

# Partnership Agreement Between the National Executive of Physiotherapy New Zealand and Tae Ora Tinana

12 November 2011

*This is the final text arising from the hui on 12 November 2011 between National Executive and Tae Ora Tinana.*

## The partnership agreement

The partnership is expressed in three ways – through this partnership document and then through its incorporation into the Strategic Plan and the annual Business Plan.

## Partners

The Partnership Agreement is made and effective this date of 13 February 2012.

Between:       National Executive  
                  Physiotherapy New Zealand (the first partner)

And:            Tae Ora Tinana  
                  Physiotherapy New Zealand (the second partner)

## Background

Tae Ora Tinana was formed in 2002 from the bicultural working party, to promote the values of Te Ao Māori within Physiotherapy. In 2005, there was an agreement to form a partnership between Tae Ora Tinana and New Zealand Society of Physiotherapists. This document embodies that relationship and allows for both partners to inform the strategic and business planning of Physiotherapy New Zealand.

## Purpose

To affirm the Treaty partnership that exists between the governance body of Physiotherapy New Zealand and Tae Ora Tinana. In making this agreement, we are establishing a more formal framework of working together for the benefit of the Physiotherapy New Zealand membership and the physiotherapy profession. This mutual support will strengthen our relationship as well as guide and inform individual and collective decision-making.

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## Aspirations

The two partners aspire to:

- Have a shared vision;
- Base interactions on trust, honesty, integrity, respect and goodwill, upholding the mana of each partner;
- Embrace tikanga Māori and kaupapa Māori;
- Acknowledge, protect and enhance the strengths each partner brings;
- Work collaboratively to facilitate the free exchange of ideas to create positive actions;
- Agree that decision-making occurs by consensus; and
- Address and work through differences that may arise as a collective.

## Benefits of this partnership

We envisage that this partnership will afford each partner, the members, the physiotherapy profession, and the communities we serve a number of benefits and outcomes. These include, but are not limited to:

- Advancement of a Māori perspective within Physiotherapy New Zealand and to key external stakeholders
- Enriching the activities of Physiotherapy New Zealand by fostering links with Te Ao Māori
- Empowering members to engage across cultures and ethnicities with confidence and competence
- Improved service delivery to meet the needs of identified high-needs populations and in so doing, having benefits to all New Zealanders
- Meeting government health targets and priorities
- Supporting career development and networking opportunities for physiotherapists and physiotherapy students
- Developing leadership at all levels of the profession and stages of career development
- Building the profession's profile nationally and internationally

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## Guiding Principles

- Whakapiri (engagement)
- Whakamārama (enlightenment)
- Whakamana (empowerment)

*These principles were articulated by Professor Sir Mason Durie.*

<b>Principle</b>
<p><b>Whakapiri (engagement)</b> We shall strengthen our relationship through inclusive and thoughtful engagement:</p>
<ul style="list-style-type: none"> <li>▪ Joint hui every year between the National Executive and Kaitiaki for strategic and business planning purposes</li> </ul>
<ul style="list-style-type: none"> <li>▪ Regular two-way communication between the PNZ President, PNZ Executive Director and the Chair of Tae Ora Tinana, with information flow between them and their respective bodies</li> </ul>
<ul style="list-style-type: none"> <li>▪ Reciprocal invitations between the partners to each other's activities, as appropriate</li> </ul>
<p><b>Whakāmarama (enlightenment)</b> We shall develop a shared understanding and advocacy for the following, to guide and inform our individual and collective decision-making:</p>
<ul style="list-style-type: none"> <li>▪ Developing awareness and acceptance of different cultural models of governance</li> </ul>
<ul style="list-style-type: none"> <li>▪ Fostering cultural competence, including understanding of Te Tiriti o Waitangi and Māori health</li> </ul>
<ul style="list-style-type: none"> <li>▪ The inclusion of tikanga and te reo in activities and communications</li> </ul>
<ul style="list-style-type: none"> <li>• Working collaboratively to involve all members of PNZ and the wider community, including whānau, hapū and iwi</li> </ul>
<p><b>Whakamana (empowerment)</b> We shall share governance and decision-making, with timely engagement, facilitated by:</p>
<ul style="list-style-type: none"> <li>▪ Making every effort to have Tae Ora Tinana at National Executive meetings</li> </ul>
<ul style="list-style-type: none"> <li>▪ Joint participation, as appropriate, in engagements with key stakeholders and external parties</li> </ul>
<ul style="list-style-type: none"> <li>▪ Mechanisms by which the partners can identify issues of importance and concerns of either party</li> </ul>
<ul style="list-style-type: none"> <li>▪ Opportunities to respond on important issues, and a commitment to do so in a timely manner</li> </ul>

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<b>Responsibilities and accountability</b>
<ul style="list-style-type: none"><li>▪ Both partners shall maintain and uphold the public image of Physiotherapy New Zealand</li></ul>
<ul style="list-style-type: none"><li>▪ Both partners shall contribute actively to the national presence, profile and activity of Physiotherapy New Zealand</li></ul>
<ul style="list-style-type: none"><li>▪ Tae Ora Tinana will advise Physiotherapy New Zealand on engagement with whānau, hapū and iwi</li></ul>
<ul style="list-style-type: none"><li>▪ Tae Ora Tinana activities shall be resourced by PNZ in accordance with an annual plan and budget that reflects their contributions to the profession</li></ul>
<ul style="list-style-type: none"><li>• Tae Ora Tinana is recognised as the official indigenous representative of Physiotherapy New Zealand to Ngā Pou Mana, to other national Māori organisations and to international indigenous organisations</li></ul>

## Resolving differences

Should misunderstandings or disagreement occur, we agree to discuss the matter promptly, with a view to reaching an early resolution through consensus. Where discussion does not resolve the dispute, we agree to engage the services of a mutually acceptable facilitator.

President, National Executive

Kaitiaki, Tae Ora Tinana

Physiotherapy New Zealand

Physiotherapy New Zealand

\_\_\_\_Gill Stotter\_\_\_\_\_

\_\_\_\_Lynda Kirkman\_\_\_\_\_

Review date: 2016

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## Glossary of terms in this document

<b>hapū</b>	sub-tribe, literal translation also means to be pregnant, full of promise
<b>hui</b>	meeting(s)
<b>Kaitiaki</b>	guardian(s). In this case, members of the Tae Ora Tinana committee
<b>kaupapa Māori</b>	in Māori way or Māori context
<b>iwi</b>	Tribe, included in words such as koiwi, can also mean bone
<b>mana</b>	authority, reputation, spiritual power, status
<b>Nga Pou Mana</b>  (Full name: Nga Pou Mana Māori Allied Health Professionals of Aotearoa Inc.)	Māori allied health professionals group  (Literal translation: the Pillars of Mana)
<b>Tae Ora Tinana</b>	Revitalising the body  (Literal translation: Towards bodily health)
<b>Te Ao Māori</b>	the Māori world view
<b>te reo</b>  <b>te reo Māori</b>	the (Māori) language  the Māori language
<b>Te Tiriti o Waitangi</b>	the Treaty of Waitangi between Tangatawhenua and the Crown – tangatawhenua (first people) are also people of the land or whenua. Whenua can also mean the placenta and with words such as hapū and iwi, reflects the deep spiritual relationship which Māori have with the land.
<b>tikanga</b>  <b>tikanga Māori</b>	appropriate Māori protocols, lore, correctness  according to Māori protocols
<b>Whakamana</b>	empowerment

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<b>Whakamārama</b>	enlightenment
<b>Whakapiri</b>	engagement
<b>whānau</b>	family (nuclear and/or extended), to be born, give birth