

Table 1: The Hauora Māori Equity Toolkit for Specialist Health Services (HMET-SHS).

		Score/status 1 = Achieved 0.5 = Progress 0 = Opportunity Initial review: Date:	Score/status 1 = Achieved 0.5 = Progress 0 = Opportunity Final review: Date:	Actions taken or planned & dates	Alignment with Whakamaua: Māori Health Action Plan 2020–2025 (Objective → Priority Area). Meihana Model
1	Service Manager Domain				
1.1	Databases include NZ Māori ethnicity as a field.				Whakamaua: 3.6, 3.7, 4.7 Meihana: Marginalisation
1.2	Staff routinely collect and confirm patient ethnicity and iwi data per Ministry of Health protocols.				Whakamaua: 3.6, 3.7, 4.7 Meihana: Marginalisation, Whānau, Whakatere
1.3	Service manager has identified data points to support monitoring equity for Māori.				Whakamaua: 3.6, 3.7, 4.7 Meihana: Marginalisation, Whakatere
1.4	Manager outlined monitoring of data points (1.3) within the department.				Whakamaua: 3.6, 3.7, 4.7 Meihana: Whakatere
1.5	DNA data is regularly reviewed by ethnicity, with strategies in place to reduce Māori DNA.				Whakamaua: 2.6, 2.7, 3.5, 3.6, 3.7 Meihana: Ngā Hau e Whā

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1.6	Ensure all administrative contact with Māori patients aligns with the Hauora Māori Equity Toolkit (HMET-SHS) outpatient protocols, including phone calls, enabling text reminders and incorporating te reo Māori when appropriate.				Whakamaua: 2.5, 2.6 Meihana: Āhua, Whakatere, Colonisation, Racism
1.7	Ensure that all Māori patients who DNA receive appropriate follow up as per the HMET-SHS protocol.				Whakamaua: 2.5, 2.6 Meihana: Hui Process, Colonisation, Racism
1.8	Ensure a clear referral process to Māori health worker and community services are in place.				Whakamaua: 2.5, 2.6 Meihana: Ratonga Hauora
1.9	The HMET-SHS Māori patient details protocol is in place.				Whakamaua: 2.5, 2.6 Meihana: Marginalisation
1.10	The department actively identifies current Maori staff and their iwi as a baseline to track against when developing Māori workforce.				Whakamaua: 1.3, 2.2, 2.3, 2.8, 4.2 Meihana: Whānau, Whenua, Whakawhanaungatanga

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1.11	The department prioritises the employment of Māori or individuals who have Māori cultural competencies.				Whakamaua: 1.3, 2.2, 2.3, 2.8, 4.2 Meihana: Whakatere
1.12	A Hauora Māori professional development plan (PDP) is in place for all members of the department with paid time allocated to complete training.				Whakamaua: 2.6 Meihana: Whakatere
1.13	The department's physical environment is inclusive of Hauora Māori signposts.				Whakamaua: 1.6, 2.6 Meihana: Taiao, Āhua, Tikanga
1.14	Hauora Māori audit reporting includes patient experience survey and tracking of protocols.				Whakamaua: 3.7, 3.8, 4.7, 4.8 Meihana: Whakatere, Marginalisation, Taiao
1.15	The department has a monitoring system in place to map inpatient and outpatient Māori health and community referrals.				Whakamaua: 3.7, 4.7 Meihana: Whakatere, Marginalisation, Ratonga Hauora

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1.16	Service managers and staff are aware of discrimination procedures and policies.				Whakamaua: 2.6 Meihana: Racism
	Total	/ 16	/ 16		
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2	Senior Medical Officer (SMO) Domain				
2.1	The department has identified best practice pathways, including timeframes, that are signposts for appropriate patient care.				Whakamaua: 2.6, 3.5, 3.6, 3.7, 3.8 Meihana: Whakatere
2.2	A clear reporting system such as a dashboard is in place to monitor departmental outcomes for Māori patients based on 2.1.				Whakamaua: 2.6, 3.5, 3.6, 3.7, 3.8 Meihana: Whakatere
2.3	A quality improvement programme is in place to respond to health inequities as identified in 2.2.				Whakamaua: 2.6, 3.5, 3.6, 3.7, 3.8 Meihana: Whakatere

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2.4	Each staff member is enrolled in Hauora Māori PDP.				Whakamaua: 3.5, 3.6, 3.8 Hui Process & Meihana Model
	Total	/4	/4		
3	Clinician Domain (All clinical staff that are not SMOs)	Score/status 1 = Achieved 0.5 = Progressing 0 = Opportunity Initial review: Date:	Score/status 1 = Achieved 0.5 = Progressing 0 = Opportunity Final review: Date:	Actions taken or planned & dates	Alignment with <i>Whakamaua: Māori Health Action Plan 2020–2025</i> (Objective → Priority Area) and the Meihana Model.
3.1	Each staff member is enrolled in Hauora Māori PDP.				Whakamaua: 3.5, 3.6, 3.8 Hui Process & Meihana Model
3.2	The department actively refers all Māori inpatients to the Hauora Māori support team or equivalent service.				Whakamaua: 1.6, 2.6, 3.6, 4.1 Ratonga Hauora, Whakatere
3.3	The department has a clear referral pathway to Māori health providers in the community for clinicians to access and utilise.				Whakamaua: 1.6, 2.6, 3.6 Ratonga Hauora, Whakatere

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3.4	The department has a clear system in place to ensure outpatient appointments are confirmed with Māori inpatients before they leave the hospital.				Whakamaua: 1.6 Meihana: Whakatere, Ratonga Hauora
	Total	/4	/4		
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4	Administrator Domain				
4.1	Each staff member is enrolled in Hauora Māori PDP.				Whakamaua: 2.5, 2.6 Meihana: Hui Process and Meihana Model
4.2	The HMET-SHS administration outpatient appointment protocols are implemented and followed as per 1.6.				Whakamaua: 2.5, 2.6 Meihana: Colonisation
4.3	The HMET-SHS administration DNA protocol is implemented and followed as per 1.7.				Whakamaua: 2.5, 2.6 Meihana: Whakawhanaungatanga, Colonisation, Racism, Ratonga Hauora

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4.4	Staff are aware of and implement the referral processes to Māori health worker and community services as per 1.8.				Whakamaua: 2.5, 2.6 Meihana: Ratonga Hauora
4.5	The Māori patient details protocol is followed.				Whakamaua: 2.5, 2.6 Meihana: Mihimihi, Whakawhanaungatanga, Whānau
	Total	/5	/5		
	Overall Total	/29	/29		

DNA = did not attend; HMET-SHS = Hauora Māori Equity Toolkit for Specialist Health Services; PDP = professional development plan; SMO = senior medical officer.