

Position Description

Position	Māori Equity Lead
Team / Service	Te Whatu Ora Mental Health, Addiction and Intellectual disability services (MHAIDS) Young Persons sector
Group	MHAIDS Māori Lead Group
District	Capital, Coast, Hutt Valley & Wairarapa districts
Responsible to	MHAIDS Director Māori in partnership with Operations Manager Young Persons Sector
Children's Act 2014	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
Location	This position is based in Porirua but is expected to work from multiple locations across the district

Te Whatu Ora

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

[TeWhatuOra.govt.nz](https://www.TeWhatuOra.govt.nz)

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*MHAIDS is the mental health, addiction and intellectual disability service
for the Capital, Coast, Hutt Valley and Wairarapa districts*

Te Kāwanatanga o Aotearoa
New Zealand Government

Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- Provide secondary and tertiary, medical, surgical and mental health and intellectual disability services alongside community based health care
- Fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- Deliver health services directly as well as contracting external providers
- Provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people.

MHAIDS is the mental health, addiction and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. The service holds national contracts some of which are delivered in other district locations. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

Te Tiriti o Waitangi and Māori Health Outcomes

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

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|------------------------|--|
| Mana whakahaere | Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources. |
| Mana motuhake | Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori. |
| Mana tāngata | Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness. |
| Mana Māori | Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge). |

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

Hutt Valley

Vision

Whanau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.

Ō mātou uara – Values

Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

Mission

Working together for health and wellbeing.

Capital and Coast

Vision

Keeping our community healthy and well

Value

Manaakitanga – Respect, caring, kindness
Kotahitanga – Connection, unity, equity
Rangatiratanga – Autonomy, integrity, excellence

Mission

Together, Improve the Health and Independence of the People of the District

Wairarapa

Vision

"Well Wairarapa – Better health for all"

Value

Manaakitanga – Respect, caring, kindness
Auaha – Solutions, responsibility, better
Kotahitanga – Connection, unity, equity
Rangatiratanga – Autonomy, integrity, excellence

Mission

To improve, promote, and protect health status of the people of the Wairarapa, and the independent living of those with disabilities, by supporting and encouraging healthy choices.

District Responsibility

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

Service Perspective

The hospital and health services of the Districts provide a range of services, one such group of services includes Mental Health, Addiction and Intellectual Disability (MHAID) Service. The Service has over 1400 employees and annual revenue of \$135m.

MHAIDS spans three districts - Wairarapa, Capital, Coast and Hutt Valley and includes local, regional, and national services. The local MHAID services are provided from multiple sites within the sub-region – greater Wellington, Hutt Valley and Wairarapa. Te Korowai Whāriki services include regional forensic and rehabilitation services covering the Central region while the intellectual disability services extend the length and breadth of the country from six bases located in Whangarei, Auckland, Cambridge, Wellington, Christchurch, and Dunedin.

The core business of the Service is the provision of quality specialist services, integrated with primary and secondary providers in the communities we serve.

The Service is committed to the underlying principles of:

- Te Tiriti o Waitangi as the founding document of Aotearoa/New Zealand
- He Ara Oranga
- Mental Wellbeing Long Term Pathway
- Whakamaua – Māori Health Action Plan 2020-2025
- The New Zealand Disability Strategy: Making a World of Difference – Whakanui Oranga
- Intellectual Disability High and Complex Framework

The Service has access to business support services including People and Culture, and Finance. In addition, management and delivery of clinical services across the Service is underpinned by consultation, advice, and support from a range of cultural, consumer, and family advisors, and business, quality and organisational development personnel.

Purpose of the role

Equity is everyone's responsibility across Te Whatu Ora, MHAIDS.

The Equity Māori Lead role is part of the Māori Leader Group under MHAIDS Director, Māori. The purpose of this role, is to provide stewardship and leadership from Te Aō Māori, at a strategic, operational and systems level. The focus is to reduce inequities for Māori accessing our services by guiding MHAIDS leaders to develop, implement and refine, Tiriti o Waitangi-led and pro-equity approaches that will ensure the provision of quality and safe services and strengthen MHAIDS responsiveness to Māori.

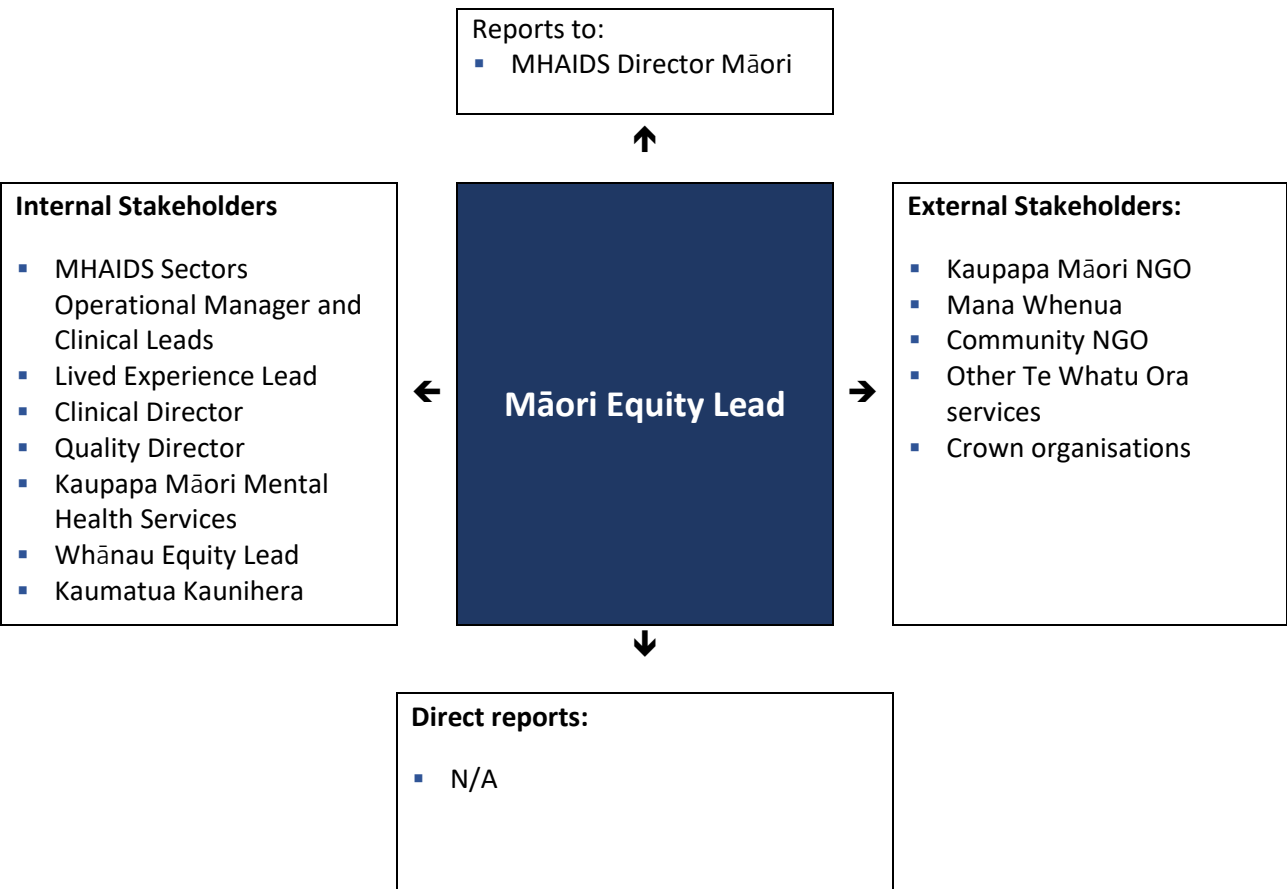
Key Accountabilities

The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables/Outcomes	Key Performance Indications/Measures
1. Strategic and Quality initiatives	<ul style="list-style-type: none">▪ In partnership with the Senior Business Analyst establish and maintain a performance monitoring framework with indicators and measures that can track progress against action plans▪ Focus on system improvements working towards well connected, joined up models of care that are designed to meet the needs of Māori	<ul style="list-style-type: none">▪ Oversees and monitors progress against the deliverables in any equity action plans▪ Participation and contribution to strategic and operational planning processes including the development of work programmes with an equity focus or priority.
2. Tiriti o Waitangi	<ul style="list-style-type: none">▪ Contribute to and support effective clinical frameworks and practices that improve outcomes for Māori.▪ To promote and advocate the growth and development of a Māori workforce within the sector	<ul style="list-style-type: none">▪ Apply the articles of Te Tiriti o Waitangi in everyday practice: Article 1, Kawangatanga – Partnering for mutual benefit Article 2, Tino Rangatiratanga – Māori retain rights to their own treasures, resources, and knowledge Article 3, Oritetanga – Māori are entitled to the same rights and outcomes as that of other citizens; Article 4, Wairuatanga – Spiritual diversity is retained
3. Equity	<ul style="list-style-type: none">▪ Equity is front and centre of all aspects of the plans, initiatives and activities that the team	<ul style="list-style-type: none">▪ Champion and enhance services for Māori by Māori from a Te Aō Māori perspective.

Key accountabilities	Deliverables/Outcomes	Key Performance Indications/Measures
	<p>develops, promotes and implements.</p> <ul style="list-style-type: none"> Measure and monitor best practice and health inequities Identify barriers to high quality, equitable care Identify continuous quality improvement initiatives that focus on achieving health equity, excellent health outcomes, and excellent Tāngata whaiora care 	<ul style="list-style-type: none"> Is committed to achieving equitable health outcomes for Māori. Equity informed decision-making evident in the development of plans, strategies and actions that impact service delivery for Māori Ensuring that actions taken to address inequities are timely, effective, pragmatic and based on robust evidence and change methodologies. Challenges current processes and thinking, leading the development of new thinking that will deliver equitable outcomes with Māori enjoying and achieving health outcomes as Māori.
4. Collaboration and partnership	<ul style="list-style-type: none"> Develop and build strong and effective working relationships with key stakeholders both internally and externally in the mental health sector. 	<ul style="list-style-type: none"> Work closely with MHAIDS staff in the assigned sector and Māori Health Providers, general practices, and community groups to achieve improved outcomes. Work in partnership with Māori stakeholders to achieve equity goals for Māori and ensure Te Tiriti o Waitangi obligations are demonstrated Supports Pacific-led responses Supports disability-focused/tāngata Whaikaha responses.
5. Occupational Health & Safety	<ul style="list-style-type: none"> Complies with responsibilities under the Health & Safety in Employment Act 2015. 	<ul style="list-style-type: none"> Has read and understood the Health & Safety policy and procedures; Actively supports and complies with Health & Safety policy and procedures;

Key Relationships & Authorities



The Mauri o Rongo – The New Zealand Health Charter

Te Mauri o Rongo is currently being finalised – this section provides an overview of anticipated content. In order to guide the culture, values, and behaviour expected of the health sector, Health New Zealand Te Mauri o Rongo provides common values, principles and behaviours through four Pou, to guide health entities and their workers, enabling a cultural transformation of the health sector.

Te Mauri o Rongo fundamentally upholds a key system shift of the New Zealand health reforms to reinforce and embrace Te Tiriti and our obligations to it.

The pou are a platform and a foundation to empower a culture transformation, every person is guided to align themselves to the pou and enact the values and behaviours that the pou represent. Employers and employees are expected to uphold Te Mauri o Rongo in their work and environments as part of our commitment to achieving Pae Ora (healthy futures) for all.

It is fundamental that the four Pou of Te Mauri o Rongo are upheld by the health entities and their workforce.

Competency	Behaviours
Wairuatanga	<ul style="list-style-type: none">The Ability to work with heart <i>“When we come to work, we are able and supported by others to be our whole selves. When we return home we are fulfilled”.</i>
Rangatiratanga	<ul style="list-style-type: none">Ensuring that the health system has leaders at all levels who are here to serve <i>“As organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all”</i>
Whanaungatanga	<ul style="list-style-type: none">We are a team, and together a team of teams <i>“Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. Together we are whānaunga, we are the workforce - kaimahi hauora”</i>
Te Korowai Manaaki	<ul style="list-style-type: none">Seeks to embrace and protect the workforce <i>“The wearer of the cloak has responsibility to act/embody those values and behaviours”</i>

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Holds a full New Zealand driver's license
- Proven ability to build constructive relationship across networks of health communities and providers.
- Demonstrate strong and effective community connections
- Demonstrated evidence of leadership and knowledge of Kaupapa Māori service delivery
- Demonstrated evidence of understanding Tikanga Māori
- Has ability with Te Reo Māori skills or is willing to learn
- Demonstrate awareness of equity challenges as applicable to Tāngata Whenua
- Possess advanced verbal and written communication skills
- Organised way of working that can meet specified timeframes

B. Essential Professional Qualifications / Accreditations / Registrations:

- A tertiary qualification and/or significant work experience in a related field
- Experience in providing equity input and advice at an operational and service delivery level with ability to plan and deliver effective analysis of health inequities.

C. Someone well-suited to the role will place a high value on the following:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful and pragmatic way.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and Māori community.
- Demonstrates a depth of knowledge and commitment to equity in leadership and service delivery, and ensures practices and approaches apply an equity lens resulting in positive outcomes for Māori.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.
- Demonstrates critical consciousness and on-going self-reflection in terms of the impact of your own culture on your professional practise.

Ma tini, ma mano, ka rapa te whai
By joining together we will succeed