

Cultural Load Survey

Kia ora

You are invited to participate in a survey about your experiences of 'cultural loading' as a Māori doctor. You have been sent this survey invitation because you are a member of Te ORA.

The survey is part of research that aims to describe the cultural load among Māori medical practitioners, so that Te ORA can fully articulate this aspect of your lives and Te ORA and the Health Quality and Safety Commission can identify what changes and support are needed for Māori doctors.

This research is led by Dr David Tipene-Leach (Ngāti Kere, Ngāti Manuhiri). The research team includes Shirley Simmonds (Raukawa, Ngāpuhi), Dr Tania Te Akau Riddell (Ngāti Porou, Te Aitanga a Mahaki) Dr Helena Haggie (Waikato, Te Arawa, Tūwharetoa), Virginia Mills (Ngāti Pākehā) and Marnie Carter (Ngāti Pākehā).

We have distinguished two 'types' of cultural loading which can be described as extra professional work that comes your way because you are:

- 1) a doctor who is Māori
- 2) a whānau, hapū or community member

The survey is **anonymous**, and completion is **voluntary**. By completing the survey, you are giving your consent for your responses to be used in the research project on cultural loading. Your responses will be combined with others, and it won't be possible to identify you in the research report, and at no stage will Te ORA know whether you have completed the survey.

We expect the survey will take **approximately 10 minutes**. If you want to change any of your answers, use the 'Previous' and 'Next' buttons at the bottom of the survey. Please **DO NOT** use the back button on your web browser; otherwise, you will lose the content of your answers.

Your answers will be submitted at the end when you click the 'Submit' button.

If you have any queries or technical difficulties completing the survey, please contact Marnie Carter by email on mcarter@allenandclarke.co.nz

Survey

Cultural loading that you experience as a doctor who is Māori

This set of questions asks about your experiences of undertaking extra professional work in your role as a doctor who is Māori.

Q1	At what stage of your career are you at?	
	Please select <u>one</u> answer	
	I am a medical student	
	I am a Resident Medical Officer (RMO) or non-training Registrar	
	I am a Registrar in a Training Programme	
	I am a Fellow	

Q2	Can you name some of the roles, tasks, requests and expectations that come your way because you are a doctor who is Māori? <i>This might include things like being asked by your organisation to sit on committees, to perform karakia, or to provide advice on Māori health.</i>	

Q3	On average, how many hours per month do you devote to additional roles, tasks, requests and expectations that come your way because you are a doctor who is Māori?	
	Please select <u>one</u> answer	
	0-4 hours	
	5-8 hours	
	9-12 hours	
	12-15 hours	
	More than 15 hours	

Q4	To what extent do you agree with the following statements on how you feel about this load?					
	Please select <u>one</u> answer					
		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
	I am pleased to take on cultural responsibilities to be of use to my profession as a doctor who is Māori					
	It causes me stress to take on additional cultural responsibilities for my profession as a doctor who is Māori					
	I feel burnt out from taking on additional cultural responsibilities for my profession as a doctor who is Māori					

Q5	To what extent do you agree with the following statements about the support you receive for the additional cultural responsibilities that come your way as a doctor who is Māori?					
	Please select <u>one</u> answer					
		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
	I am acknowledged for the additional cultural responsibilities that come my way as a doctor who is Māori					
	I am financially compensated for the additional cultural responsibilities that come my way as a doctor who is Māori					
	I receive good support to carry out additional cultural responsibilities related to my role as a doctor who is Māori					

Q6	Can you provide further detail regarding acknowledgment, compensation, or support (or lack thereof) for cultural responsibilities related to your role as a doctor who is Māori?

Q7	Overall, to what extent does cultural loading related to your role as a doctor who is Māori impact on the life of you and your whānau?			
	Please select <u>one</u> answer			
	No impact	Minor impact	Moderate impact	Heavy impact

Q8	Can you tell us more about the impact the cultural loading you experience as a doctor who is Māori has on the life of you and your whānau?

Q10	What would help with cultural loading you experience as a doctor who is Māori?

Cultural loading that you experience as a doctor who is Māori and member of a whānau, hapū or community

This set of questions asks about your experiences of undertaking roles, tasks, requests and expectations that come your way as a Māori whānau, hapū or community member who is a doctor.

Q11	Can you name some of the roles, tasks, requests and expectations that come your way as a Māori whānau, hapū or community member who is a doctor? <i>This might include things like being asked for medical advice from whānau, or being asked to take on roles at the marae (such as treasurer).</i>

Q12	On average, how many hours per month do you devote to additional roles, tasks, requests and expectations that come your way as a Māori whānau, hapū or community member who is a doctor?	
	Please select <u>one</u> answer	
	0-4 hours	
	5-8 hours	
	9-12 hours	
	12-15 hours	
	More than 15 hours	

Q13	To what extent do you agree with the following statements on how you feel about this load?					
	Please select <u>one</u> answer					
		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
	I am pleased to take on cultural responsibilities to be of use to my whānau, hapū and community					
	It causes me stress to take on additional cultural responsibilities for my whānau, hapū, and community					
	I feel burnt out from taking on cultural responsibilities for my whānau, hapū, and community					

Q14 To what extent do you agree with the following statements about the support you receive for additional responsibilities you carry out as a Māori whānau, hapū or community member who is a doctor?						
Please select <u>one</u> answer						
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
I am acknowledged for the cultural responsibilities I carry out as a Māori whānau, hapū or community member who is a doctor						
I receive financial (or other) compensation for the additional cultural responsibilities I carry out as a Māori whānau, hapū or community member who is a doctor						
I receive good support to carry out cultural responsibilities I carry out as a Māori whānau, hapū or community member who is a doctor						

Q15 Can you provide further detail regarding acknowledgment, compensation or support (or lack thereof) for additional responsibilities as a Māori whānau, hapū or community member who is a doctor?	

Q16	Overall, to what extent does cultural loading related to your role as a whānau, hapū or community member who is a doctor impact on the life of you and your whānau?			
	Please select <u>one</u> answer			
	No impact	Minor impact	Moderate impact	Heavy impact

Q17	Can you tell us more about the impact of the cultural loading you experience as a whānau, hapū or community member who is a doctor?

Q18	What would help with cultural loading related to your whānau, hapū and community roles?

Leadership training

Q19	One of the aims of this research is to develop leadership training for Māori doctors. What areas would you like extra training in?
	Please select <u>all</u> that apply
	Governance
	Management
	Financial skills
	Te Reo Māori me ōna tikanga
	Te Tiriti o Waitangi
	Colonisation
	The health system
	Life coaching and mentoring
	Other, please specify _____

Q20	Do you have any other comments or experiences related to cultural loading (in either your professional or whānau, hapū and community roles) that you would like to share?