

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Title	Maori Clinician
Reports to	Team Leader Rangipapa
Location	Ratonga Rua o Porirua campus
Department	Rangipapa
Salary band (indicative)ⁱ	Allied, Public Health, Scientific & Technical Agreement PSA. Grade 5.2.7, Range Step 3 -7: \$90843-\$110290
Children's Worker roleⁱⁱ	[Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

There are two aspects to this role. The Maori Clinician and the Social Worker. Both aspects report operationally to the Team Leader, and are situated within the Rangipapa environment. The social worker aspect is professionally accountable to the Professional Leader for Social Work (Mental Health). The social worker is expected to work with all whaiora within the Rangipapa environment.

The **Maori Clinician** will be expected to be proficient in or committed to developing, the knowledge base in Tikanga and Te Reo Maori. The Maori Clinician will be a role model and provide sound clinical and cultural considerations in the multidisciplinary team process.

Key Result Area	Expected Outcomes / Performance Indicators
Tangata whaiora / consumer support	- Provides support and appropriate cultural advice to tangata whaiora/consumers / whanau and the clinical team - Communicates effectively with tangata whaiora/consumers, their whānau and clinical members of the team. - Provides written MDT reports in a timely manner.

	• Support the development and maintenance of tangata whaiora / consumers lifestyle and participates and contributes as an integral team member. • Attends clinical /MDT meetings for tangata whaiora / consumers and contributes to treatment plan; • Provides support and assists with recreational, social and vocational activities; • Reports and records observations and information which is relevant to tangata whaiora/consumers/whānau; •
Legal responsibilities	• Works alongside health professional and/or clinicians staff and maintains high quality standard. • Maintains a high quality standard and professional approach to tangata whaiora/ consumer / whānau and clinicians at all times; • Receives regular supervision from Team Leader and/or clinical supervisor; • Complies with Company policies and legislation relevant to the Service; • Keeps appropriate records and provides statistics when required.
Maintain cultural safety and cultural effectiveness	• Involve whānau and community as appropriate in execution of treatment plans; • Ensures communication of plans with the wider MDT and documents accordingly. • Assist clinicians to plan activities with sensitivity to and reflection of tangata whaiora / consumers' cultural values. • Feedback from consumers and whānau. • Demonstrate cultural sensitivity and provide culturally appropriate services through a range of cultural networks and according to team procedures; • Ensure that the principles of Te Tiriti o Waitangi are adhered to in addressing work responsibilities; • Attend training and workshops related to improving services for Maori and Pacific people; • Seek appropriate cultural supervision when necessary to provide a responsive service.
Self-Development	• Seek and receive regular supervision; • Attend briefings and training courses as recommended. • Evidence of receiving supervision; • Evidence of up-skilling of self; • Recognises areas of strength/weakness and demonstrates willingness to develop in these areas.
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Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
• Whanau • Community and Education providers • Other areas of mental health services both MAHIDS and external • Community Social Services and Agencies • NGOs	• Forensic Clinical Director/ DAMHS • Group Manager • Associate Operations Manager • Clinical leaders(Prof Leadr Social Work: professional accountability) Social Worker only • Clinical coordinators • Kaumātua, Kaunihera • Consumer advisors • Tangata whaiora • Multidisciplinary team

About you – to succeed in this role

You will have

Essential:

- Current Clean, full New Zealand Class 1 driver's licence with ability to drive a manual and automatic car;
- Proficiency in Microsoft Office, Word, Outlook, PowerPoint, Internet resources and e-mail;
- Genuine interest in working alongside tāngata whaiora in mental health settings.
- Sound knowledge of tikanga Māori and the ability to apply this in practice.
- Able to work under guidance and within treatment plans and clinical guidelines.
- Strong interpersonal skills with the ability to communicate clearly and effectively in both oral and written forms.
- Adapts well to change and remains effective in a dynamic environment.
- Demonstrates sensitivity to the needs of tāngata whaiora, whānau, staff, and the wider public.
- Maintains confidentiality and upholds professional boundaries.
- Understands the needs and dynamics of clinical environments.
- Committed to a consumer-centred approach in all interactions

Desired:

- [[Previous experience in working alongside mental health consumers and disability consumers in a public sector health setting
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You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.
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Desired:

- [Enthusiastic, energetic, and motivated to contribute meaningfully.
- Possesses basic group facilitation and problem-solving skills.
- Background in caregiving or support roles.
- Experience in mental health or related settings is an advantage

ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

ⁱⁱ The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.