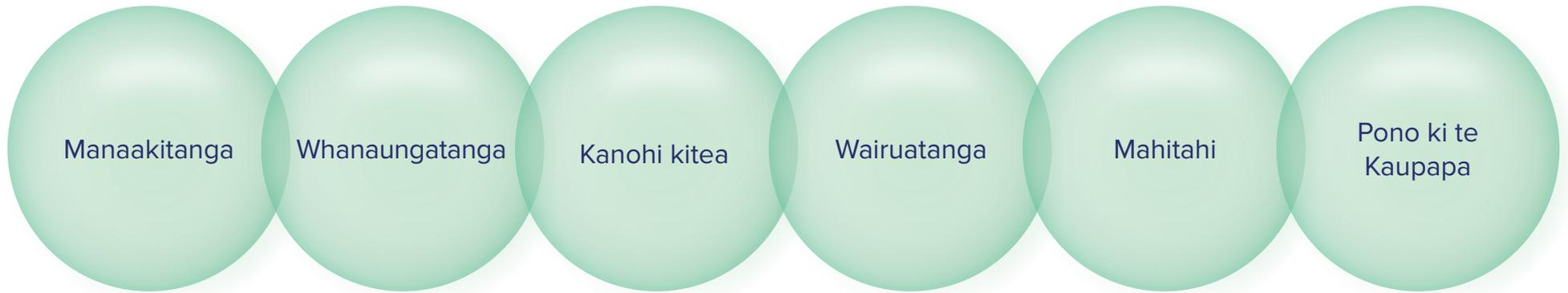




Te Poutokomanawa o Te Puna Ora is a framework that is deployed within a broader vision for Māori health and wellbeing and the organisation's way of working. The framework is designed to enable the organisation, alongside the range of communities it works with, to validate results or work with its own data in a more meaningful way, and thereby to improve outcomes for Māori, in particular, and all others in general. As a tool, the framework recognises and supports a whānau ora approach to healthcare and overall wellbeing.

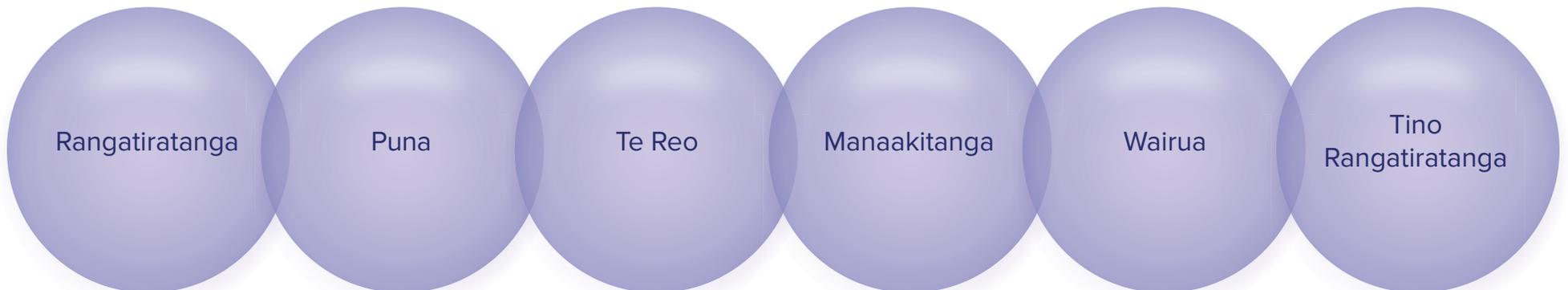
The framework draws from the past to inform the present and to provide direction for healthy community Māori futures. The horizontal axis represents those things that do not change over time—the values or *ūara* of the organisation—and they become *Ngā Pou o te Ora*. The overall values of the organisation are normalised by staff in their daily working roles and professional behaviour.

Ngā Pou o Te Ora—Horizontal Axis



The vertical axis emerges from a kaupapa Māori methodological approach to working with Māori whānau and forms Ngā Puna o te Waiora the elements of which are whakapapa, whanaungatanga, wānanga, whakairo, and whakairihia ki te pakitara o te whare. The framework has dual facilities - it can be utilised and applied at both the operational level (i.e. on a service-by-service basis) and the strategic level (i.e. management and governance).

Ngā Puna o Te Waiora—Vertical Axis



Poutokomanawa o Te Puna Ora		VALUES					
		Manaakitanga (Caring for others)	Whanaungatanga (People come first)	Kanohi kitea (Integrity)	Wairuatanga (Spirituality)	Mahitahi (Inclusivity)	Pono ki te Kaupapa (Accountability)
PRINCIPLES	Rangatira (leadership, governance, influence, expectations)	Kei tipu puna rua Bicultural Development	Tuku Mana Delegated Authority	Te ringa aroha Walk the talk, be true	Te hono kitea kauae runga, te kauae raro The conduit between the celestial and the terrestrial	Kaua tuku tētahi No one is left out	Me hoki ki te puna Return to the source/ essence; stay on track
	Puna (collective approach)	Atawhaitia te marea Bringing together the collective	Te aroha tangata Respect for people to define their own space and meet on their own terms	Takahia ngā tapuwae o ngā tīpuna Learning from our ancestors we follow in their footsteps	Kia pūmau ki ngā Ōhākīo tatou tīpuna Hold fast to the words of our tīpuna	Me uru kahikatea The strength of the group is like the roots of the kahikatea – they grow deep	Ma tō mahi ka kite i a koe By your endeavours you will be seen
	Te Reo (reo strategy, cultural competency)	Kia Māoritīa te reo Normalise the language	Nā tō rourou, ko taku rourou We share our reo with each other	Kia haruru te ao i te mita o tō reo Make your reo known to the world	Kia ohooho te mauri o te reo, he taonga tuku iho Our language is precious	Whakahuatia te kotahitanga Speak with one voice	Ko te tauira te tino kauhau Be the best at what you do. Lead by example.
	Manaakitanga (relationships, connections, generosity)	Awhi mai, awhi atu Helping each other	Ko au, ko koe, ko tatou We all work to help each other	Te herenga tangata Connectedness with community, how we inter-relate	Kia puta ki te whai ao, ki te ao mārama Know the world, to understand the world	Rarangatia te marea Weaving the community together	Moea te pō Leave, ponder and return to the kaupapa
	Wairua (balance, duality, spirituality, unity)	Horohia kia waipuketia Disperse the wairua until it covers all	Whakatinanahia te kaupapa Physical presence	Ara kia eke ki uta We each can make a contribution	Tūkaha te wairua ki a rere Be fearless and strong in your mind	Ka noho tahitanga te tuakana me te teina The old to the young are in this together	Kia rite Be right with yourself
	Tino Rangatiratanga (accountability and commitment)	Whakaruruhautia Commitment to providing shelter for everyone	Whakatohia te wana me te ihi Instil vibrancy and passion	Mō tatou mana motuhake Independence, control over our destiny, self-determination	Pikautia kia eke ki uta Whatever you try to achieve you need your wairua	Whakawhirinaki Be dependable, reliable and trusted	Takahia te ara aniwaniwa Travel the road to the pot of gold