



Te Hiringa Mahara

Statement of Performance Expectations 2022 / 2023



Te Hiringa Mahara

Mental Health and Wellbeing Commission



Te Kāwanatanga o Aotearoa
New Zealand Government

Presented to the House of Representatives pursuant to section 149 of the Crown Entities Act 2004.

Published in July 2022 by the Mental Health and Wellbeing Commission.

DX Box SP22502, Wellington, New Zealand



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Board responsibility

This document is the 2022/23 Statement of Performance Expectations (SPE) for Te Hiringa Mahara-the Mental Health and Wellbeing Commission as required under the Crown Entities Act 2004.

This SPE sets out our work programme for the period 1 July 2022 – 30 June 2023 and details how we will give effect to the Mental Health and Wellbeing Commission Act 2020.

The SPE provides a one-year-view of what we will deliver and how our performance will be assessed. This SPE should be read alongside our Statement of Intent (SOI) 2022-2026.

In signing this statement, we acknowledge that we are responsible for the information contained in the Statement of Performance Expectations for Te Hiringa Mahara.

The prospective financial statements have been prepared in accordance with the New Zealand generally accepted accounting practice (NZ GAAP), in agreement with the Crown Entities Act 2004 and to give effect to the Minister of Health’s expectations of Te Hiringa Mahara.

Signed on the behalf of the Board:



**Hayden Wano
Chair
June 2022**



**Kevin Hague
Deputy Board Chair
June 2022**

Foreword from the Chair and Chief Executive

Te Hiringa Mahara is our te Reo Māori name, “Te Hiringa Mahara - Te hinengaro tūmata tōrunga pai o te whakaaro nui” – Igniting minds through positive energy and thoughtfulness.

It embraces our role as kaitiaki of mental health and wellbeing and is an expression of our commitment to being an organisation grounded in Te Tiriti o Waitangi.

We are proud to present the Statement of Performance Expectations (SPE) 2022/2023 for Te Hiringa Mahara. It is founded on our commitment to Te Tiriti o Waitangi and our new strategic direction, which is reflected in our Statement of Intent 2022-2026 (SOI).

Our legislation mandates us to uphold Te Tiriti o Waitangi, and to contribute to better and equitable mental health and wellbeing outcomes for all people in New Zealand. We are the kaitiaki of mental health and wellbeing, working in partnership towards long-term transformation of mental health, addiction, and wellbeing in Aotearoa New Zealand. We are the eyes and the ears of the people in Aotearoa, amplifying the voices of our communities, of people, and whānau.

As we prepare this SPE, we are entering the third year of the COVID-19 pandemic, which has disrupted our lives, added to stress for everyone and emphasised how important a holistic approach to mental health and wellbeing is for all of us. We are in a time of unprecedented change as the health system undergoes reform and new entities are established.

We will advocate for a system that supports our nation’s collective recovery from COVID-19 in a kind, equitable and inclusive manner. We will also be keeping watch, speaking up and bringing focus to areas of the mental health and addiction system where meaningful, long-term transformation must take place.

In 2022-23 we will bring focus to important areas of transformation, the mental health and addiction sector, kaupapa Māori services and supporting our young people. All areas where we must improve.

Ngā manaakitanga



A blue ink signature of Hayden Wano.

Hayden Wano
Chair
10 June 2022



A blue ink signature of Karen Orsborn.

Karen Orsborn
Chief Executive
10 June 2022

Te Tiriti o Waitangi position statement

We, Te Hīringa Mahara, recognise Te Tiriti o Waitangi as the legal instrument that allows Government to exercise kāwanatanga in Aotearoa New Zealand.

We acknowledge past failures to uphold Te Tiriti o Waitangi have had a harmful impact on the wellbeing of Māori as tangata whenua, and that alienation and racism have caused trauma. We commit to doing no further harm to Māori as tangata whenua and to being an organisation grounded in

Te Tiriti o Waitangi. We support healing and the improvement of Māori mental health and wellbeing.

We will function as authentic partners with tangata whenua through all aspects of our work. We adopt Te Tiriti o Waitangi as the framework to use in regularly measuring and assessing our decisions, actions, and deliverables. Our goals and our way of working translate to each of the articles of Te Tiriti o Waitangi in the following ways.

Ko te Tuatahi - Article One Kāwanatanga Mana Whakahaere Good Governance

We are established to monitor the mental health and wellbeing system of the kāwanatanga or government.

We will actively monitor racism and discrimination across all mental health, addiction, and wellbeing services.

We will advocate for approaches and programmes across the system that address racism and discrimination in all its forms when it is identified.

Ko te Tuarua - Article Two Tino Rangatiratanga Mana Motuhake Unique and indigenous

We embrace Mātauranga Māori as an evidence base. We actively support and advocate for more kaupapa Māori choices for whānau accessing mental health, addiction, and wellbeing services.

We support iwi approaches to mental health, addiction, and wellbeing service delivery based on their own mātauranga, pūkenga, and tikanga.

We will advocate for increasing access to rongoā and Māori healing methods across the mental health and wellbeing sector.

Ko te Tuatoru - Article Three Ōritetanga Mana Tangata Fairness and Justice Equity for Māori is a priority

We will be courageous in prioritising Māori through affirmative action.

We will challenge systems, structures, and services to address inequity and discrimination

Whakapuakitanga Declaration - Ritenga Māori Mana Māori - Cultural Identity and integrity

We will be explicit in our expectation that all mental health, addiction, and wellbeing services should be culturally competent, and we will actively monitor this.

We acknowledge wairuatanga and spirituality as a key contributor to mental wellbeing and inclusiveness. We will advocate for access to traditional healing and treatment methods grounded in te ao Māori and celebrate inclusiveness.

Nōku te Hē When we get it wrong

Being a Te Tiriti o Waitangi grounded organisation means knowing we will make mistakes, but being committed to learning from these, and making things right. We will collaborate with Māori partners to ensure we:

- correct our mistakes
- learn from our mistakes
- focus on moving forward to achieve shared goals in Māori mental health and wellbeing.



Our vision, mission, and values

Our strategic direction is provided through our vision, supported through our mission, and guided by our values.

Whāinga Tāhuhu (Our Vision) Tū tangata mauri ora – Thriving together

We are future-focused and driven toward real change and enduring improvements.

The head of our Pou Rama shines a light across the horizon. The light comes from the voices of our communities and the collective interests of people with lived experience of mental distress, and/or addiction, including the supportive voices of whānau and friends.

This shining light serves as a guide toward our commitment to the wellbeing of people, whānau and communities.

Whakatakanga (Our Mission) Whakawāteatia e tātou he ara oranga – Clearing pathways to wellbeing for all

We aim to support the pathways to mental health and wellbeing for people, whānau and communities

Our 'leading from behind' style serves our people, whānau and communities by providing direction, recognising the importance of accessible, compassionate support that enables self-determination and upholds human rights.

We work with purpose and integrity, forging strong links through meaningful engagement, trusted relationships, partnership, and collaboration.

We listen, we advocate, and we make recommendations aimed at supporting people's own pathways to mental health and wellbeing.

At the heart of our Pou Rama, are people, the centre of our mission.

Ngā Uaratanga (Our Values)

The tikanga values of our Pou Rama define our five values as people, the culture of our organisation and how our people act and work:

- **Tūhonotanga:** We are inclusive, connected, and stronger for it.
 - **Māia:** We are courageous and speak up about what is important to people.
 - **Māramatanga:** We learn by listening, we seek knowledge and use it for good.
 - **Tika:** We will be fair and respectful in supporting the pathways to wellbeing.
 - **Aroha:** We work with compassion; we care about the work we do and the people of Aotearoa.
-



Section one

Who we are and what we do

Te Hiringa Mahara was established as an independent Crown entity with the objective of contributing to better and equitable mental health and wellbeing outcomes for all people in Aotearoa New Zealand.

Our role is to provide oversight of the mental health and wellbeing system, monitor system performance, and advocate for improvement.

We have come a long way since our establishment on 9 February 2021.

Our hikoi so far has included the development of our Te Tiriti o Waitangi (Te Tiriti) Position Statement and an organisational strategy (including enduring priorities, values, principles, and approaches) to deliver on our commitments to Te Tiriti.

We are building effective relationships with Māori and whānau, people with lived experience, priority population groups, the mental health and addiction sector, and stakeholders across government in the wellbeing system.

In our earlier work, we highlighted factors that affect people's mental health and wellbeing, advocating for the collective interests of people who experience mental distress or addiction (or both), and the people (including whānau) who support them. This message came through our public reports: our Access and Choice programme report, Te Rau Tira: Wellbeing Outcomes report, and Te Huringa: Change and

Transformation, Mental Health Service and Addiction Service Monitoring Report 2022.

This Statement of Performance Expectations (SPE) 2022/23 is the first SPE that describes how we will deliver on our new Statement of Intent 2022-2026 (SOI) and strategic direction. This SPE builds on the good work that has been done and continues to take on the challenge of the wero handed to us, as we strive together to shine the light on improving mental health and wellbeing to all in Aotearoa. We action this through our ongoing priorities, while grounding all of our work programme in Te Tiriti o Waitangi.



We have four strategic priorities and two output classes.

Our four enduring priorities are:

1. advancing mental health and wellbeing outcomes for Māori and whānau
2. achieving equity for priority populations
3. advocating for a mental health and addiction system that has people and whānau at the centre
4. addressing the wider determinants of mental health and wellbeing

Our two output classes are:

1. Monitoring and Reporting
2. Advocacy and Engagement

We describe our hikoī in four sections.

Section one talks about our commitment to be grounded in Te Tiriti o Waitangi, as well as who we are and how we came to be. We set out our enduring priorities and highlight how we position ourselves and our work in the mental health, addiction, and wellbeing system.

Section two describes what we will do to shine the light on what is working, how it is working and where it can be improved to enable tāngata whaiora to live their best lives.

Section three outlines our organisational capability.

Section four outlines our financial framework.

This SPE should be read in conjunction with our SOI.



Key influences on this Statement of Performance Expectations

The SPE is written in a time of unprecedented change. The broader context we operate in, and the longer-term influences are outlined in our SOI. This section is focused on the year ahead.

2022/23 will be a year of change, challenge, and opportunity.

Transforming Aotearoa's mental health and wellbeing system is more important than ever as COVID-19 impacts the mental health and wellbeing of all people in Aotearoa, with particular impacts on our most vulnerable people.

COVID-19

The COVID-19 pandemic is an extraordinary event that is having a significant impact across our health system and society. The impact on mental health and wellbeing services and support for people will be felt for years to come. A relevant example is "inequities in vaccination for people with lived experience, highlight the ongoing physical health and wellbeing inequities that need to be addressed with tāngata whaiora". We will be monitoring the impact of the pandemic on mental health and wellbeing and advocating for a system that supports our nation's collective recovery in a kind, equitable and inclusive manner.

Health and Disability Reforms

The health system is undergoing significant reform. Legislation will establish new leadership entities within the health system, including Health New Zealand, the Māori Health Authority, and Iwi Māori Partnership Boards. These reforms will lead to broad changes in the approach to assessing health needs and commissioning, delivering, and monitoring services. The Government has identified five overarching system priorities for the reforms, which are:

- Embedding Te Tiriti o Waitangi
- Laying the foundations for the future system
- Keeping people well and independent at home
- Achieving equity in system performance
- Developing the workforce of the future.

WAI2575 - Health Services and Outcomes Kaupapa Inquiry

The Waitangi Tribunal is currently in Stage two (the final part) of the inquiry into historical claims relating to the health system, specific health services, outcomes, mental health (including suicide and self-harm), and alcohol, tobacco, and substance abuse. Reports on Māori mental health were filed on 30 August 2019 and the report concerning alcohol, tobacco, and substance abuse was released on



20 December 2019. Dates for hearings are likely to be set some time in 2022, while the hearings themselves are likely to occur sometime in 2023.

He Ara Oranga

He Ara Oranga (Government Inquiry into Mental Health and Addiction, 2018) sets a baseline on issues identified for wellbeing and the mental health and addiction system in Aotearoa New Zealand and outlines a way forward. He Ara Oranga, and the Government response to it, led to our establishment.

Kia Manawanui Aotearoa

Kia Manawanui Aotearoa: Long Term Pathway to Mental Wellbeing (Ministry Health, 2021), sets out the pathway to transform Aotearoa's approach to mental wellbeing.

Our role is to monitor the implementation of Kia Manawanui Aotearoa and its impact.

The Minister sees Te Hiringa Mahara in a key leadership role to work collaboratively with other agencies to consolidate key cross-government and sector metrics for measuring mental wellbeing.

He Ara Oranga wellbeing outcomes framework has a focus on wellbeing and measures of wellbeing, and He Ara Āwhina mental health and addiction service monitoring framework has a focus on the quality of mental health and addiction services and approaches.

Cross-Party interest in mental health and wellbeing

Cross party-political interest in mental health and wellbeing continues to be high as mental health and distress touch the lives of many people. This is even more so with the impacts of COVID-19 on the wellbeing of people.

Minister's Letter of Expectations 2022/23

COVID-19 will continue to have an impact, especially for populations that are more vulnerable to distress.

2022/23 will be a significant year as new entities and other major changes with the health reforms are scheduled during this time. There will be new relationships and ways of working with the Ministry of Health, Health NZ, and the Māori Health Authority as we work towards achieving our shared aims.

The Minister noted Te Hiringa Mahara has a critical leadership role driving improvements in the determinants of mental wellbeing and core mental health and addiction services.

Our workplace is fair and equitable with a commitment to help employees close gender, Māori, Pacific, and ethnic pay gaps, creating a fairer workplace for all.

In particular, the Minister asked us to continue to uphold Te Tiriti o Waitangi.

Our SPE reflects the Government's Letter of Expectations, 5 April 2022. These expectations support the direction we have set in our Statement of Intent 2022-2026 and build on the work since our establishment in February 2021.



Output and funding of Te Hiringa Mahara

Te Hiringa Mahara is an independent Crown entity operating under the Mental Health and Wellbeing Commission Act 2020. We report to the Minister of Health, with the Ministry of Health as the monitoring agency, and with the Social Wellbeing Agency as advisors to the Ministry of Health. We have a very broad statutory mandate and funding of \$5.1m per annum through an appropriation within Vote Health.

We are substantially established and have a strong foundation for the future. It has become clear that the resources allocated are not completely aligned to our very broad role. In particular, we require greater capability to engage with Māori and reflect te ao Māori perspectives in all our work. The breadth of engagement with priority populations and the substantial monitoring role also requires investment. Without additional investment we will be materially constrained in our ability to fully discharge

the broad statutory role bestowed upon us.

The financial assumptions within this SPE aim to continue the momentum of the engagement and work underway in the short term whilst sustainable funding is confirmed. During 2022/23, our core operational expenditure will be within the allocation of \$5.1m. In addition, we will utilise \$1m of the underspend from 2020/21 in targeted areas of high importance. These areas are supporting transformation of the mental health and addiction sector, a focus on kaupapa Māori, Pacific and youth services and youth wellbeing.

We planned reserve levels of around \$1.5m. The proposed approach for this SPE returns our reserves to \$1.5m by the end of the 2022/23 year.

Output Classes

The funding received by us has been allocated to two output classes aligned to our main functions. The allocation of funding supports our four priorities that are outlined in Section Two.

How our outputs and actions deliver on our mandate and vision is described in our SOI. We will measure the delivery and impact of our outputs.

Output Class	Revenue (\$000s)	Costs (\$000s)	Proportion of Revenue
Monitoring and reporting	\$2,578	\$2,932	50%
Advocacy and engagement	\$2,578	\$3,357	50%
Total	\$5,156	\$6,289	100%

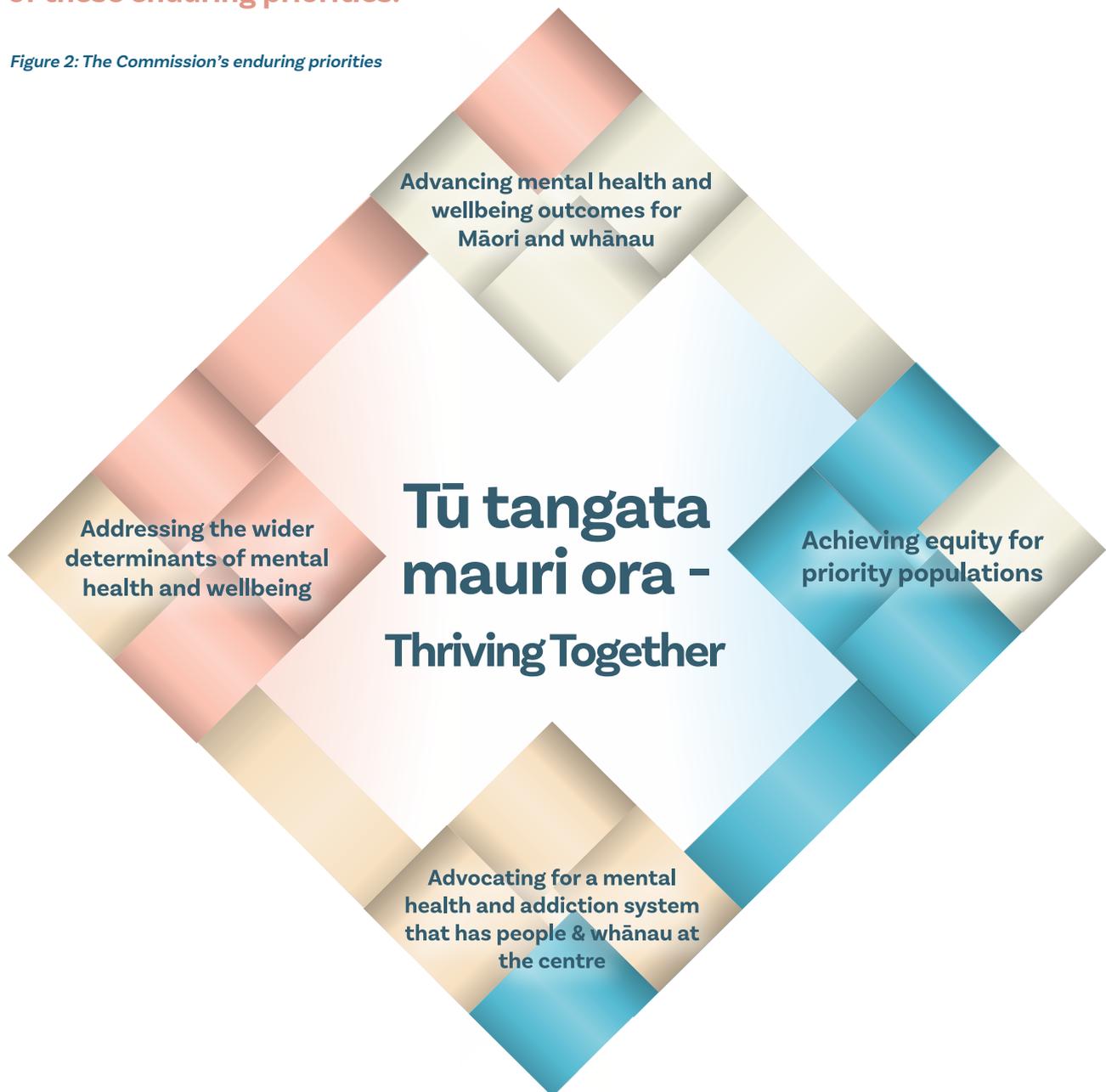


Section two

Priorities and deliverables

We have developed four enduring priorities. They provide us with the longer-term view to keep us focused and pushing boundaries in our work and actions. Everything on our work plan will be connected to one or more of these enduring priorities.

Figure 2: The Commission's enduring priorities



Our enduring priorities are connected. Together they represent a collective whole, so that the whole is greater than the sum of each part. Like individual harakeke (flax leaves) woven together to form a whāriki, our goals interconnect, overlap, and form a collective strength that is resilient and enduring.



Advancing mental health and wellbeing outcomes for Māori and whānau

Authentic relationships

The establishment of these relationships sets the foundation for leadership, working collectively and collaboratively to address imbalances in the system.

Māori mental health and wellbeing

The entrenched systemic inequities Māori experience have impacted on their mental health and wellbeing outcomes. He Ara Oranga identified the need for a commitment to equity as an expressed priority for Māori. Colonisation, racism, and discrimination have negatively impacted Māori for generations. A significant and sustained focus is needed to improve outcomes.

Kaupapa Māori services

We will shine the light on kaupapa Māori services, gaining insights into what they do and how they apply te ao Māori worldview in their work. We will then share those insights across the sector while building and strengthening partnerships with iwi, hapū, and Māori providers and incorporating tāngata whaiora perspectives into the work we do.

Outcomes

We will know we are making progress when we see positive change for Māori across the mental health and wellbeing system. Progress towards this will be measured using SPE deliverable 5 and He Ara Oranga Wellbeing Outcomes Framework.

Outputs

Measure / s

		Quantity	Quality
<ul style="list-style-type: none"> ■ Output Class: Monitoring and Reporting ■ Output Class: Advocacy and Engagement 			
1	We build initial partner relationships and engagement with mana whenua and broaden relationships with other iwi ■	We form a formal relationship with Te Ati Awa Taranaki Whānui and Ngāti Toa	Both parties work towards a Tākai Here (partnership agreement)
2	We bring an insights perspective to kaupapa Māori services available to tāngata whaiora in Aotearoa ■	An insights report on kaupapa Māori services is published by 30 June 2023	Expert advisors review the report



Achieving equity for priority populations

Equity for Māori

Te Tiriti o Waitangi (text, the preamble, and its respective articles) is a foundation for achieving equity in Māori health wellbeing. Māori is a priority population carrying a high burden of distress and detrimental impact from past transgressions of Te Tiriti o Waitangi. Te Hiringa Mahara is committed to doing no further harm to Māori and to being an organisation grounded in Te Tiriti o Waitangi. We aim to whakarongo (listen), whakarangatira (prioritise), and whakatinana (action) the voices of Māori tangata whenua in our role as the kaitiaki of mental health and wellbeing. In particular, we do this through our mahi in system leadership, monitoring, reporting, advocating and research.

Privileging the voices of priority populations

Some populations groups bear a higher burden of distress and less access to help than others. These population groups, who are identified in the Mental Health and Wellbeing Commission Act 2020 (the Act) are at the centre of our mahi. Our advice will be grounded in these voices. Our role is to raise these voices' visibility into the government systems whose actions determine the wellbeing of priority populations.

In 2022/23 our focus will be:

Young people

We will work to understand insights and the voices of tāngata whaiora and priorities for young people, to generate new knowledge that can be used to advocate for change.

Pacific peoples

With our partners, including the Ministry for Pacific Peoples, we aim to raise the profile of Pacific communities, and use data and information to highlight the factors that degrade the potential for wellbeing and increase the relevance of mental health and wellbeing services to these communities.

Outcome

We will know we are making progress when we see positive change for priority populations across the mental health and wellbeing system. Progress towards this will be measured using SPE deliverable 5 and He Ara Oranga wellbeing outcomes framework.

Outputs

Measure / s

■ Output Class: Monitoring and Reporting ■ Output Class: Advocacy and Engagement		Quantity	Quality
3	We gain an understanding of the factors that contribute to the mental health and wellbeing of young people ■	We publish insights on young peoples' wellbeing by 30 June 2023	Expert advisors review the report
4	We are actively engaging with tangata whenua and priority groups and populations, along with the organisations that support them, and their voices are reflected in our work ■	At least 50 of the priority population organisations, and/or community groups have been engaged with by 30 June 2023	Organisations and/or community groups provide feedback on the engagement



Advocating for a mental health and addiction system that has people and whānau at the centre

We will take action that supports the transformation of the mental health and addiction system so that it is more responsive to those who experience mental distress, substance harm or addictions. He Ara Oranga, the Government Inquiry into Mental Health and Addiction, included a range of recommendations to transform the system, many of which are yet to be implemented. We will continue to monitor progress on implementation of He Ara Oranga recommendations and will advocate for and provide leadership to support the transformation.

He Ara Āwhina monitoring framework

We have legislative functions to assess approaches to mental health and wellbeing; and to monitor mental health and addiction services, advocating for improvement. He Ara Āwhina (Pathways to support) monitoring framework builds a shared language about the transformation we want to see in the mental health and addiction system, including services. These will be supported by methods and measures for assessing performance. He Ara Āwhina will help us understand how well our mental health and addiction system is responding to the experiences, needs and aspirations of tāngata whaiora and whānau.

Privileging the voices of tāngata whaiora and whānau who experience mental distress or addiction (or both)

We will give priority to the voices of tāngata whaiora and whānau. We will reflect their experiences in our work to influence legislative changes such as repealing the Mental Health Act, and to monitor and report on services. We will also assess and report on the lived experience workforce in order to determine whether any progress towards He Ara Oranga recommendations to “Place people the centre” is happening.

Progress report on the implementation of the Access and Choice programme

We will monitor progress on the implementation of the Access and Choice programme, with a particular focus on the progress for kaupapa Māori, Pacific, and youth services. We will assess progress on the workforce and report on the workforce development investment.

Outcome

We will know we are making progress when we see improved and equitable wellbeing outcomes for tāngata whaiora, whānau and a mental health and addiction system that responds to their experiences, needs and aspirations. Progress towards this will be measured using SPE deliverable 5.

Outputs

Measure / s

		Measure / s	
■ Output Class: Monitoring and Reporting ■ Output Class: Advocacy and Engagement		Quantity	Quality
5	Apply and improve He Ara Āwhina mental health and addiction system monitoring framework ■	<p>Methods and measures for the use of He Ara Āwhina are published by 30 June 2023</p> <p>He Ara Āwhina underpins a published report or insights paper on mental health and addiction services by 30 June 2023¹</p>	<p>Expert advisors review the report</p> <p>Expert advisors review the report</p>
6	We promote lived experience participation and leadership in mental health and addiction system design and service delivery ■	An insights report on lived experience workforce in the mental health and addiction sector is published by 30 June 2023	Expert advisors review the report
7	Assess and advocate for the approaches to mental health and addiction that are grounded in Te Tiriti o Waitangi, uphold rights, and maximise autonomy and choice ■	Monitor and report on the Access and Choice programme is published by 30 June 2023 ²	Expert advisors review the report

¹ This deliverable aligns to Vote Health Estimates Assessment of performance 'He Ara Āwhina mental health and addiction services report is published by 30 June 2023'.

² This deliverable aligns to Vote Health Estimates Assessment of performance 'This deliverable aligns to Vote Health Estimates Assessment of performance 'Report on Access and Choice programme is published by 30 June 2023'.



Addressing the wider determinants of mental health and wellbeing

Social, economic and commercial determinants of mental health and wellbeing have a greater impact on outcomes than services do. Many factors contribute to good mental health and wellbeing including social and economic context, education, community links and cultural connections.

Cross-government initiatives

We want to develop enduring relationships with government agencies to better target system settings and existing investment.

He Ara Oranga wellbeing outcomes framework

We have legislative functions to assess and report publicly on mental health and wellbeing of people in Aotearoa, and factors that affect this. He Ara Oranga wellbeing outcomes framework provides a picture of what holistic wellbeing looks, and a way to measure whether wellbeing outcomes are improving. We will work with our partners to align and consolidate measurement of wellbeing.

We also have legislated functions to promote alignment, collaboration, and communication between entities involved in mental health and wellbeing. This function is of heightened importance at this time with the health and disability system reforms. We will use He Ara Oranga wellbeing outcomes framework as one of the tools to support alignment of partnership efforts to achieve improved wellbeing.

We are taking a strong interest in the immediate and longer-term impact of the pandemic on mental health, addiction, and wellbeing, particularly for Māori and priority populations.

Outcome

We will know we are making progress when we see positive change for the determinants of mental health and wellbeing. Progress towards this will be measured using He Ara Oranga wellbeing outcomes framework.

Outputs

Measure / s

■ Output Class: Monitoring and Reporting ■ Output Class: Advocacy and Engagement		Quantity	Quality
8	We participate in cross-government initiatives and/or provides advice on key submissions that improve the mental health and wellbeing of people ■	We will participate in at least two cross-government initiatives that improve the mental health and wellbeing of people	Our advice and feedback are considered
9	We work with multiple partners to use He Ara Oranga wellbeing outcomes framework to guide their collective efforts to improve wellbeing and to align measurement ■	We facilitate workshops to bring together at least three key partners to collectively develop strategies to improve wellbeing outcomes and align wellbeing measurement	Participating agencies provide positive feedback on the action-planning workshops
10	We understand the impacts of social changes during the COVID-19 periods on the mental health and wellbeing of people in priority populations ■	At least 8 items of collateral will be published which illustrate the impacts of COVID-19 on priority populations	All items reviewed by a panel of expert researchers



Section three

Organisational Health and Capability

Organisational Capability

Te Hiringa Mahara will create a programme of learning to increase our capabilities and reinforce the commitment required of staff to work in an environment grounded in Te Tiriti o Waitangi. To do this, we will rely on our partnership opportunities to provide noho marae, history, kawa and tikanga learnings on an ongoing basis.

We are committed in every way to always applying a lens from te ao Māori when reviewing policies and processes that we work with. This means we will explore Te Tiriti competencies needed and develop learning opportunities for our staff, understand the human resource required. We will work with organisational development and corporate services to make this happen over the year.

We will ensure our people have the skills, abilities, and values they need to undertake the role and functions of Te Hiringa Mahara. Working in a new entity, our team will be capable, diverse, inclusive, and representative of the communities we serve.

Health, safety, and wellbeing in a Covid environment

The COVID-19 pandemic is challenging our society and health system as to how we respond in a kind, inclusive and effective manner to a situation that is creating unprecedented stress and distress.

Environmental sustainability

The Government's Climate Change Response (Zero Carbon) Amendment Act 2019 sets a clear requirement for Aotearoa to be net carbon neutral by 2025. While we are a small agency, we aim to make a difference through our all-of-government procurement of services and savings on carbon by opting to use virtual technology where we can, promoting healthy kai options, and completing an environmental sustainability action plan by the end of June 2023.



Section four

Our financial framework

Prospective Financial Information

Introduction

These prospective financial statements have been prepared in accordance with the New Zealand generally accepted accounting practice (NZ GAAP) for public benefit entities. Their purpose is to help Parliament to consider the planned performance of Te Hiringa Mahara. The use of the information in these statements for other purposes may not be appropriate. Please note that actual results are likely to vary from the information presented and that the variation may be material.

Statement of underlying assumptions

The following assumptions have been used in preparing these prospective financial statements:

- Our statutory functions will not change
- Revenue of \$5,156,000 from the Crown will be available for the 2022/23 year
- Equity of around \$1.5m is required to be maintained to manage large unforeseen one-off events and contractual liabilities in the event that Te Hiringa Mahara is disestablished
- Premises occupancy will not change during the next financial year
- No unexpected external events (such as natural disaster) will occur that will require significant operating or capital expenditure.



Prospective statement of comprehensive revenue and expense for the periods ended 30 June

	Forecast 2022 \$000's	Budget 2023 \$000's
Funding from the Crown (baseline)	4,876.0	5,071.0
Funding from the Crown (additional)	-	85.0
Interest income	23.5	27.6
Total revenue	4,899.5	5,183.6
Permanent & fixed term staff	3,093.8	3,331.6
Other personnel costs	582.8	53.8
Total personnel costs	3,676.6	3,385.4
Board costs	245.5	387.5
Building costs	145.8	219.6
Consultants	582.9	178.0
Programme costs	688.4	1,504.4
Other costs	383.6	614.4
Total expenditure	5,722.8	6,289.3
Surplus / (deficit)	(823.3)	(1,105.7)
Total comprehensive revenue and expenditure	(823.3)	(1,105.7)



Prospective statement of financial position as at 30 June

	Forecast 2022 \$000's	Budget 2023 \$000's
Cash or cash equivalents	2,888.8	2,010.8
Debtors	-	-
Other current assets	34.9	34.9
Total current assets	2,923.7	2,045.8
Property, plant, and equipment	130.0	160.0
Total assets	3,053.7	2,205.8
Creditors and payables	334.5	396.0
Other creditors	(91.3)	(72.0)
Employee liabilities	148.1	325.2
Total current liabilities	391.3	649.2
Total liabilities	391.3	649.2
Net assets	2,662.4	1,556.7
Contributed capital	1,250.0	1,250.0
Accumulated surplus / (deficit)	1,412.4	306.7
Total equity	2,662.4	1,556.7



Prospective statement of changes in equity for the period ended 30 June

	Forecast 2022 \$000's	Budget 2023 \$000's
Opening balance	3,485.7	2,662.4
Total comprehensive revenue and expense	(823.3)	(1,105.7)
Closing balance	2,662.4	1,556.7

Prospective statement of cashflows for the period ended 30 June

	Forecast 2022 \$000's	Budget 2023 \$000's
Receipts from the Crown	4,876.0	5,156.0
Interest received	23.5	27.6
Employees, suppliers and other	(6,310.7)	(6,274.8)
Net GST	295.4	333.3
Net operating cashflows	(1,115.8)	(757.9)
Property, plant, and equipment purchased	(107.0)	(120.0)
Net investing cashflows	(107.0)	(120.0)
Net change in cash position	(1,222.8)	(877.9)
Opening cash balance	4,111.5	2,888.7
Closing cash balance	2,888.7	2,010.8



Statement of accounting policies

Reporting entity

Te Hiringa Mahara- Mental Health and Wellbeing Commission is an independent Crown entity under the Crown Entities Act 2004. It was established by the Mental Health and Wellbeing Commission Act 2020 and is domiciled in New Zealand.

The Mental Health and Wellbeing Commission Act sets out the functions and responsibilities of Te Hiringa Mahara. The objective of Te Hiringa Mahara is to contribute to better and equitable mental health and wellbeing outcomes for people in New Zealand. It has designated itself as a public benefit entity for the purposes of the NZ GAAP.

Basis of preparation

The forecast financial statements have been adapted to comply with the NZ GAAP. In preparing the forecast financial statements to conform with New Zealand and international financial reporting standards, it is necessary to make judgements, estimates, and assumptions that affect the application of policies and reported amounts of assets and liabilities, income, and expenditure.

The prospective financial statements have been prepared on a historical cost basis. Te Hiringa Mahara has complied with public benefit entity financial reporting standard 42 (known as the PBE FRS42) in preparing these prospective financial statements.

Accounting policies

The accounting policies outlined will be applied for the next year when reporting in terms of section 154 of the Crown Entities Act and will be in a format consistent with the NZ GAAP.

The following accounting policies, which significantly affect the measurement of

financial performance and of financial position, have been consistently applied.

Revenue

Te Hiringa Mahara is primarily funded through revenue received from the Crown, which is restricted in its use for the purpose of Te Hiringa Mahara meeting its objectives as specified in this Statement of Performance Expectations. Revenue from the Crown is recognised as revenue when earned and is reported in the financial period to which it relates.

Goods and services tax (GST)

All items in the financial statements are stated as exclusive of GST, with the exception of receivables and payables, which are stated as GST inclusive.

Taxation

Te Hiringa Mahara is a public authority in terms of the Income Tax Act 2004. For this reason, it is exempt from income tax.

Property, plant, and equipment

- Property, plant, and equipment asset classes consist of computers, furniture and fittings, and office equipment.
- Property, plant, and equipment are shown at cost, less any accumulated depreciation and impairment losses.
- The cost of an item of property, plant and equipment is recognised as an asset only when it is probable that future economic benefits or service potential associated with the item will flow to Te Hiringa Mahara and the cost of the item can be measured reliably.
- Gains and losses on disposals are determined by comparing the proceeds with the carrying amount of the asset. Gains and losses on disposals are included in the prospective statement of financial position.



- Costs incurred after initial acquisition are capitalised only when it is probable that future economic benefits or service potential associated with the item will flow to Te Hiringa Mahara and the cost of the item can be measured reliably.
- The costs of day-to-day servicing of property, plant and equipment are recognised in the prospective statement of financial position as they are incurred.

Depreciation

Depreciation is provided using the straight-line (SL) basis at rates that will write off the cost (or valuation) of the assets to their estimated residual values over their useful lives. The useful lives and associated depreciation rates of major classes of assets have been estimated as follows:

- computers – three years 33% SL
- office equipment – five years 20% SL
- furniture and fittings – five years 20% SL.

Intangible assets

Software acquisition:

- Acquired computer software licences are capitalised on the basis of the costs incurred to acquire and bring to use the specific software.
- Costs associated with maintaining computer software are recognised as an expense when incurred.
- Costs associated with developing and maintaining the website of Te Hiringa Mahara are recognised as an expense when incurred.

Amortisation

Amortisation begins when the asset is available for use and ceases at the date the asset is derecognised.

The amortisation charge for each period is recognised in the prospective statement of financial position.

The useful lives and associated amortisation rates of major classes of intangible assets have been estimated as follows:

- acquired computer software – three years 33% SL.

Operating leases

Leases that do not transfer all the risks and rewards incidental to ownership of an asset to Te Hiringa Mahara are classified as operating leases. Lease payments under an operating lease are recognised as an expense on a straight-line basis over the term of the lease in the prospective statement of financial position.

Financial instruments

Te Hiringa Mahara is a party to financial instruments as part of its normal operations. These financial instruments include bank accounts, short-term deposits, accounts receivable and accounts payable. All financial instruments are recognised in the prospective statement of financial position and all revenue and expenses in relation to financial instruments are recognised in the prospective statement of comprehensive income. All financial instruments are shown at their estimated fair value.

Accounts receivable

Accounts receivables are stated at their estimated realisable value after providing for doubtful and uncollectable debts.

Employee entitlements

Provision is made in respect of employee's annual leave. The provision is calculated on current rates of pay and expected to settle within 12 months of reporting date (or approval gained to carry forward leave) and is measured at nominal values on an actual entitlement basis at current rate of pay.



Glossary

Kupu Māori	Meaning
Kāwanatanga	The term 'kāwanatanga' comes from the English word 'governor'. In modern times, it is taken to mean government.
Mana Motuhake	Māori self-determination, or tribal governance, more simply, autonomy over one's own affairs and destiny.
Mana Whakahaere	The authority, mandate, and power to exercise rights and responsibilities over themselves as people, or things to which they have a connection - For example, water, the environment.
Mana Māori	Enabling ritenga Māori which are framed by te ao Māori, enacted through tikanga Māori and contained within mātauranga Māori.
Mana tangata	Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.
Māori as tangata whenua	Normally used to emphasise that Māori are not just New Zealanders but indigenous and Te Tiriti o Waitangi partners.
Mātauranga Māori	Māori knowledge. It encompasses traditional concepts of knowledge and knowing passed down from Māori ancestors through all sort of means - e.g., storytelling, song, carving, tāmoko, etc. However, all knowledge grows and develops. Hence, Mātauranga Māori also refers to the application of traditional knowledge to new contexts.
Nōku te hē	A common phrase in te reo Māori today, which is a translation of the phrase, 'That's my bad!'
Ōritetanga	Equality and equal opportunity for Māori.
Pou tikanga	In this sense 'pou' means 'post' or 'pillar', and is used metaphorically to describe the tikanga arm of the Iwi Leaders Group's organisation.
Pūkenga	Skills, knowledge, expertise within a field.
Ritenga Māori	As it appears in Te Tiriti o Waitangi (Māori version), customary practice. More recently, it also means religious and spiritual practices.
Rongoā	Traditional Māori medicines, treatment, remedies, and healing methods.
Tāngata Whaiora	One who is seeking wellness. Referring to people who have lived experiences of mental illness and are seeking wellness or one's recovery.
Te ao Māori	The Māori world or the Māori worldview. It encompasses everything from tikanga Māori, to wairuatanga, from traditional forms of mātauranga Māori to more modern concepts.
Te Tiriti o Waitangi	In English, The Treaty of Waitangi. There are two versions of this document - one in English and the other in te reo Māori. When you talk about Te Tiriti o Waitangi, you are referencing the Māori version.
Tikanga Māori	Customs, process, habits, lore, and traditional values within a Māori context.
Tino rangatiratanga	Appears in Te Tiriti o Waitangi article 2 (Māori version). Often used to refer to absolute sovereignty for Māori.
Wairuatanga	Spirituality, or the act of expressing one's spirituality. Wairua refers to the spirit or soul of a person that exists beyond death.

