

Position Description

Position	Pacific Equity and Engagement Lead
Team / Service	Te Whatu Ora Mental Health, Addiction and Intellectual disability services (MHAIDS)
Group	MHAIDS
District	Capital, Coast, Hutt Valley & Wairarapa districts
Responsible to	Principal Advisor Pacific Peoples
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)

HEAD OFFICE - MHAIDS | Level 11, BNZ Tower, 14 Hartham Place,
PO Box 50 233, Porirua 5240 | 04 381 1656

*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.

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 & Engagement Lead will be responsible to the Principal Advisor Pacific Peoples. The purpose of the Equity & Engagement Lead is to provide strategic and operational leadership to advance equity for Pacific Peoples across Mental Health, Addiction, and Intellectual disability services. This role will champion culturally responsive practices, improve access and outcomes, and strengthen the Pacific health workforce by serving as a vital connector between Pacific communities and the health system.

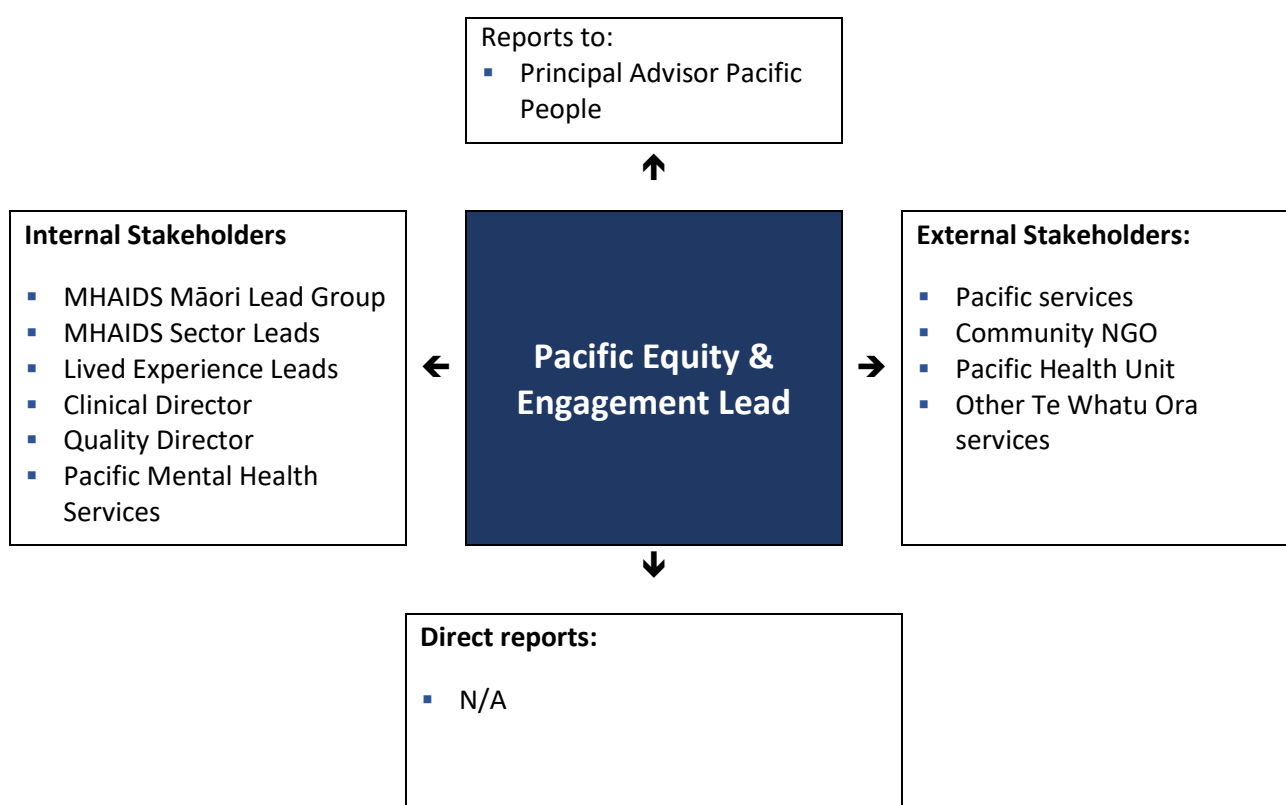
Key Accountabilities

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 Leadership & System Change	<ul style="list-style-type: none">Embed Pacific health equity within service planning, delivery, and evaluationConduct equity audits to identify and address systemic barriers.Collaborate with senior leadership to align services with equity goals and operational priorities.Develop culturally appropriate service frameworks and monitoring mechanisms.	<ul style="list-style-type: none">Oversees and monitors progress against the deliverables in any equity action plansParticipation and contribution to strategic and operational planning processes including the development of work programmes with an equity focus or priority.
2. Pacific Workforce Development	<ul style="list-style-type: none">Lead initiatives to attract, retain, and grow a culturally representative Pacific Workforce.	<ul style="list-style-type: none">Establish mentorship and leadership pathways for Pacific health professionals.Partner with educational providers to develop a pipeline of Pacific professionals in mental health and addiction sectors.
3. Community Engagement & Advocacy	<ul style="list-style-type: none">Act as a trusted liaison with Pacific communities to ensure services reflect cultural values and lived experiences.	<ul style="list-style-type: none">Facilitate engagement through forums, workshops, and consultation processes.Build and maintain strong partnerships with Pacific organisations, leaders, and community groups.

Key accountabilities	Deliverables/Outcomes	Key Performance Indications/Measures
4. Improving Health Outcomes	<ul style="list-style-type: none"> Support development of programs that address mental health and addictions disparities for Pacific peoples. Provide cultural guidance and equity-focused advice to clinical and operational teams. 	<ul style="list-style-type: none"> Monitor, evaluate, and report on progress toward equity goals and population health outcomes.
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



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
- Proven experience in Pacific Health leadership or equity-focused roles
- Strong understanding of Pacific cultures, values and community dynamics
- Demonstrated ability to influence strategy and drive systemic change
- Experience in workforce development and/or community engagement
- 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.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and Pacific 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 Pacific.
- 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