *Corpus curare spiritumque* – which means “To care for the body and its breath of life”.

Many people have been involved in the journey to this point where ANZCA joins most other health, government, education, training, and private businesses in Aotearoa New Zealand in recognising Te Reo Māori as one of the country's three official languages (English and New Zealand Sign Language being the other two).



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*Te Whare Tohu o  
Te Hau Whakaora*

## ACKNOWLEDGING TE TIRITI O WAITANGI

In September 2023 ANZCA Council agreed to recognise Te Tiriti o Waitangi and its place in ensuring cultural safety and health equity for Māori. This section gives a background to this action, aiming to describe Te Tiriti within the context of improving hauora Māori (Māori health).

Te Tiriti o Waitangi (Te Tiriti or Treaty of Waitangi) is a living document that is fundamental to the relationships between Māori (known in Aotearoa as Tangata Whenua) and Pakeha or non-Māori Tangata Tiriti (People of the Treaty).

### Key messages

- Te Tiriti o Waitangi is a founding document that is fundamental to social and health policy in Aotearoa New Zealand.
- ANZCA recognises the significance of Te Tiriti and commits to meeting its responsibilities and ensuring that the principles guide all aspects of the college's work.
- Meeting our responsibilities under Te Tiriti will contribute to improving Māori health outcomes.

### Medical professionals, the health system and Te Tiriti

The Waitangi Tribunal's *Hauora Report* notes that Te Tiriti places responsibility on the Crown "to protect actively Māori health/hauora and wellbeing through the provision of health services". The report also states that any part of the health service must "keep itself informed" on the needs of Māori including achieving equity. In Aotearoa New Zealand, ANZCA, as a health sector organisation, has responsibilities under Te Tiriti.

ANZCA in its roles in the health sector has a responsibility to embed Te Tiriti across all levels of the organisation. The Medical Council of Aotearoa New Zealand requires doctors in training to develop skills, knowledge and practice that lifts their understanding of cultural safety; all doctors must undertake CPD activities that enhance their knowledge of Te Tiriti and leads to culturally appropriate care.

### Health equity

Equity for Māori and commitment to Te Tiriti are intertwined. Enacting Te Tiriti will benefit all people using health services in Aotearoa.

Under Te Tiriti, Crown-funded health providers have a responsibility to:

- Exercise their responsibilities in ways that enable Māori to live, thrive and flourish as Māori.
- Enable Māori to exercise tino rangatiratanga/authority over their own health and wellbeing.
- Contribute to equitable health outcomes for Māori.

Meeting our responsibilities under Te Tiriti will make a small but significant additional contribution to improving Māori health outcomes.

More information can be found on the principles of Te Tiriti at Waitangi Tribunal. [A Guide to the Principles of the Treaty of Waitangi as Expressed by the Courts and the Waitangi Tribunal.](#)

## THE ANZCA KARAKIA POKA

An ANZCA karakia, designed to provide pre-surgery comfort to patients and their whānau was launched in 2023. The karakia was written by tohunga (expert practitioner) Mark Kopua (Te Aitanga-a-Hauiti, Ngāti Ira and Ngāti Porou).

Rotorua-based anaesthetist Dr Arihia Waaka (Te Arawa, Tainui), came up with the concept of the karakia and was able to make it a reality through a grant from ANZCA's Health Equity Projects Fund.

The karakia, in both English and te reo Māori, can be downloaded from the ANZCA website for use at hospital anaesthesia departments across New Zealand. It is designed to be recited by staff, patients and their families if requested before an operation.

### ANZCA KARAKIA

#### Karakia Poka, nā Mark Kopua

E amo ake ai au i taku toki hahau, e hāhau ai te ora  
 Ko te ora ki runga, te ora ki raro, te ora ki waho, te ora ki roto  
 Tēnei toki he toki nā wai? He toki nā Rongo-taketake  
 I whawhai te kawa tūainuku, tūairangi, tūaitāne-ruānuku  
 Tāwhiwhia te ngātoro e takoto nei, ki te aho tipua, ki te aho tawhito o Rongomatāne  
 Ko Tūpore-nuku, Tūpore-rangi, Tūpore-hau e hau atu nei  
 Tēnā toki ka hīhiri, tēnā toki ka whītiki, taku toki ka iri  
 Whano whano haramai te toki  
 Haumi e, Hui e, Tāiki e!

### ENGLISH TRANSLATION

#### Karakia Poka, nā Mark Kopua

I take up my tool that seeks out wellbeing  
 Wellbeing that is in all upper, lower, outer, inner spaces  
 Whose is this tool? It belongs to Rongo-the-ancient  
 Who battles against all the spiritual and physical ailments that attack mankind  
 Bind and weave this patient lying here in the thread of healing, the ancient thread of Rongomatāne  
 That provides terrestrial, celestial and spiritual cares to all that live here  
 We bind to that tool, we hold that tool and raise it up high  
 Proceed and move forward  
 Bind it as one, united!

# The Roadmap:

## Next steps

### OVERARCHING AIM: TE TIRITI COMPLIANCE

#### Fulfil the commitment to Māori as set out in ANZCA's acknowledgement of Te Tiriti o Waitangi.

- Continue to support this action plan by providing the necessary resources and advocacy at all levels of the college.
- Continue to work with our key partners to influence government policy and health reform.
- Continue to ensure that a powhiri is conducted at all appropriate Aotearoa New Zealand-based college events.
- Advocate to clinical leadership teams and fellows the value of regular Te Tiriti o Waitangi training for all staff and promote ANZCA's statement on giving effect to Te Tiriti.
- Report annually to ANZCA Council on progress to achieve the goals set out in this plan.
- Advocate for teaching sessions and events to be held around Waitangi Day, Te Wiki o Te Reo Māori and Matariki.

### Priority 1 – HEALTH EQUITY

#### ANZCA supports the adoption of Pae Ora standards of equitable, culturally safe care.

- Embed assessment in Māori health equity and cultural safety in ANZCA training programs.
- Ensure ANZCA's curriculum review processes consider Māori health equity.
- Encourage fellows and trainees to learn about and utilise Māori models of health care and wellbeing in everyday practice.
- ANZCA advocates for research that is relevant, safe, and responsive to Māori.

### Priority 2 – WORKFORCE

#### ANZCA will work to grow, retain, and support a Māori anaesthesia and pain medicine workforce.

- Review trainee selection, examination performance and college representation by ethnicity and take measures to ensure racism is not a factor in outcomes or selection.
- Encourage clinical directors to allocate departmental teaching time for education of staff on health equity, cultural safety, Te Tiriti o Waitangi and anti-racism.
- Encourage training sites to provide adequate time and resourcing for trainees and fellows to attend formal Te Tiriti o Waitangi and cultural safety training.
- Encourage fellows and trainees (both Māori and Pakeha) to become Kaikōkiri (champions) in their own departments.
- Explore how to better provide flexibility in training, acknowledging that Māori trainees have additional cultural obligations outside of work that may impact on training.
- Support the creation of informal Tuakana-Teina network for Māori trainees and fellows.
- Fund an annual kanohi ki te kanohi (face-to-face) event for the MANA rōpū.
- Continue to consult regularly with our current Māori trainees and recent fellows to understand how ANZCA can best support them on their journey through the training program and implement their recommendations.
- Include collection of ethnicity data at annual fee payment.
- Publish an annual snapshot of the number of Māori fellows and trainees.

### Priority 3 – CULTURAL SAFETY EDUCATION

**ANZCA's training, curricula and CPD programs provide trainees and fellows with the knowledge and skills to develop culturally safe practice.**

Continue to mandate additional components to CPD requirements that enable fellows to develop the skills and knowledge to be culturally safe clinicians.

Continue to support the implementation of mandatory cultural safety activities in the ANZCA CPD program.

Continue to work with the organising committees of college conferences to ensure Māori health and cultural safety content is prominent in programs and workshops.

Develop a library guide for cultural safety resources for trainees and fellows to support culturally safe care.

Continue to implement an engagement strategy to develop partnerships with key stakeholders, including the Ministry of Health, the Māori Health Directorate and other medical colleges, to advocate for equitable and culturally safe care for Māori.

Co-design an advocacy plan, in conjunction with ANZCA's Indigenous Health Committee to advocate for culturally safe care in non-ANZCA accredited anaesthesia departments and acute care services in Aotearoa.

Create and promote a set of Tikanga Māori practical guidelines to assist teams to ensure Tikanga Māori is upheld in the provision of care.

Ensure curriculum review processes consider Māori health equity.

Advocate for kaupapa Māori consistent research methodologies that are relevant, safe, and responsive to Māori.

Continue to advocate to researchers to liaise with local Māori Health teams and research services as part of planning their research.

Undertake an internal audit of cultural safety at ANZCA every two years, similar to the audit of medical colleges undertaken by Te ORA.

### Priority 4 – COLLEGE GOVERNANCE

**ANZCA will undertake Te Tiriti affirming action.**

Conduct a review of Māori fellow, trainee (and/or community member?) representation on ANZCA entities, including the ANZCA Council.

Continue to grow and ensure Māori representation within the Aotearoa New Zealand National Committee and Faculty of Pain Medicine National Committee.

Review policies and procedures to ensure they ensure they conform with the college's diversity, equity and inclusion statement.

An acknowledgement/mihi that recognises Tangata Whenua in Aotearoa New Zealand is given to open all college meetings.

Scope a Māori leadership pathway for trainees and fellows, and more generally in medical education and advocacy, that is safe for Māori and sustainably resourced.

Continue to communicate opportunities to Māori fellows and trainees to present at relevant conferences.

ANZCA supports and promotes Māori leadership opportunities.

### Priority 5 – ANZCA AS AN EMPLOYER

**ANZCA's senior staff understand the socio-political context within which the college operates in Aotearoa New Zealand.**

Provide training on Te Tiriti o Waitangi, the history of colonisation and the impacts of systemic racism for ANZCA's executive and senior leadership teams.

Ensure ANZCA staff in the Aotearoa New Zealand office receive regular training in Te Reo Māori, Tikanga and Te Tiriti o Waitangi.

Ensure ANZCA email signatures and website recognise Tangata whenua and a commitment to Te Tiriti o Waitangi.

Run an annual campaign celebrating Te Wiki o Te Reo Māori (Māori Language Week), encouraging, and supporting the use of Te Reo Māori.

Ensure recruitment and selection processes are equitable, ensuring better representation of Māori staff.

*Ma whero ma pango  
ka oti ai te mahi*

With red and black  
the work will be complete

This Whakataukī (Māori proverb) refers to co-operation where if everyone does their part, the work will be complete.

The colours refer to the traditional kowhaiwhai patterns on the inside of the meeting houses.