

SERVICE SCHEDULE 2 (SERVICE SPECIFICATION)

Te Aka Whai Ora, now the **Hauora Māori Services Directorate** within **Health New Zealand | Te Whatu Ora** and the **Pūhoro Charitable Trust Board** executed an Outcome Agreement dated 29/05/2023. The Outcome Agreement was related to the Māori Health Workforce STEM “Uplift and grow programme” for Māori taurira and this was varied by Variation/Service Schedule 1 dated 28/2/2024 (both documents together being the **Agreement**).

Under the Agreement the parties may enter separately executed Service Schedules from time to time for Services. As from 1 July 2024 the Agreement is varied to incorporate the following Service Schedule 2.

Title: **Māori Health Workforce STEM¹ Uplift and grow programme for Māori taurira for 2025/27 Year**

Parties: **Hauora Māori Services Directorate**, within Health New Zealand | Te Whatu Ora and Pūhoro Charitable Trust Board (Pūhoro or the **Partner**)

Start date: 1 July 2025

End date: 30 June 2027

Contact person Hauora Māori Services Directorate: Moesha Ponga
(Moesha.Ponga@teakawhaiora.nz)

Contact person Pūhoro: Kemp Reweti (s9(2)(a)@puhoro.org.nz)

Outcomes

1. Expectations of delivery include:

- A target of 750 rangatahi registered, participating and engaging with the Pūhoro Health Career Pathway programme by 30 June 2027, aims to enhance and support the pipeline of the health workforce.
- In partnership with the Hauora Māori Directorate explore the number of rangatahi taurira living rurally.
- Support the collection of evaluative data, including demographic information, participation rates, and feedback, to be developed in partnership with the Hauora Māori Directorate.
- Quarterly reporting and hui/meetings.

¹ (Science, Technology, Engineering, Mathematics, Mātauranga)

- Clear Communication between both parties and access to data, to facilitate effective collaboration.
 - An ability to foster and grow a mana enhancing relationship with the Hauora Māori Directorate and celebrate the successes of rangatahi in the programme collectively
2. The Pūhoro STEMM Academy (Pūhoro) in collaboration with the Hauora Māori Directorate will be responsible for marketing and promoting the Health Career Pathway programme to rangatahi, whānau, kura, whare wānanga and other key stakeholders.
 3. Pūhoro to use dual branding in partnership with the Hauora Māori Directorate as agreed.
 4. Pūhoro to work collaboratively with the Hauora Māori Directorate and enable access to rangatahi data as per the Evaluation programme plan.
 5. Pūhoro to provide and / or allow access to trainees for the collection of media content such as copy and images marketing and promotional purposes.
 6. Pūhoro to provide and / or allow access to rangatahi data for evaluation purposes.
 7. It is important to note that the Hauora Māori Directorate will partner with Pūhoro to ensure measures are reviewed regularly to understand impact of service delivered.
 8. The Hauora Māori Directorate will outline the information required to evaluate the Programme. Evaluation will be completed throughout the course of the programme.

Target population

9. The target population is 750 rangatahi engaged in the Health Career Pathway across Te Tai Tokerau, Te Manawa Taki, Ikaroa Rāwhiti and Te Waipounamu regions, representing diverse Māori communities.

Background and Purpose

10. He whakawhanake i te tūāpapa o nāianeī, he whakakaha hoki i te ahumahi o āpōpō. Building on the foundations of today to grow and strengthen the workforce of tomorrow. This programme aims to mobilise growth within the Māori health workforce by providing clear pathways into health careers and supporting existing kaimahi."
11. A significant goal of the Hauora Māori Services Directorate is to mobilise growth within our workforce, by ensuring there is a clear pathway into health mahi and by supporting our existing kaimahi and their oranga.
12. The Hauora Māori Directorate's role is to lead and monitor transformational change in the way the entire health system understands and responds to the health and

wellbeing needs of whānau. One of the key system shifts is health care workers will be valued and well trained for the future health system of Aotearoa.

Service Objectives

13. This Service Schedule will enable a further two years of the bespoke 'Health Career Pathway through the Pūhoro STEM Academy programme.
14. Pūhoro has the existing infrastructure and relationships for delivery of the Health Career pathway and has achieved significant success since partnering with the Hauora Māori Directorate over the last two years. The aim of the Pūhoro Health Career Pathway is to create a sustainable pipeline of rangatahi who can contribute to the future health workforce through targeted academic and cultural pathways.
15. Rangatahi in the programme will be supported across the pipeline within the following Pūhoro phases of delivery:
 - Phase 1: Secondary School Health Career Education
 - Phase 2: Tertiary Provision Health Pathway + Exposure
 - Phase 3: Employment Provision through internships in the Health sector

Phase 1	Secondary School Health Career Education - Introduce rangatahi to health career opportunities.
Phase 2	Tertiary Provision Health Pathway + Exposure - Provide tertiary education and exposure to health careers.
Phase 3	Employment Provision through internships in the Health sector - Facilitate internships and employment opportunities in the health sector."

16. The aim of the Pūhoro Health Career Pathway is to provide a pipeline of rangatahi who can feed into the future Health workforce through a more targeted approach that begins earlier and fosters both academic pathways and secure grounding in Mātauranga Māori.
17. To increase the critical mass of kaimahi in the health and disability sector by providing a culturally appropriate workforce initiative that addresses participation, retention and achievement opportunities.
18. Increase the Health workforce to rangatahi who know and connect to their tuakiri and can express their Mātauranga Māori worldview within the sector.
19. Provide rangatahi with opportunities to excel in STEM with an emphasis on connecting to and expressing their Māoritanga.
20. Enable equitable access and support for rangatahi to STEM (Science, Technology, Engineering, Mathematics, Mātauranga) leading to successful career progression in the health workforce over time.

21. Increase the knowledge and evidence about the outcomes and effectiveness of specific health workforce development initiatives for rangatahi and the sector more broadly.
22. Deliver health sector focused wānanga workshops, wānanga, internships, health sector organisation-based experiences and other relevant opportunities to increase the line of sight for rangatahi Māori into the diversity of health careers in the industry.
23. In association with the Hauora Māori Health Directorate work to promote, share and spotlight rangatahi and activities in Pūhoro which emphasise the Health sector and Health career pathways being realised in the programme.

Key Stakeholders

24. The following (but not limited to) include stakeholders that will have an interest in the delivery of the Pūhoro Health Career Pathways. Pūhoro will actively work to engage with these stakeholders, including rangatahi, whānau, hapū/iwi, tertiary institutions, and Māori health professional organisations, to further realise the objectives of this partnership:

- Rangatahi/Tauira
- Whānau and Hapū/iwi
- Hauora Māori Directorate
- Whare Wānanga
- Tertiary Institutions
- Regional Health (e.g. Māori managers, workforce teams)
- Māori Health Workforce programmes
- Māori Health Professional organisations (e.g. Te Ohu Rata o Aotearoa – Māori Drs Association, Te Kaunihera o Ngā Neehi Māori o Aotearoa – National Council of Māori Nurses, Māori Midwife networks, Ngā Kaitiaki o Te Puna Rongoa o Aotearoa – Māori Pharmacists Association, Te Ao Marama – Māori Dental Association and Ngā Pou Mana Māori–Māori Allied Health Professionals)
- Tertiary Education Commission
- Ministry of Education and;
- Hauora Māori Partners

Pūhoro will also work closely with the Hauora Māori Directorate to identify other potential stakeholders in the support of the objectives of this partnership.

Service Overview

25. The Hauora Māori Services Directorate requires the provision of services described in this Schedule to deliver a capability continuum for rangatahi into STEMM to support a Health Career Pathway for rangatahi.

26. The Pūhoro STEMM Academy (Pūhoro) has demonstrated capability in providing a pipeline of rangatahi from high school to tertiary education to employment, contributing to the workforce development of rangatahi in STEMM, providing them with opportunities to excel in STEMM.
27. Pūhoro aims to build a continuum for rangatahi into STEMM subjects (Science, Technology, Engineering, Mathematics, Mātauranga).
28. Pūhoro has well established relationships with rangatahi and whānau as well as an existing infrastructure to facilitate capability development. The long-term capability pipeline is already well established; The Hauora Māori Directorate has already seen excellent outcomes and will continue to see positive outcomes because of this partnership and its extension into the next two years.
29. Of note, is that Pūhoro is currently delivering its programme in 14 Kura Kaupapa + Kura a Iwi + Special Māori Character Schools.
30. Pūhoro more generally, is now serving (in 2025) the Pūhoro programme in 90 schools across Aotearoa, New Zealand.
31. Within its existing structures Pūhoro is well positioned with its STEMM Academy model to continue to offer a bespoke Health Career Pathway programme which aligns with the Te Pae Tata Interim New Zealand Health Plan:
 - Section 1.2 to strengthen the workforce whānau by implementing programmes to grow the numbers and diversity of the health workforce, including Māori, Pacific and Tāngata whaikaha, to meet demand by addressing critical workforce gaps.
 - Additionally, there is alignment to the Interim Government Policy Statement, Objective 4.5 – Value and retain our workforce, "Workforces will be supported to be responsive to whānau and community needs, and deliver new models, including Kaupapa Māori and mātauranga Māori models.

Service Deliverables

32. This Agreement is for the delivery of the Pūhoro Health Career Pathway for:
 - The target Increased from 500 to 750 rangatahi engaged in the Health Career Pathway across Te Tai Tokerau, Te Manawa Taki, Ikaroa Rāwhiti and Te Waipounamu regions, reflecting the programme's growth and expanded impact.

Requirements

33. Key Themes include (but are not limited to):
 - Leadership and governance including Māori models of leadership and governance
 - Tikanga Māori supporting cultural competency and confidence
 - Understanding Māori self-development and determination

- Developing and implementing an elective project or think piece
- Leadership tools including how to build influence and credibility, stress management and communication
- Current leadership issues
- Topics, content or course delivery options negotiated with the Hauora Māori Directorate as appropriate

Criteria

34. All rangatahi enrolled in the programme must meet the following criteria:

- Identify as Māori (Whakapapa) or
- Register an interest (aspiration) to pursue a career in health

What will be delivered

35. The services include the following:

- Services in the Agreement carry over to this Service Schedule for the 2025/27 year, with the following updates:
 - The target increases from 500 to 750 rangatahi engaged in the Health Career Pathway across Te Tai Tokerau, Te Manawa Taki, Ikaroa Rāwhiti and Te Waipounamu
 - The services and delivery will support the new Health Workforce Plan 2.0.

Reports and Deliverables

36. The Partner will provide reports and deliverables as follows:

Report	Period to cover	Due date
Quarter 1	1 July 2025 – 30 Sep 2025	15 Oct 2025
Quarter 2	1 Oct 2025–31 Dec 2025	20 Jan 2026
Quarter 3	1 Jan 2026–31 March 2026	15 April 2026
Quarter 4	1 April –30 June 2026	15 July 2026
Final Report for 25–26 year Progress report	1 April – 30 June 2026	20 July 2026
Quarter 1	1 July 2026 – 30 Sep 2026	15 Oct 2026
Quarter 2	1 Oct 2026–31 Dec 2026	20 Jan 2026

Report	Period to cover	Due date
Quarter 3	1 Jan 2027–31 March 2027	15 April 2027
Quarter 4	1 April –30 June 2027	15 July 2027
Final Report for 26–27 year Progress report	1 April – 30 June 2027	20 July 2027

37. The measures align with Te Pae Tata Interim New Zealand Health Plan, Section 1.2 to strengthen the workforce whānau by implementing programmes to grow the numbers and diversity of the health workforce, including Māori and Pacific. Pūhoro to include the below qualitative and quantitative information in quarterly reports:

Outputs reports	<ul style="list-style-type: none"> Progress against key milestones, and outcomes achieved (against the Workplan) activities undertaken and any milestones not achieved, or timeframes not met.
Rangatahi Programme Register	<p>Full name, age, gender, (ngā) iwi,</p> <p>Contact details that can identify if the participant resides in an urban or rural area</p> <p>Education facility they are currently studying at (ensuring transfers are captured) and regional location</p>
Equity targets	<ul style="list-style-type: none"> Data collection to enable capture of priority populations, at minimum to include: Rangatahi living rurally or Rangatahi living with a disability or Rangatahi attending low decile schools and kura kaupapa/ a iwi
Rangatahi Participation reports	<p>Quantitative and qualitative data regarding educational and Pūhoro phases of programme including:</p> <ol style="list-style-type: none"> attendance rates participation feedback

	<p>3. participants return rates</p> <p>4. key achievements and key learnings</p>
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38. Reports are to be sent to taangata@health.govt.nz
39. From time-to-time the Hauora Māori Directorate may request ad-hoc reporting related to the delivery of Services. Provision of this ad-hoc reporting will be as reasonably requested.

Scheduled Payments

40. Without limiting any of its other rights under this Agreement, at law, in equity, or otherwise, the Hauora Māori Services Directorate may withhold funding in whole or in part in the event of non-performance until the obligations in this Service Schedule are met, to the reasonable satisfaction of the Hauora Māori Services Directorate.

Monitoring

41. The contact person for each party (identified above) will meet within one month of receipt of each report to discuss information, achievement of deliverables and further objectives of the partnership as required.

Invoices

42. The Partner should send Hauora Māori Services Directorate an invoice for payment at the times and for the amounts set out in the table above.
43. Invoices should be sent to Moeshia.Ponga@teakawhaiora.nz and must include the provider number/contract number and the Partner's organisation name in the subject line.

Variation to Agreement

between

Health New Zealand Te Whatu Ora

PO Box 793
Wellington 6140

Contact: Pene Delaney

and

Pūhoro Charitable Trust Board

NZBN: 9429049230475

**Māori Health Workforce
STEMM Uplift and grow programme for Māori taurira**

PO Box 5073
Terrace End
Palmerston North

Contact: Kemp Reweti

CONTENTS OF THIS AGREEMENT

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A: SUMMARY

A1 Definitions

- a. "we", "us", "our" means Health New Zealand | Te Whatu Ora
- b. "you", "your" means Pūhoro Charitable Trust Board
- c. "either of us" means either we or you
- d. "both of us" means both we and you

A2 The Agreement

In 2023 both of us entered into a Health and Disability Services Agreement (the Agreement). The Agreement commenced on 1 June 2023 and ends on 30 June 2024 and is numbered (1016561 / 381625/00).

A3 Variation

This is the 02 variation to the Agreement and extends the Agreement term. This variation to the Agreement begins on 01 July 2024 and ends on 30 June 2025.

A4 Section B

The attached Section B includes all of the adjustments to this Agreement as a result of this variation.

A5 Remainder of Agreement

The remaining terms and conditions of the Agreement are confirmed in all respects except for the variations as set out in this document.

A6 Signatures

Please confirm your acceptance of the Agreement by signing where indicated below.

For Health New Zealand | Te Whatu Ora:

For Pūhoro Charitable Trust Board:

 (signature)

 (signature)

Name Selah Hart

Name KEMP REWETI

Position Head of Hauora Maori Public & Population Health,
Hauora Maori Services

Position MANAHAUTĀ CE

Date 18/07/2024

Date 1 JULY 2024





B: PROVIDER SPECIFIC TERMS AND CONDITIONS

B1 It is agreed that the following details apply to this Variation

Legal Entity Name	Pūhoro Charitable Trust Board
Legal Entity Number	1016561
Contract Number	381625 / 02
Variation Commencement Date	01 July 2024
Variation End Date	30 June 2025

B2 Details of all purchase units which apply to this Variation

Purchase Unit (PU ID)	Total Price excl. GST	GST Rate (%)	Payment Type
MAOR0112 Māori Health Development	\$1,700,000.00	15	CMS
Total price for the Service Schedule	\$1,700,000.00		

PAYMENT DETAILS

B3 Price

B3.1 The price we will pay for the Service you provide is specified above. Note that all prices are exclusive of GST.

B4 Invoicing

B4.1 We will pay you on the dates set out in the Payment Schedule below for the services you provide in each invoice period so long as we receive a valid GST tax invoice from you. The invoice must meet all legal requirements and must contain the following information:

- a. provider name (legal entity name)
- b. provider number (legal entity number)
- c. provider invoice number
- d. contract number
- e. purchase unit number or a description of the service being provided
- f. date the invoice is due to be paid/date payment expected
- g. dollar amount to be paid
- h. period the service was provided
- i. volume, if applicable
- j. GST rate
- k. GST number
- l. full name of funder

If we do not receive an invoice from you by the date specified in the following payment schedule, then we will pay you within 20 days after we receive the invoice.

B5 Invoicing Address

Send invoices to:

providerinvoices@health.govt.nz

or post to:

Health New Zealand | Te Whatu Ora
Provider Payments
Private Bag 1942
Dunedin 9054**B6 Payment Schedule**

Payments will be made by us on these dates:	On invoices received by us on or before:	For services supplied in the period:	Amount (excl GST)
22 July 2024	30 June 2024	July 2024 - September 2024	s9(2)(b)(ii)
21 October 2024	30 September 2024	October 2024 - December 2024	
20 January 2025	31 December 2024	January 2025 - March 2025	
22 April 2025	31 March 2025	April 2025 - June 2025	
Total			\$1,700,000.00

B7 Variation

This variation extends the term of the agreement to 30 June 2025.

The funding amount and payment details are outlined in B2 and B6 of this variation.

C: SERVICE SPECIFICATION

Te Aka Whai Ora, now the Hauora Māori Services Directorate within **Health New Zealand | Te Whatu Ora (Hauora Māori Services Directorate)** and **Pūhoro Charitable Trust Board** executed an Outcome Agreement dated 29/05/2023 related to the Māori Health Workforce STEMM Uplift and grow programme for Māori taurira and this was varied by Variation/Service Schedule 1 dated 28/2/2024 (both documents together being the **Agreement**). Under the Agreement the parties may enter into separately executed Service Schedules from time to time for Services. As from 1 July 2024 the Agreement is varied to incorporate this Service Schedule.

Title: Māori Health Workforce STEMM Uplift and grow programme for Māori taurira for 2024/25 Year

Parties: **Hauora Māori Directorate**, within Health New Zealand | Te Whatu Ora (Hauora Māori Services Directorate)

and

Pūhoro Charitable Trust Board (Pūhoro or the Partner), NZBN no. 9429049230475

Start date: 1 July 2024

End date: 30 June 2025

Contact person Hauora Māori Services Directorate: Pene Delaney
(Pene.Delaney@tewhatauora.govt.nz)

Contact person Pūhoro: Kemp Reweti [s9\(2\)\(a\)@puhoro.org.nz](mailto:s9(2)(a)@puhoro.org.nz)

Outcomes

Outputs

1. Expectations of delivery include:
 - A target of 750 rangatahi Māori registered, participating and engaging with the Pūhoro Health Career Pathway programme by 30 June 2025. .
 - In partnership with Hauora Māori Directorate explore the number of rangatahi taurira living rurally
 - Support the collection of evaluative data to be developed in partnership with Hauora Māori Directorate.
 - Quarterly reporting and meetings.
 - Communication and access to data
2. The Pūhoro STEMM Academy (Pūhoro) in collaboration with Hauora Māori Directorate will be responsible for marketing and promoting the Health Career Pathway programme to rangatahi, whānau, kura, whare wānanga and other key stakeholders.
3. Pūhoro to use dual branding in partnership with Hauora Māori Directorate.
4. Pūhoro to work collaboratively with Hauora Māori Directorate and enable access to rangatahi data as per the Evaluation programme plan.

5. Pūhoro to provide and / or allow access to trainees for the collection of media content such as copy and images marketing and promotional purposes.
6. Pūhoro to provide and / or allow access to rangatahi data for evaluation purposes.
7. It is important to note that Hauora Māori Directorate will partner with Pūhoro to ensure measures are reviewed regularly to understand impact of service delivered.
8. Hauora Māori Directorate will outline the information required to evaluate the Programme. Evaluation will be completed throughout the course of the programme.

Target population

9. The target population is 750 rangatahi engaged in the Health Career Pathway across Te Tai Tokerau, TeManawa Taki, Ikaroa Rāwhiti and Te Waipounamu regions.

Background and Purpose

10. He whakawhanake i te tūāpapa o nāianei, he whakakaha hoki i te ahumahi o āpōpō. Building on the foundations of today to grow and strengthen the workforce of tomorrow.
11. A significant goal of Hauora Māori Directorate is to mobilise growth within our Māori workforce, by ensuring Māori have a clear pathway into health mahi and by supporting our existing kaimahi and their oranga.
12. Hauora Māori Directorate's role is to lead and monitor transformational change in the way the entire health system understands and responds to the health and wellbeing needs of whānau Māori. One of the key system shifts is health care workers will be valued and well trained for the future health system of Aotearoa.

Service Objectives

13. This Service Schedule will enable a further year of the bespoke 'Health Career Pathway through the Pūhoro STEM Academy programme.
14. Pūhoro has the existing infrastructure and relationships for delivery of the Health Career pathway within the following Pūhoro phases:
 - Phase 1: Secondary School Health Career Education
 - Phase 2: Tertiary Provision Health Pathway + Exposure
 - Phase 3: Employment Provision
15. The aim of the Pūhoro Health Career Pathway is to provide a pipeline of rangatahi Māori who can feed into the future Māori Health workforce through a more targeted approach that begins earlier and fosters both academic pathways and secure grounding in Mātauranga Māori.
16. To increase the critical mass of kaimahi Māori in the health and disability sector by providing a culturally appropriate workforce initiative that addresses participation, retention and achievement opportunities for Māori.
17. Increase the Māori Health workforce with rangatahi Māori who know and connect to their tuakiri and can express their Mātauranga Māori worldview.
18. Provide rangatahi with opportunities to excel in STEM with an emphasis on connecting to and expressing their Māoritanga.
19. Enable equitable access and support for rangatahi Māori to STEM (Science, Technology, Engineering, Mathematics, Mātauranga) leading to successful career progression in the health workforce.
20. Increase the knowledge and evidence about the outcomes and effectiveness of specific Māori health workforce development initiatives.

Key Stakeholders

21. The following (but not limited to) include stakeholders that will have an interest in the delivery of the Pūhoro Health Career Pathways:

- Rangatahi/Tauira
- Whanāu and Hapu/iwi
- Hauora Māori Directorate
- Whare Wānanga
- Tertiary Institutions
- Regional Health (e.g. Māori managers, workforce teams)
- Māori Health Workforce programmes
- Māori Health Professional organisations (e.g. Te Ohu Rata o Aotearoa — Māori Drs Association, Te Kaunihera o Ngā Neehi Māori o Aotearoa - National Council of Māori Nurses, Māori Midwife networks, Ngā Kaitiaki o Te Puna Rongoa o Aotearoa — MāoriPharmacists Association, Te Ao Marama — Māori Dental Association and Ngā Pou Mana Māori-Māori Allied Health Professionals)
- Tertiary Education Commission
- Ministry of Education
- Hauora Māori Partners

Service Overview

22. Hauora Māori Directorate requires the provision of services described in this Schedule to deliver a by Māori for Māori capability continuum for rangatahi Māori into STEMM (Science, Technology, Engineering, Mathematics, Mātauranga) in order to support a Health Career Pathway for rangatahi Māori.
23. The Pūhoro STEMM Academy (Pūhoro) has demonstrated capability in providing a pipeline of rangatahi from high school to tertiary education to employment, contributing to the workforce development of Māori in STEMM, providing rangatahi with opportunities to excel in STEMM with an emphasis on connecting to, and expressing their Māoritanga.
24. Pūhoro is a by Māori, for Māori and with Māori capability continuum for rangatahi Māori into STEMM subjects (Science, Technology, Engineering, Mathematics, Mātauranga).
25. Pūhoro has well established relationships with students and whānau as well as an existing infrastructure to facilitate capability development. The long-term capability pipeline is already well established; Hauora Māori Directorate will see good outcomes because of this partnership.
26. Pūhoro is in 14 Kura Kaupapa + Kura a Iwi + Special Māori Character Schools.
27. Within its existing structures Pūhoro is well positioned with its STEMM Academy model to continue to offer a bespoke Health Career Pathway programme which aligns with Te Pae Tata Interim New Zealand Health Plan, Section 1.2 to strengthen the workforce whānau by implementing programmes to grow the numbers and diversity of the health workforce, including Māori, Pacific and Tāngata whaikaha, to meet demand by addressing critical workforce gaps. Additionally, there is alignment to the Interim Government Policy Statement, Objective 4.5 — Value and retain our workforce, "Workforces will be supported to be responsive to whānau and community needs, and deliver new models, including Kaupapa Māori and mātauranga Māori models.

Service Deliverables

28. This Agreement is for the delivery of the Pūhoro Health Career Pathway for:
- A target of 750 rangatahi engaged in the Health Career Pathway across Te Tai Tokerau, TeManawa Taki, Ikaroa Rāwhiti and Te Waipounamu regions.

Requirements

29. Key Themes include (but are not limited to):

- Leadership and governance including Māori models of leadership and governance
- Tikanga Māori supporting cultural competency and confidence
- Understanding Māori self-development and determination
- Developing and implementing an elective project or think piece
- Leadership tools including how to build influence and credibility, stress management and communication
- Current leadership issues
- Topics, content or course delivery options negotiated with Hauora Māori Directorate

Criteria

30. All rangatahi enrolled in the programme must meet the following criteria:

- Identify as Māori (Whakapapa)
- Register an interest (aspiration) to pursue a career in health

What will be delivered

31. The services include the following:

- Services in the Agreement carry over to this Service Schedule for the 2024/25 year, with the following updates:
 - The target increases from 500 to 750 rangatahi engaged in the Health Career Pathway across Te Tai Tokerau, Te Manawa Taki, Ikaroa Rāwhiti and Te Waipounamu
 - The services and delivery will support the new Health Workforce Plan 2.0.

Reports and Deliverables

32. The Partner will provide reports and deliverables as follows:

Report	Period to cover	Due date
Final report for 23-24 year	1 July 2023-30 June 2024	15 July 2024
Quarter 1	1 July 2024 – 30 Sep 2024	15 Oct 2025
Quarter 2	1 Oct 2024-31 Dec 2025	20 Jan 2025
Quarter 3	1 Jan 2025-31 March 2025	15 April 2025
Quarter 4	1 April -30 June 2025	15 July 2025
Final Report for 24-25 year Progress report	1 April – 30 June 2025	20 July 2025

33. The measures align with Te Pae Tata Interim New Zealand Health Plan, Section 1.2 to strengthen the workforce whānau by implementing programmes to grow the numbers and diversity of the health workforce, including Māori and Pacific. Pūhoro to include the below qualitative and quantitative information in quarterly reports:

Outputs reports	<ul style="list-style-type: none"> Progress against key milestones, and outcomes achieved (against the outcomes framework), activities undertaken and any milestones not achieved, or timeframes not met.
Rangatahi Programme Register	<p>Full name, age, gender, (ngā) iwi.</p> <p>Contact details that can identify if the participant resides in an urban or rural area</p> <p>Education facility they are currently studying at (ensuring transfers are captured) and regional location</p>
Equity targets	<ul style="list-style-type: none"> Data collection to enable capture of priority populations, at minimum to include: Rangatahi Māori living rurally o Rangatahi Māori living with a disability o Rangatahi Māori attending low decile schools and kura kaupapa/ a iwi
Rangatahi Participation reports	<p>Quantitative and qualitative data regarding educational and Pūhoro phases of programme including:</p> <ol style="list-style-type: none"> attendance rates participation feedback participants return rates key achievements and key learnings

34. Reports are to be sent to taangata@health.govt.nz

35. From time-to-time Hauora Māori Directorate may request ad-hoc reporting related to the delivery of Services. Provision of this ad-hoc reporting will be as reasonably requested.

Scheduled Payments

36. Without limiting any of its other rights under this Agreement, at law, in equity, or otherwise, Hauora Māori Services Directorate may withhold funding in whole or in part in the event of non-performance until you have performed the obligations in this Service Schedule to which the funding relates to the reasonable satisfaction of Hauora Māori Services Directorate.

37. Payments for all Services under this Service Schedule will be as follows:

Payments	Payment Date	Amounts Payable (GST exclusive)
Instalment 1	Due 22 July 2024 - on execution of this Service Schedule and provision of a tax invoice	s9(2)(b)(ii)
Instalment 2	Due 21 October 2024 - on receipt of the Quarterly Report 1 and a tax invoice	
Instalment 3	Due 20 January 2025 - on receipt of Quarterly Report 2 and a tax invoice	
Instalment 4	Due 22 April 2025 - on receipt of Quarterly Report 3 and a tax invoice	
TOTAL (GST EXCLUSIVE)		\$1,700,000

PATHWAY	ANNUAL BUDGET
Phase 1 – Secondary School Health Career Education Supports the on-going establishment and recruitment of the following: <ul style="list-style-type: none"> 6 Regional Lead Staff (6 FTE) 	s9(2)(b)(ii)
Phase 2 – Tertiary Provision Health Pathway + Exposure Supports the following: <ul style="list-style-type: none"> 1 Tertiary Phase Staff (1 FTE) 	
Phase 3 – Employment Provision Supports the following: <ul style="list-style-type: none"> 1 Internship Staff (1 FTE) 	
Additional Delivery Costs Supports the following (less than 10%): <ul style="list-style-type: none"> Overheads and General Operating Expenses Data Monitoring and Evaluation Marketing 	
TOTAL	\$1,700,000

Monitoring

38. The contact person for each party (identified above) will meet within one month of receipt of each report to discuss information in the report including achievement of deliverables.

Invoices

39. The Partner should send Hauora Māori Services Directorate an invoice for payment at the times and for the amounts set out in the table above.
40. Invoices should be sent to providerinvoices@health.govt.nz copied to taangata@health.govt.nz and must include the provider number/contract number and the Partner's organisation name in the subject line of the email to Provider Invoices.

Variation to Agreement

between

Health New Zealand Te Whatu Ora

PO Box 793
Wellington 6140

Contact:

Jamie Hurikino

and

Pūhoro Charitable Trust Board

NZBN: 9429049230475

**Māori Health Workforce STEMM Uplift and grow
programme for Māori taurira**

PO Box 5073
Terrace End
Palmerston North

Contact:

Kemp Reweti

CONTENTS OF THIS AGREEMENT

A:	SUMMARY	2
B:	PROVIDER SPECIFIC TERMS AND CONDITIONS	3

A: SUMMARY

A1 Definitions

- a. “we”, “us”, “our” means Health New Zealand | Te Whatu Ora
- b. “you”, “your” means Pūhoro Charitable Trust Board
- c. “either of us” means either we or you
- d. “both of us” means both we and you

A2 The Agreement

In 2023 both of us entered into a Health and Disability Services Agreement (the Agreement). The Agreement commenced on 1 June 2023 and ended on 30 June 2024 and was numbered (1016561 / 381625/00).

A3 Variation

This is the 03 variation to the Agreement and changes the Agreement price. This variation to the Agreement begins on 01 July 2024 and ends on 30 June 2025.

A4 Section B

The attached Section B includes all of the adjustments to this Agreement as a result of this variation.

A5 Remainder of Agreement


The remaining terms and conditions of the Agreement are confirmed in all respects except for the variations as set out in this document.


A6 Signatures

Please confirm your acceptance of the Agreement by signing where indicated below.

For **Health New Zealand | Te Whatu Ora:**

For **Pūhoro Charitable Trust Board:**

 _____ (signature)
 Name Kemp Reweti
 Position Manahautū CE
 Date 08 May 2025

 _____ (signature)
 Name Anthony Hawke
 Position Interim Head of Public and Population
 Date 12 May 2025

B: PROVIDER SPECIFIC TERMS AND CONDITIONS

B1 It is agreed that the following details apply to this Variation

Legal Entity Name	Pūhoro Charitable Trust Board
Legal Entity Number	1016561
Contract Number	381625 / 03
Variation Commencement Date	01 July 2024
Variation End Date	30 June 2025

B2 Details of all purchase units which apply to this Variation

Purchase Unit (PU ID)	Total Price excl. GST	GST Rate (%)	Payment Type
MAOR0112 Māori Health Development	\$49,300.00	15	CMS
Total price for the Service Schedule	\$49,300.00		

PAYMENT DETAILS

B3 Price

B3.1 The price we will pay for the Service you provide is specified above. Note that all prices are exclusive of GST.

B4 Invoicing

B4.1 We will pay you on the dates set out in the Payment Schedule below for the services you provide in each invoice period so long as we receive a valid GST tax invoice from you. The invoice must meet all legal requirements and must contain the following information:

- a. provider name (legal entity name)
- b. provider number (legal entity number)
- c. provider invoice number
- d. contract number
- e. purchase unit number or a description of the service being provided
- f. date the invoice is due to be paid/date payment expected
- g. dollar amount to be paid
- h. period the service was provided
- i. volume, if applicable
- j. GST rate
- k. GST number
- l. full name of funder

If we do not receive an invoice from you by the date specified in the following payment schedule, then we will pay you within 20 days after we receive the invoice.

B5 Invoicing Address

Send invoices to:

providerinvoices@health.govt.nz

or post to:

Health New Zealand | Te Whatu Ora
 Provider Payments
 Private Bag 1942
 Dunedin 9054

B6 Replacement Payment Schedule

Payments will be made by us on these dates:	On invoices received by us on or before:	For services supplied in the period:	Variation Amount (excl GST)	New Total Amount (excl GST)
19 July 2024	30 June 2024	July 2024 - September 2024	s9(2)(b)(ii)	s9(2)(b)(ii)
21 October 2024	30 September 2024	October 2024 - December 2024		
20 January 2025	31 December 2024	January 2025 - March 2025		
22 April 2025	31 March 2025	April 2025 - June 2025		
Total			\$49,300.00	\$1,749,300.00



P696QXBQ / C2796
Provider No. / Contract No.

VARIATION AGREEMENT BETWEEN

Health New Zealand | Te Whatu Ora

NZBN: 9429050678402

83 MOLESWORTH STREET
THORNDON
WELLINGTON
NEW ZEALAND
6011

CONTACT: MOESHA PONGA

AND

Puhoro Charitable Trust Board

NZBN: 9429049230475

318 BROADWAY AVENUE
PALMERSTON NORTH
NEW ZEALAND
PH: s9(2)(a)

CONTACT: KEMP REWETI

**Māori Health Workforce STEMM Uplift and grow
programme for Māori taurira**

1 Background

- 1.1 A legal agreement titled Māori Health Workforce STEMM Uplift and grow programme for Māori taura and with the start date 1 Jul, 2025 was entered into between Health New Zealand and the Provider, which together with all previous variations, extensions, and renewals, is referred to as the (“Original Agreement”).
- 1.2 The Original Agreement was migrated/created in the Agreement Lifecycle Management (“**ALM**”) System and numbered C2796
- 1.3 The Parties agree to vary the terms and conditions of the Original Agreement in accordance with the terms of this Variation Agreement (“**Variation**”). The Original Agreement as amended by this Variation comprises the Agreement.

2 Variation

- 2.1 This Variation amends the Original Agreement in accordance with its terms and is numbered C2796-02
- 2.2 This Variation will take effect from 01/07/2025 (the “**Effective Date**”) and ends on 30 Jun, 2027
- 2.3 The attached Annexure includes all of the Service and Payment adjustments to the Original Agreement as a result of this Variation.

3 Other

- 3.1 In addition to the changes to the Original Agreement made by this Variation, the Parties further acknowledge and agree:
 - a) that they must first enter into, and both sign a further written variation to the Agreement that includes a Health NZ Information Sharing Schedule before Health NZ may give the Provider access to or use of any Personal Information or Health Information in connection with the Services
 - b) that, except to the extent required by Law or as set out in a Health NZ Information Sharing Schedule entered into and agreed in accordance with the preceding clause 3.1(a), the Provider must not disclose any Personal Information or Health Information received or obtained in connection with the Services, to any other party or person without Health NZ’s prior and express written consent
 - c) that a breach of this clause 3.1 by the Provider constitutes a material breach and entitles Health NZ to, without prejudice to any other available remedies, immediately terminate the Agreement by giving Notice of such termination to the Provider.
- 3.2 “**Health Information**” means the information or classes of information about an identifiable individual, to which the Health Information Privacy Code 2020 applies, namely:
 - a) information about the health of that individual, including their medical history
 - b) information about any disabilities that individual has, or has had
 - c) information about any health services or disability support services that are being provided, or have been provided, to that individual
 - d) information provided by that individual in connection with the donation, by that individual, of any body part or any bodily substance of that individual or derived from the testing or examination of any body part, or any bodily substance of that individual
 - e) information about that individual, which is collected before or during, and incidental to, the provision of any health service or disability support service to that individual.
- 3.3 “**Health NZ Information Sharing Schedule**” means a Health NZ-approved schedule that sets out the framework under which Health NZ may disclose and/or make available Personal Information or Health Information to the Provider in accordance with the Agreement.
- 3.4 “**Personal Information**” means information about an identifiable individual, in the form of either:
 - a) information that by itself identifies an individual (such as a person’s name)
 - b) information that can identify an individual when combined with other reasonably available information

c) where relevant, includes Health Information.

3.5 All other terms and conditions of the Original Agreement remain unchanged.

3.6 In the event of a conflict between the Original Agreement and this Variation, this Variation will prevail.

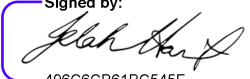
3.7 Words used but not defined in this Variation have the same meaning as they do in the Original Agreement

Signature Area

Organisation Name:
Health New Zealand

Role/Title:
Interim National Director Hauora Māori Services

Name:
Selah Hart

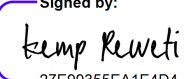
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Signature: 
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Organisation Name:
Puhoro Charitable Trust Board

Role/Title:
Partner Signatory

Name:
Kemp Reweti

Signed by:
Signature: 
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Annexure

Service and Payment Schedule

Contract Details

Legal Entity Name	Puhoro Charitable Trust Board
Provider Number	P696QXBQ
Contract Number	C2796
Contract Commencement Date	01 July 2025
Contract End Date	30 June 2027

Service Purchasing Schedule

Note that all prices exclude GST.

Service Section: (Monthly services between 01 August 2025 and 30 June 2027)

PU Code	Service Name	Payment Frequency	GST Code	Total price
MAOR0112	Māori Health Development	Monthly	Default GST	\$3,454,791.67
Total				\$3,454,791.67

Services in this section will be paid to you according to the Payment Schedule below. Health New Zealand will issue you a 'Buyer Created Taxable Supply Information' when these payments are made. You do not need to send Health New Zealand an invoice for these services.

Payment Schedule

Payment Date	Payment Amount
20 September 2025	\$150,208.33
20 October 2025	\$150,208.33
20 November 2025	\$150,208.33
20 December 2025	\$150,208.33
20 January 2026	\$150,208.33
20 February 2026	\$150,208.33
20 March 2026	\$150,208.33
20 April 2026	\$150,208.33
20 May 2026	\$150,208.33
20 June 2026	\$150,208.33
20 July 2026	\$150,208.33
20 August 2026	\$150,208.33
20 September 2026	\$150,208.33

20 October 2026	\$150,208.33
20 November 2026	\$150,208.33
20 December 2026	\$150,208.33
20 January 2027	\$150,208.33
20 February 2027	\$150,208.33
20 March 2027	\$150,208.33
20 April 2027	\$150,208.33
20 May 2027	\$150,208.33
20 June 2027	\$150,208.33
20 July 2027	\$150,208.41
Total	\$3,454,791.67

Service Section: (Monthly services between 01 July 2025 and 31 July 2025)

PU Code	Service Name	Payment Frequency	GST Code	Total price
MAOR0112	Māori Health Development	Monthly	Default GST	\$4,375.00
Total				\$4,375.00

Services in this section will be paid to you according to the Payment Schedule below. Health New Zealand will issue you a 'Buyer Created Taxable Supply Information' when these payments are made. You do not need to send Health New Zealand an invoice for these services.

Payment Schedule

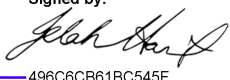
Payment Date	Payment Amount
20 August 2025	\$4,375.00
Total	\$4,375.00

Signature Area

Organisation Name:
Health New Zealand

Role/Title:
Interim National Director Hauora Māori Services

Name:
Selah Hart


Signed by:

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Organisation Name:
Puhoro Charitable Trust Board

Role/Title:
Partner Signatory

Name:
Kemp Reweti

Signed by:

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