



## Keeping it real Kia pono te tika

Knowledge and skills for kaimahi working in health alongside tāngata whai ora and whānau experiencing addiction and/or mental health challenges.

**Keeping it Real | Kia Pono te Tika**  
is made up of:

› **Te Tiriti o Waitangi**

Principles that guide the framework

› **Values**

Respect

Manaaki

Hope

Kotahitanga

Wellbeing

Whanaungatanga

› **Attitudes**

Compassionate

Genuine

Honest

Open-minded

Optimistic

› **The seven Real Skills**

### Why use Keeping it Real | Kia Pono te Tika?

To support tāngata whai ora and whānau to have positive experiences and outcomes when accessing all health services.

## The seven Real Skills

### Working alongside tāngata whai ora

Everyone working in health engages meaningfully with tāngata whai ora and focuses on their strengths, to support self-determination and equitable wellbeing outcomes.



### Working alongside tāngata whenua

Everyone working in health contributes to tino rangatiratanga, ōritetanga (equity), hauora, and whānau ora for tāngata whai ora and whānau Māori.



### Working alongside whānau

Everyone working in health supports whānau wellbeing and ensures that whānau, including children, have access to information, education, and support options.



## Why use Keeping it Real | Kia Pono te Tika?

To support tāngata whai ora and whānau to have positive experiences and outcomes when accessing all health services.

### Use the framework to:

- › support organisational planning
- › promote responsiveness to Te Tiriti o Waitangi and diversity
- › access resources to enhance kaimahi skills and knowledge
- › recruit, build teams, and retain kaimahi.



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## Working within communities

Everyone working in health recognises that tāngata whai ora and whānau are part of communities.



## Challenging discrimination

Everyone working in health actively challenges discrimination and promotes a valued place and ōritetanga for tāngata whai ora and whānau.



## Applying law, policy, and standards

Everyone working in health implements legislation, regulations, standards, codes, and policies relevant to their role in a way that actively protects the rights of and supports tāngata whai ora and whānau.



## Maintaining learning and kaimahi wellbeing

Everyone working in health participates in ongoing learning, reflecting on their work and seeking ways to develop themselves, their teams, and services.

