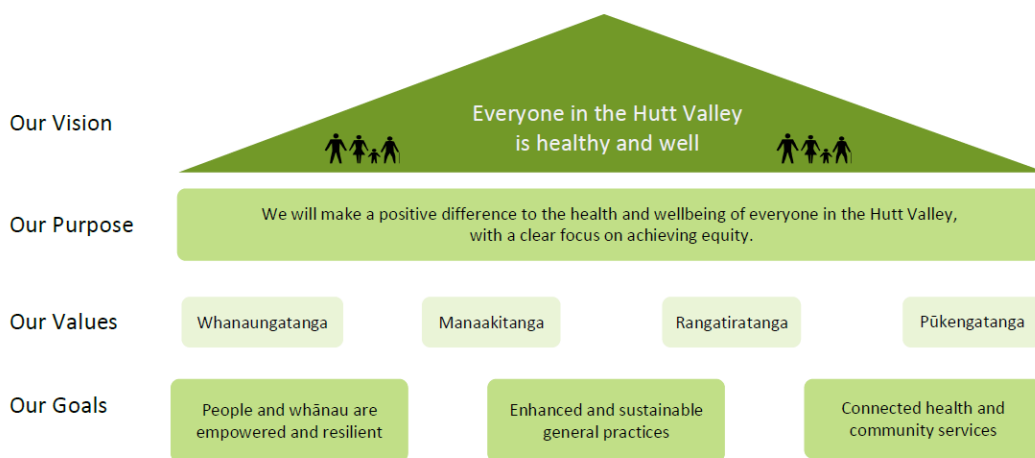


Job Description

Position title:	Kaiwhakarite Māori
Reports to:	Chief Executive
Direct Reports:	Nil
FTE:	0.7 to 1.0 FTE, unless variation agreed by employer and employee
Functional Relationships:	<ul style="list-style-type: none"> - Te Awakairangi Health Network managers and staff - Te Awakairangi Health Network Board and Sub-committees - General Practitioners, Practice Nurses, and other practice staff - Iwi, Māori communities, providers and local Marae within the Hutt Valley - Community health providers, including Pacific providers - Hutt Valley District Health Board, Regional Public Health - Local authorities - Central government agencies - Enrolled and potential patients of Te Awakairangi Health Network and their whanau

Te Awakairangi Health Network

The organisation is located at 330 High Street, Lower Hutt and operates in various other locations around the Hutt Valley.



Treaty of Waitangi: Te Awakairangi Health Network is committed to Māori clients and stakeholders and ensuring service activity, development and implementation is undertaken in accordance with the principles of the Treaty of Waitangi – Tino Rangatiratanga, Equity, Active Protection, Partnership and Options.

Position Summary:

The aim of this role is to improve Te Awakairangi Health Network's approach to optimising health outcomes for Māori and their whānau. The person will:

- be responsible for leading and embedding tikanga and kawa within Te Awakairangi Health Network;
- champion oritētanga with pro-equity design and delivery of plans, programmes and services that improve health outcomes for Māori;
- participate as a member of the Executive team in the development and monitoring of the Māori Health Plan of Te Awakairangi Health Network;
- work with general practice teams to improve their capability in working with their Māori patients, their local marae and Māori community providers;
- facilitate and/or provide Treaty of Waitangi training and bi-cultural wānanga for general practices and Te Awakairangi Health Network staff;
- support Te Awakairangi Health Network to establish, maintain and enhance relationships with Māori communities, mana whenua and local Māori stakeholders.

The person in the role will have access to professional and cultural supervision, as needed.

Key Functions	Expected Outcomes
1. Advice to CE and Executive Management Team	<ul style="list-style-type: none"> • Champions pro-equity design and delivery of programmes and services that improve health outcomes for Māori • Participates in Executive Management meetings to assist Te Awakairangi Health Network to practice in accordance with the five Te Tiriti principles • Contributes to strategic and annual business planning to ensure Te Awakairangi Health Network plans have a clear focus on Māori health improvement and pro-equity approaches • Coordinates and leads regular organisation wide hui to identify, practice and embed cultural responsiveness to tikanga and kawa • Advises the CE and managers on issues relating to tikanga and kawa, as required • Supports Te Awakairangi Health Network to establish and maintain relationships with mana whenua and key Māori stakeholders.
2. Training	<ul style="list-style-type: none"> • Assists managers and team leaders to enhance the skills of Te Awakairangi Health Network staff and contractors to practice in reflective and culturally safe ways, to improve outcomes for Māori • Designs and facilitates a minimum of three Treaty of Waitangi training workshops for general practice and Te Awakairangi Health Network staff per year • Designs and facilitates regular bi-cultural wānanga (training) for general practice and Te Awakairangi Health Network staff • Liaises with relevant staff at Hutt Valley DHB to ensure that primary care workers are able to access DHB-provided training to improve outcomes for Māori • Provides or organises cultural supervision for Te Awakairangi Health Network staff, as needed
3. Communication	<ul style="list-style-type: none"> • Completes all reports and evaluations as requested, ensuring all documentation and reports are completed to a high standard and within the required time frame

	<ul style="list-style-type: none"> • Advises on information provided by Te Awakairangi Health Network to ensure it is available in a culturally appropriate and user friendly manner • Liaises and communicates with other relevant providers, services and agencies to enhance access and responsiveness for people and population groups • Informs the CE of any issue that may impact on current or future service delivery or good standing of Te Awakairangi Health Network.
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Common Organisational Objectives	
4. Acts in accordance with principles of Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Works collaboratively with Iwi partners, Māori and Pacific organisations to ensure services are culturally appropriate. • Creates and sustains an environment that promotes biculturalism and responsiveness to Māori issues • Shows a commitment to: <ul style="list-style-type: none"> ◦ the principles of the Treaty of Waitangi: Tino Rangatiratanga, Equity, Active Protection, Partnership and Options ◦ the vision and strategies of the relevant Māori Health Plan and Pacific Health Plan ◦ appropriate consultation with our priority populations
5. Professional development:	<ul style="list-style-type: none"> • Maintains professional competencies and develops own knowledge by participating in learning opportunities, as appropriate as agreed by line manager • Identifies own learning needs
6. Accountability	<ul style="list-style-type: none"> • Follows established procedures for recording information, regular reporting requirements, and evaluation needs • Demonstrate accountability for own actions • Models teamwork across the Network • Works within scope of the role by understanding limitations • Follows processes to maintain privacy and confidentiality • Participates fully in own performance reporting and evaluation • Requests assistance when required
7. Health and Safety	<ul style="list-style-type: none"> • Ensures the safety of self and others at all times • Reports any health and safety concerns through to the appropriate people • Complies with policies, procedures and safe systems of work
8. Contribute to the wider team and organisation	<ul style="list-style-type: none"> • Participates and works in ways that support the strategic direction and objectives of the organisation • Contributes to the wider team to ensure that projects are managed, delivered on time and within allocated resources • Participates in staff meetings and planning sessions • Provides timely communication of any information that impacts on other teams and staff members

Person Specification

Essential Expertise and Experience

- Fluent in Te Reo Māori through either Te Reo Māori immersion via living experience or education
- Strong understanding of Māori world view and philosophies
- An understanding of Māori models of health
- An understanding of health inequity and a commitment to achieving equity in health
- Experience in facilitating Treaty of Waitangi training
- Experience in upskilling health professionals in reflective practice and culturally safe approaches
- Experience in cultural supervision in workplaces
- Strong written and oral communication skills
- Works to build trusting relationships with colleagues and key stakeholders
- Constructive team member, maintaining a balanced and mana-enhancing team culture
- A current New Zealand driver's license.

Desired attributes and skills:

- Have an understanding of the New Zealand health system, general practice, and primary care in the Hutt Valley
- Experience working in the community and/or with priority populations – Māori, Pasifika and low income communities
- A tertiary qualification in health or social service delivery or training.

Confirmation of Position Description

Full name of employee: _____

Signature: _____ Date: _____

Signed on behalf of Te Awakairangi Health Network:

Signature: _____ Date: _____