

HE WAKA TAPU

Me mahi tahi tātou mo te oranga o te whānau



ORANGA TONUTANGA

Continued wellbeing in your workplace

Ko wai mātou

He Waka Tapu is a kaupapa Māori organisation delivering a multipurpose health hub in Ōtautahi supporting Hakatere and Chatham Islands.

We incorporate Mātauranga Māori practices and Te Whare Tapa Whā framework, with our own, waka kōrero.

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Mē mahi tāhi tātou mo te ora o te whānau



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Working together for the
wellbeing of family



Our Values



Manaakitanga

We are respectful, show generosity and care for others to ensuring everyone's mana is upheld.



Whanaungatanga

We build relationships through shared experiences and working together.



Rangtiratanga

We lead by inspiring others to see what is possible.



Whakaako

We all learn.

Our mahi

We have supported over 6000
whaiora annually and hold over
44 contracts

5

OFFICE SITES

140

KAIMAHI

40

PROGRAMS
& SERVICES





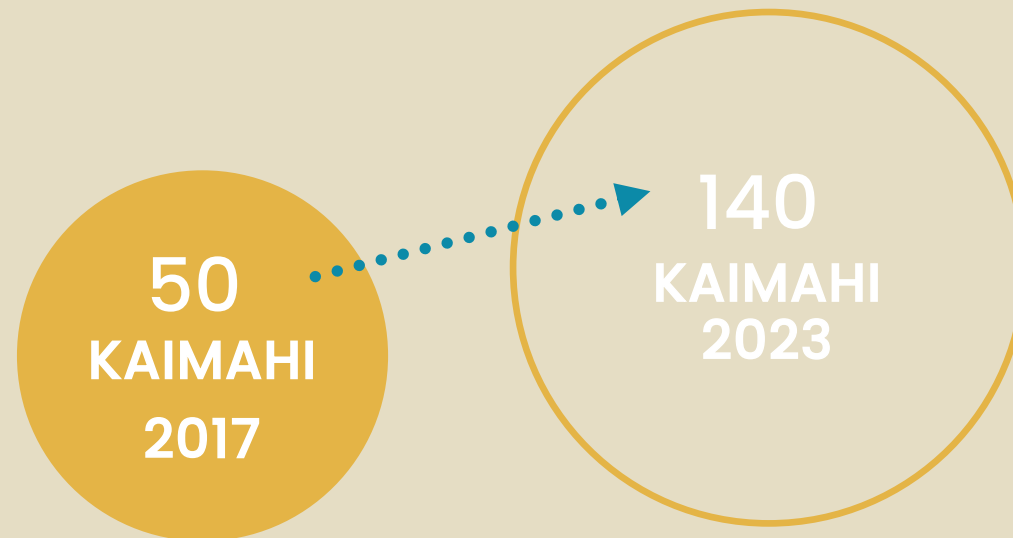
Our reasons for change.

- Growth
- Kaimahi (Employees)
- Wellbeing
- Hapori (Community)



Growth

In the last 5 years our workforce has tripled!



Our kaimahi

How did we manage growth
and sustainability?



Human Resources

Review of processes

Implement systems

Employment Hero & Payroll

1-1's
Annual PDP
6-Monthly

Streamlined processes for managers and purposeful engagement

Professional & personal development

We support kaimahi in building their education portfolio and pursuing their passion in their work. This includes diplomas, conferences, and mentorship programs, promoting individual growth and enhancing team skills for the benefit of our community and whānau.

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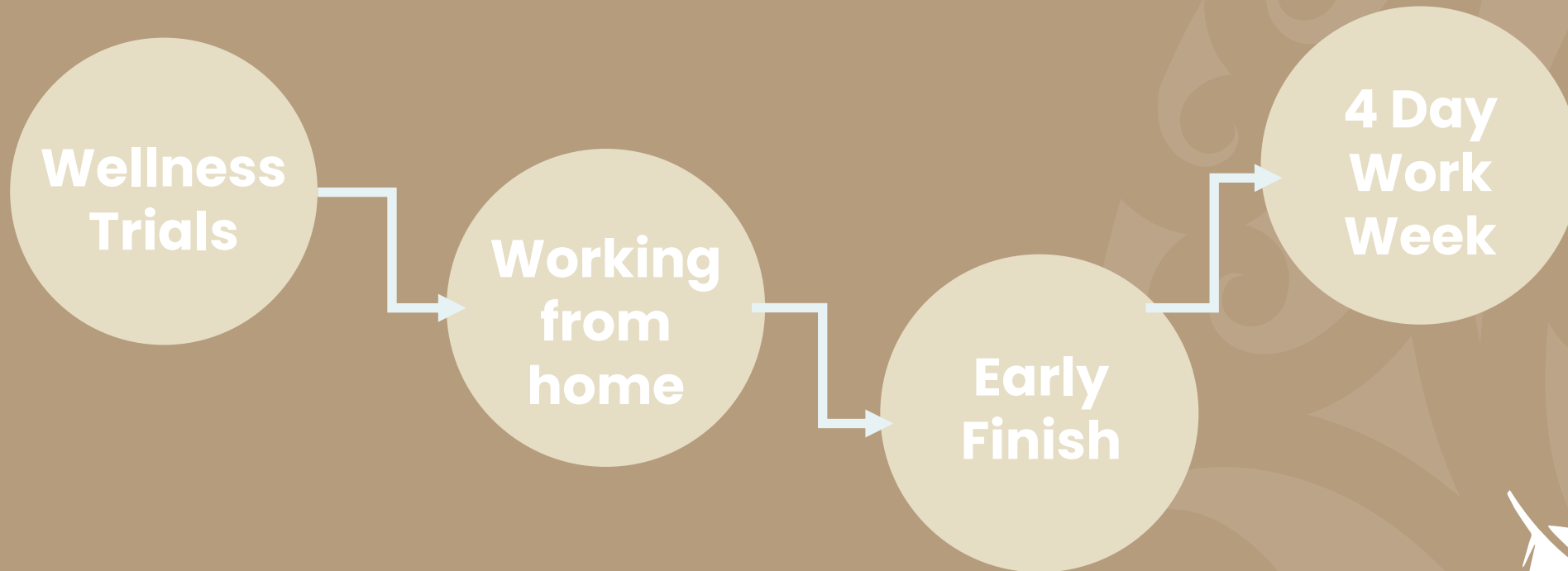




How do we prioritise our workforce?

- ✓ Setting goals
- ✓ Supporting career development
- ✓ Supporting kaimahi mental health and wellbeing
- ✓ Being honest and transparent with kaimahi
- ✓ Creating a whānau culture
- ✓ Offering benefits like health and life insurance
- ✓ Giving kaimahi a voice through kaimahi survey

How we got to the 4 day work week



4 Day Working Week



Once Kaimahi have finished an induction period, they have access to a 4-day work week. This can be broken up amongst days.

To allow parents to pick up kids from school or utilised on one day to have a day for appointments, chose, sport, or mahi outside of work.



Mātua (Parents)

At He Waka Tapu we are whānau centered and understand the demand of being a parent.

We plan and support mātua to:

- Bring their pepi daily
- School Holiday's and Hours
- Unwell Tamariki, work remotely



Hapori

Being well maintains our interconnections between the people, the environment, and our culture.

With better stress management, employees are more equipped to handle work-related stress, ensuring they can fulfill their responsibilities as kaimahi while being more productive and engaged at work.





Tinana

All staff have access to our free community gym, Tinana.

If Kaimahi opt out of the 4 Day work week, they get an extra 30minutes added to their lunch break which they can utilise at the gym.



Whai Rawatia te Oranga

- Reduction to kaimahi caseload
- Kaimahi can participate
- Mindfulness, general sport etc.

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**Ngā mihi,
thank you!**

