

Takarangi Competency Framework

Fact Sheet

He mihi

E piki ana taku pikitanga ki ngā maunga kōrero,
Ka tū, ka mihi, ka toro mātakitaki ake atu
ki uta, ki tai, ki runga, ki raro,
Ki ngā tihi whakataratara e tū whakatahuri ai i te hau mātao
i whea kē!

Ngā homaitanga i ngā kete o te wānanga,
i te tēpu kōrero o te wā iti nei,
Koutou tē kitea o naiane rangi, kā mihi!
E te tākohatanga i te puna ō!
Mauri Ora ki a koutou!
Tātou te pātōtōtanga i te tatau ki apōpō
Maranga ake ra!

He kohinga kete, He kohinga wānanga,
He kohinga moemoeā
Nei ra e takoto ana... E huri!



Takarangi: The benefits

The Takarangi Competency Framework provides a yardstick against which practitioners in the alcohol and other drug, problem gambling and mental health sectors can measure their professional capacity, capability and personal competency to work with Māori. The framework also provides a basis for creating workforce and service development pathways for individuals and organisations. The Takarangi Competency Framework is an important tool to assist in the development of competent practitioners working towards whānau ora. Here are some things people have said about the Takarangi Competency Framework,

“It reinforces my practice”

“Tino pai rawa mō te matauranga Māori tika”

“A way of understanding or giving reason to why I practise the way I do as Māori”

“Will awahi my mahi”

“It validates principles that underpin Māoritanga and intertwines these principles in practice”

“Thank you for inspiring me”

Te Takarangi: The symbol

Takarangi is an intersecting spiral pattern used in carving. It uses spaces to separate solid spirals; it is the space that allows us to see the spirals. For some, the open spiral represents the entry of light and knowledge into the world and depicts the linkage of man with wairua. For others, the spirals represent past knowledge and experience linking through time and space with the present. On the prow of waka they provide added stability and balance allowing wind and wave to pass through.



This is the carving found on the Auckland Māori Mental Health Service whare Manawanui. It depicts the Ngāti Whatua tupuna Kawharu and the Takarangi spirals on either side represent balance.

In the context of this competency framework, the Takarangi represents the fusion of cultural and clinical elements in practice. It is a reminder that when working with Māori, practice that is often considered clinical, needs to sit in a context that is Māori. In 2005, carver Tukaki Waititi (Ngāti Hine/Te Whānau-ā-Apanui) introduced the group who had been brought together by Ngā Manga Puriri to the Takarangi. After exploring the Takarangi symbology, the group was better able to articulate competency as the fusion of integrated elements as opposed to the intersection of two separate skills sets and knowledge codes. The Takarangi representation demonstrated the interdependence of Māori values and practices and clinical application and so was adopted from that point on.

Takarangi Competency Framework (TCF) Development Group



The Development Group has assumed the role of roopu Kaitiaki for the TCF, protecting its integrity, its history and future development.

L-R: Titari Eramiha, Nellie Rata, Moe Milne, Delaraine Armstrong, Te Paea Winiata, Dr. Paul Robertson, Salvesta Leef, Pam Armstrong.
Photographer Terry Huriwai

Whakataukī

During the development of the Framework, this whakataukī was given by Whaea Nellie Rata at Te Moemoeā Conference Centre. These few lines encouraged the developers of the Takarangi Competency Framework to find solutions (rather than to dwell on problems) and to keep working for the benefit of those to come.

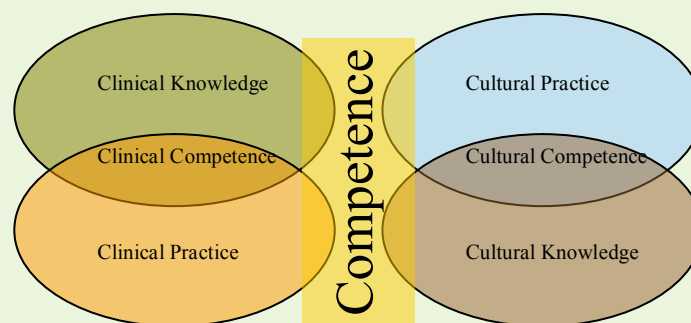
Tāhia te ara kia kitea ai te huarahi
Ahu atu te mata ki te Ao Mārama
kei kona ngā uri whakatupu
kahore ano i whānau mai
e tatari mai ana ki a koe

Clear away the obstacles so that the
pathway forward may be seen.
Turn your face to the world of light,
for there the unborn generations
are waiting for you.

Competence: A Māori perspective

An important component of competence is knowledge. For many Māori, the origins of knowledge and its transfer comes from the story of the ascension to the heavens for the three baskets of knowledge. Often the story of the journey only concentrates on the kete of knowledge he acquired, however the story is also very much about wānanga. It reminds us that competence is the convergence of knowledge and practice.

Competence through Cultural and Clinical knowledge and practice.



Developing the Takarangi Competency Framework

Once the conceptual model was achieved the group moved on to developing the competencies, developed with the intent of supporting kaimahi to enhance their competence in a consistent and considered manner.

Aware of previous work and the need for more specific descriptions of practitioner competencies, Wayne Blisset and Moe Milne were commissioned by Auckland District Health Board Māori Mental Health Services and Matua Raḷi to develop the competencies - Ngā Pūkenga Ahurea.

The Takarangi Competency Framework focuses on demonstrated practice rather than just knowledge. It provides for the aspiration to excel in practice, to utilise Māori values, beliefs and experiences with therapeutic intent to not only improve access to and retention in services but to contribute to positive outcomes. The framework does not identify a minimum standard, but instead identifies a standard of excellence against which to measure practitioner competence.

The Takarangi Competency Framework

The framework contains 14 competencies.

Each competency is organised into four (4) levels:

- Whakaatu,
- Mōhio,
- Mātau,
- Mārama.

Each level is arranged into three (3) discrete stages:

- Papatahi (PT)
- Papatuarua (PR),
- Taumata (T).

This provides 12 graduated descriptors for each competency against which kaimahi and services can develop and assess their practice.

Descriptors for Ngā Pūkenga Ahurea (the 14 competencies) have been especially interpreted for the Takarangi Competency Framework. These are,

Karakia	Pōwhiri
Mihimihi	Te Reo
Whakawhanaunga	Manaaki
Tautoko	Tuku Atu Tuku Mai
Aroha	Whakangahau
Aro Matawai	Ahu Whenua
Ngākau Māhaki	Tātai

Matua Raki

National Addiction Workforce Development

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