

# Supporting The Wellbeing Of Our People Programme

## Manaakitia i Te Mauri

**Our people are Mary Potter Hospice's greatest taonga.**

The nature of the mahi we do means our People (staff and volunteers) have to bring their whole and best selves to work every day.

We've developed the Supporting The Wellbeing Of Our People Programme (Manaakitia i Te Mauri) in recognition of how precious our people are.

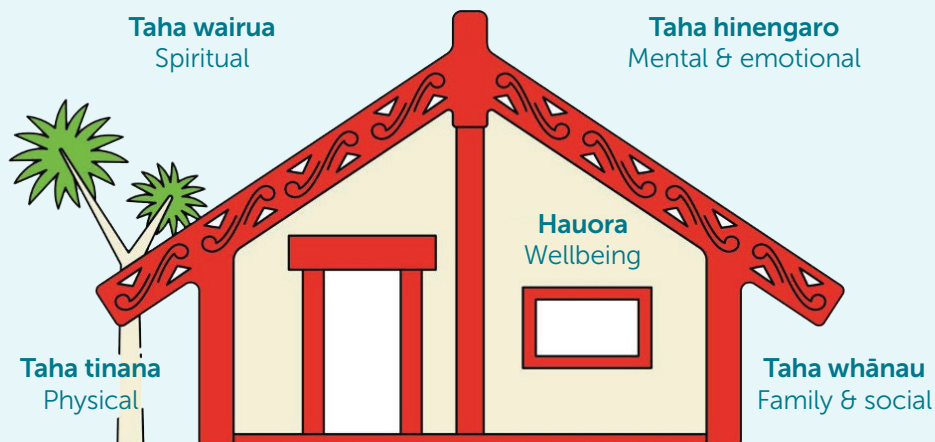


## Our wellbeing programme takes a holistic approach based on Te Whare Tapa Whā, the Māori wellness model

We know that for the whare (our people) to thrive, the four pillars must be strong. These pillars are:

- Taha tinana (physical)
- Taha wairua (spiritual)
- Taha whānau (family)
- Taha hinengaro (mental).

### Te Whare Tapa Whā | the Māori wellness model



Wellbeing is not 'one size fits all'. Our programme aims to support individual wellbeing to achieve organisational wellbeing.

**We are committed to creating a culture where all our people thrive.**



### Taha tinana (physical)

**We encourage our people to maximise their fitness and avoid common health risks. We also support them to get back to work as quickly as possible after any period of illness or accident through a comprehensive return to work programme.**

For permanent staff, we offer:

- a wellbeing payment of \$350 per year (pro rata for part-time staff), which can be used for wellbeing activities such as: gym memberships, swimming passes, yoga, pilates, massage, running/walking shoes, glasses, health checks and more
- subsidised annual eye checks up to \$50
- accrual of sick leave up to 100 days.

**All our people can access support to become smoke-free, and receive annual flu vaccinations.**



### Taha wairua (spiritual)

**We encourage our people to explore and embrace their spiritual wellbeing.**

To promote spiritual wellbeing, we offer a relaxing fortnightly yoga class if there's demand for it.



### Taha whānau (family)

**We support whānau wellbeing for all our people. Staff and volunteers' whānau are warmly welcomed at the Hospice.**

For permanent staff, we offer:

- a wellbeing day each year
- a minimum 5 days' bereavement leave
- 5 days carers' leave each year for taking care of a sick child, partner or dependent parent
- rest and recreation leave for patient-facing staff
- support to deal with any significant life event.





## **Taha hinengaro (mental)**

**We encourage our people to prioritise their mental health. We provide education, training and support networks that acknowledge the importance of mental wellbeing. We have staff trained in mental health first aid.**

We offer:

- Vitae (our Employee Assistance Programme) offering counselling to address personal or professional issues for staff. This can also be accessed by Volunteers to address any issues that may arise due to their role at the Hospice
- monthly professional supervision for patient-facing staff.

**Our culture of openness means all our people feel safe to constructively raise their issues and concerns.**

We celebrate success with staff champion, volunteer recognition and health and safety awards. There's also a social club which hosts regular events for members and non-members. Everyone is welcome!

### **Find out more**

For more information about the programme and our full Supporting The Wellbeing Of Our People (Manaakitia i Te Mauri) policy, visit the Hospice intranet or ask your Volunteer Leader to provide you with a copy.

**For EAP assistance call Vitae on 0508 664 981  
Or text "Need to Talk" on 1737**

