

Position Description

Position	Kaiaataki Umanga Tautoko - Hauora Māori Allied Professions Lead – Hauora Māori
Directorate	Allied Professions' Leadership Team
District	Capital, Coast and Hutt Valley
Responsible to	Chief Allied Health Technical and Scientific with dotted reporting line to General Manager Māori Provider Services
Children's Act 2014	This position requires a standard New Zealand Police check before commencing
Location	This position is expected to work across multiple sites in Capital, Coast and Hutt Valley District

Health New Zealand - Te Whatu Ora

The Health System in Aotearoa is in 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

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 and surgical hospital 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. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups.

Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Kenepuru Community Hospital and Kāpiti Health Centre provide secondary and community services based in Porirua and the Kāpiti Coast.

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. 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 and 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.

Te Mauri o Rongo

Te Mauri o Rongo recognises our connection to this work, to each other, to the people we serve and to our whakapapa. It speaks to specific behaviours that we will expect from each other guided by the pou of Te Mauri o Rongo:

Wairuatanga

Working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga

As organisations we support our people to lead. We know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga

We are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. “Whiria te tangāta” – we will weave our people together.

Te Korowai Āhuru

A cloak which seeks to provide safety and comfort to the workforce.

District Responsibility

The district leadership has 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 is 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 Te Whatu Ora – Health NZ policy.

Team/Service Perspective

The purpose of the Chief Allied Health Scientific and Technical (CAHST) role is to provide strategic allied professions leadership across Hospital and Specialist Services. The CAHST is supported by a District Allied Professions’ Leadership Team (APLT). The CAHST is the Professional Head for the Allied Health, Scientific & Technical (AHST) professions, who work across community, outpatient and inpatient services across the Capital Coast and Hutt Valley (CCHV) District. There are over 40 professional groups working in a variety of health and disability services. The AHST kaimahi deliver vital services, treatments and assessments and utilise technology to provide measurement, testing and treatment of patients and their health conditions. This workforce makes up 17% of the District’s workforce.

The District Allied Professions’ Leadership Team work with the wider clinical and operational leadership across the organisation to achieve key organisational priorities and to support the organisation to meet the current and future health needs of our population. The work of the team includes:

- fostering excellence in practice standards and AHST professional conduct
- supporting AHST workforce development including recruitment and retention

- provision of strategic and professional advice
- stakeholder and community engagement
- leading and supporting projects and programmes of work including changes to models of care
- provision of practice development services for allied professions, and
- oversight of AHST profession resources.

Purpose of the role

The Allied Professions Lead – Hauora Māori is a member of the Allied Professions' Leadership Team (APLT). The key purpose of the role is to lead and influence outcomes for whānau Māori through collaboration with Allied Health Scientific and Technical leaders and clinicians in CCHV.

The role is responsible for providing day to day leadership, from an equity and cultural perspective with the view to facilitating a coordinated and collaborative equity focus, across the AHST professions. The focus is to reduce inequities and improve health outcomes for Māori when engaging with our services. This will be achieved by providing leadership and guidance to continuously develop, implement, and refine Tiriti o Waitangi-led and pro-equity approaches, that will ensure the provision of quality and safe services as well as strengthening our responsiveness to Māori.

The role will also support our AHST Workforce programme that focuses on growing our Māori workforce to enable it to be representative of our communities and supporting the development of workplace environments that support the retention of our Māori kaimahi.

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.

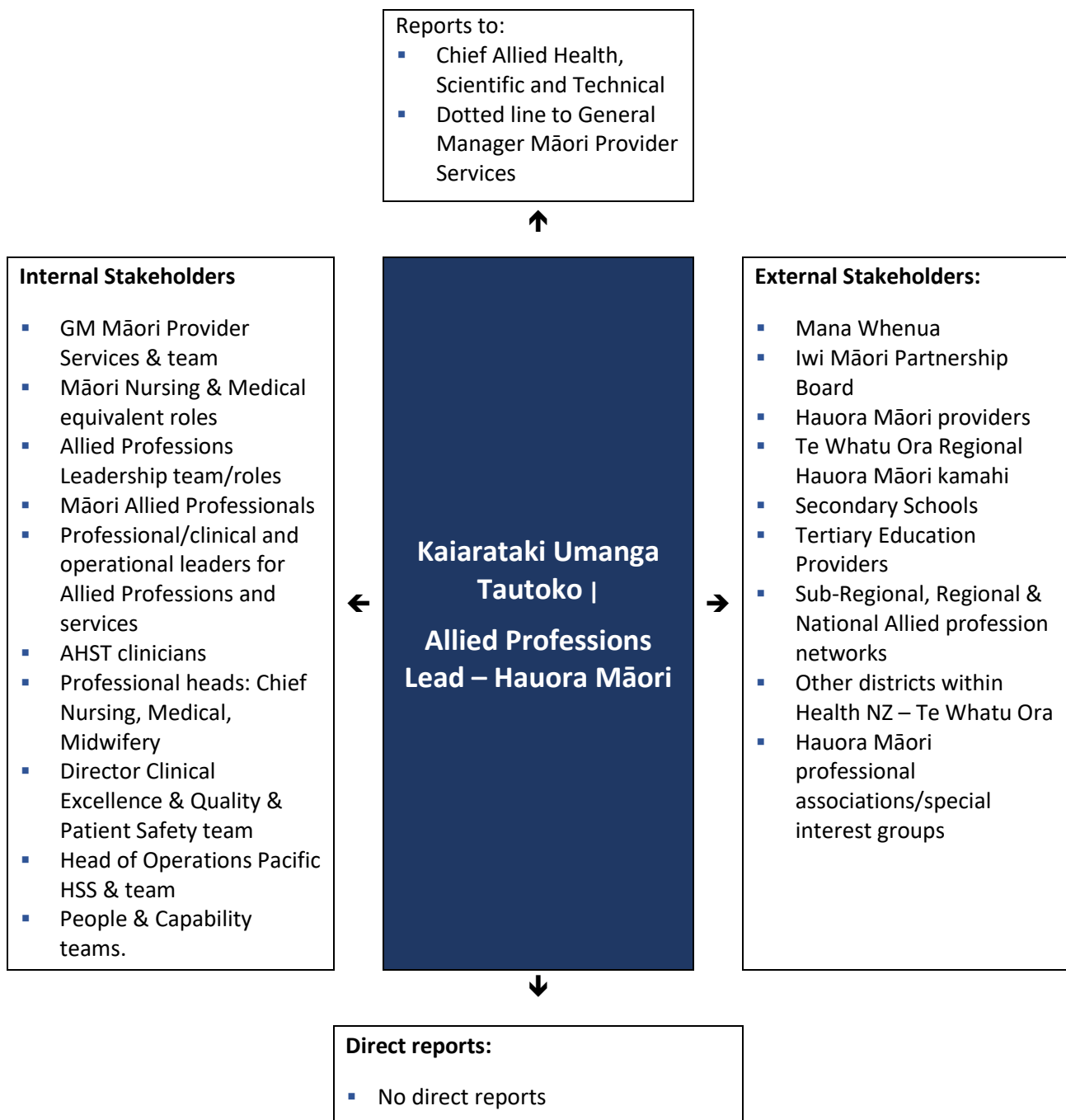
Key accountabilities	Deliverables / Outcomes
1. Te Tiriti o Waitangi	<ul style="list-style-type: none"> ▪ Work in partnership with stakeholders to achieve equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to. ▪ Work in partnership with Mana Whenua to plan approaches that reflect equity for our Māori communities. ▪ Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance. ▪ Cultural competence is grown across the team, supporting inclusion and partnership.
2. Equity	<ul style="list-style-type: none"> ▪ Leads and works with key providers in developing an Allied Professions workforce that is reflective of our communities and specifically grows our Māori workforce. ▪ Works with key partners to develop and demonstrate Māori cultural capability.

	<ul style="list-style-type: none"> ▪ Work to ensure the strategic priorities of Pae Ora Act (2022) are front and centre as the district work towards its commitment to Te Tiriti o Waitangi principles and improvement of outcomes for Māori. ▪ Work strategically and collaboratively with key stakeholder to reduce inequality for Māori ensuring that an equity lens is incorporated in all project work and service provision. ▪ Work in partnership with service providers to support a Te Ao Māori transformational practice change that will produce more equitable outcomes. ▪ In partnership with APLT, work to meet organisational KPIs, Te Whatu Ora, National Allied Profession's Standards and Nga Paerewa Standards and recommendations for Māori. ▪ Provide strategic advice on what is needed to achieve the above for Māori. ▪ Embrace a Te Ao Māori view in the delivery of health care for whānau, hāpu and iwi.
3. Collective leadership accountabilities as part of the Allied Professions Leadership Team (APLT)	<p>The APLT supports the Chief Allied Health Scientific and Technical role through:</p> <ul style="list-style-type: none"> ▪ Contributing to setting the overall strategic direction for the APLT, including identifying high level priorities and developing annual work plans ▪ Providing leadership, vision and a culture of engagement for Allied Professions that supports CCHV district collaboration and integration ▪ Participating fully in the collective responsibility of delivering on the APLT's work plans ▪ Contributing to the identification and prioritisation of investment in capability and capacity that the wider team requires to deliver its work plan ▪ Role modelling Health NZ- Te Whatu Ora values and applying good people management practices that drive high performance and kaimahi engagement ▪ Contributing to the development and implementation of the APLT's on-going approach to change, ensuring all our people understand how they contribute to our success ▪ Promoting and achieving the APLT's cohesion through fostering a culture of continuous improvement, collaboration, innovation and organisational learning, and the promotion and adherence of organisational values ▪ Ensuring that the APLT, through its ways of working, systems, processes and decision making, takes account of, values and respects the diversity of contributions from all components of the workforce ▪ Deputises for the Chief Allied Professions Officer where delegation is given.

4. Service Development	<ul style="list-style-type: none"> • Lead and support the development and implementation of Māori models of health that are responsive to Māori. • Lead and support change within Allied professions to support excellence in practice, values, accountability, professional conduct and improved outcomes for all people with a particular emphasis on services to Māori. • Create hauora environments that promote and embed culturally supportive working environments for Māori AHST kaimahi. <ul style="list-style-type: none"> ▪ In agreement with the CAHST and General Manager Māori Health, develop and lead a work programme focused on growing and retaining our Māori Allied Profession workforce and other key initiatives that support achieving outcomes of Taurite Ora and Te Pae Amorangi ▪ Provide leadership and work with others to initiate, monitor and implement workforce planning for Māori Allied Professions ▪ Provide mentorship and support for Māori Allied Professions kaimahi ▪ Empower and motivate Māori Allied Professions kaimahi to achieve excellence ▪ Provide or identify and facilitate access to expertise and support in Māori health for Allied Professions leaders and clinicians as required ▪ Foster a culture of sharing and collaboration of Māori Allied Profession workforce initiatives across the Capital, Coast & Hutt Valley district and wider regional context.
5. Workforce Development	<ul style="list-style-type: none"> ▪ Encourage and normalise the utilisation of te reo Māori and tikanga within Allied professions. ▪ Lead strategic workforce development planning and activity that develops the capability and clinical excellence for Māori and non-Māori Allied Professions ▪ Ensure cultural support systems are in place, being accessed and are meeting the needs of Māori Allied Professions ▪ Supports Māori Allied Professions kaimahi with accessing developmental opportunities, career progression planning and engaging in leadership opportunities ▪ Provide mentorship and support for Māori Allied Professions kaimahi ▪ Work in partnership with the General Manager for Māori Provider Services to ensure cultural training is in place and being accessed by allied professionals to support culturally competent practice ▪ Work with key partners and managers to ensure workforce planning considers and implements actions that support recruitment and retention strategies for Māori Allied Professions
6. Relationship management	<ul style="list-style-type: none"> ▪ Develops and maintains constructive strategic and tactical relationships and partnerships with a range of groups and individuals across Health NZ - Te Whatu Ora, which supports and enables problem solving and the implementation of effective solutions for Māori

	<ul style="list-style-type: none"> ▪ Develop and maintain effective and constructive relationships with Mana Whenua, Hauora Māori Services and supporting Services and Agencies external to HSS. ▪ Participates and represents the Allied Professions, services and the District at local, regional and national forums, governance committees and service meetings as required.
7. Continuous Quality Improvement	<ul style="list-style-type: none"> ▪ Works with the APLT to implement and monitor the Nga Paerewa standards particular to Māori ▪ Implements, monitors and provides reporting on the Allied Professions Māori workforce, with measurement of progress towards achieving KPIs for a workforce representative of our communities ▪ Work to address and support others to reduce barriers for recruiting Māori into Allied profession roles ▪ Where issues, risks or complaints are raised related to Allied Professions Māori cultural practice, partners with relevant leaders/service to review and support improvement actions.
8. Professional conduct and development	<ul style="list-style-type: none"> ▪ Accepts responsibility for ensuring that own practice and conduct meets the districts policies and procedures, values, service model and relevant legislation. ▪ Maintain the mana of the organisation, service and as an individual. ▪ Communication style demonstrates empathy and respect of others views when working with patients, whānau, others and kaimahi. ▪ Maintains speciality and matauranga Māori educational requirements in order to be the subject matter expert for Allied Professions, external services and for Māori Allied kaimahi/patients/whānau/communities.
9. Workplace Health & Safety	<ul style="list-style-type: none"> ▪ Fosters a safe, healthy and productive workplace for kaimahi, ensuring that managers are aware of their workplace health, safety and wellbeing obligations; health and safety representatives are appointed; and worker engagement and participation processes are implemented ▪ Actively promotes and supports kaimahi to participate in the Health - NZ employee wellbeing programmes ▪ Complies with responsibilities under the Health & Safety at Work Act 2015 by actively supporting and implementing the Capital, Coast & Hutt Valley district workplace health, safety and wellbeing frameworks which incorporate hazard and risk identification and management, education and training, monitoring and reporting.

Key Relationships & Authorities



Delegated authorities

- The position has no financial delegations or direct reports.

Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Te Tiriti o Waitangi	<ul style="list-style-type: none"> Understands Te Tiriti o Waitangi within the context of health service provision Leads others to understand the DHBs' Treaty of Waitangi policy and its application to DHB work and services. Encourages meaningful engagement in decision-making with Tangata Whenua at strategic, operational and service levels. 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.
Managing Vision and Purpose	<ul style="list-style-type: none"> Communicates a compelling and inspired vision or sense of purpose Talks beyond today Talks about possibilities Is Optimistic Creates milestones and symbols to rally support behind the vision Makes the vision sharable by everyone Can inspire and motivate entire units or organisations
Integrity and Trust	<ul style="list-style-type: none"> Is widely trusted Is seen as a direct, truthful individual Can present the unvarnished truth in an appropriate and helpful manner Keeps confidences Admits mistakes Does not misrepresent him/herself for personal gain
Innovation	<ul style="list-style-type: none"> Is good at bringing the creative ideas of others to fruition Has good judgement about which creative ideas and suggestions will work Has a sense about managing the creative processes of others Can facilitate effective brainstorming Can project how potential ideas may play out in practice
Process Management	<ul style="list-style-type: none"> Good at figuring out the processes necessary to get things done Knows how to organize people and activities Understands how to separate and combine tasks into efficient workflow Knows what to measure and how to measure it Can see opportunities for synergy and integration where others can't Can simplify complex processes
Dealing with Ambiguity	<ul style="list-style-type: none"> Can effectively cope with change Can shift gears comfortably Can decide and act without having the total picture Is not upset when things are up in the air Does not have to finish things before moving on Can comfortably handle risk and uncertainty
Motivating Others	<ul style="list-style-type: none"> Is good at establishing clear directions Sets stretching objectives Distributes the workload appropriately Lays out work in a well-planned and organized manner Maintains two-way dialogue with others on work and results Brings out the best in people

Competency	Behaviours
Interpersonal Savvy	<ul style="list-style-type: none"> Relates well to all kinds of people – up, down, and sideways, and inside and outside the organisation Builds appropriate rapport Builds constructive and effective relationships Uses diplomacy and tact Can diffuse even high-tension situations comfortably.

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

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

B. Essential Professional Qualifications / Accreditations / Registrations:

- A tertiary qualification and significant work experience in allied health or 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:

- Demonstrates 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.
- Establishes and maintains 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.
- Demonstrates 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