

Position Description | Te whakaturanga o mahi

Te Whatu Ora | Health New Zealand

Title	Tumuwhakaruruhau Tikanga Chief of Tikanga			
Reports to	Tumu Whakarae Chief Executive Officer			
Location	Wellington			
Department	Office of the Chief Executive			
Direct Reports	1	Total FTE	1	
Budget Size	Opex	No	Capex	No
Delegated Authority	HR	Yes	Finance	No
Date	November 2022			
Job band (indicative)	tbc			

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

Te Mauri o Rongo – The New Zealand Health Charter (to be confirmed)

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 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.

Wairuatanga	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	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	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	Seeks to embrace and protect the workforce	<i>"The wearer of the cloak has responsibility to act/embody those values and behaviours"</i>

About the role

The primary purpose of the role is to:

Work closely with the executive leadership team to embed and guide cultural competency across Te Whatu Ora and to work with the DCE Mātauranga Māori in Te Aka Whai Ora. The role is responsible for ensuring the knowledge and understanding around the use of tikanga as an integral part of the systems decision-making process. This is a leadership role and we expect the Chief of Tikanga to have strong links to both regional and local Iwi. The role will also take a lead in facilitating internal and/or external events and formal ceremonies and engagement with local regional Iwi/Hapū partnerships. This role will provide leadership for the organization in response to Te Tiriti o Waitangi and will also help to lead out on the delivery of equitable systems.

Key Result Area	Expected Outcomes / Performance Indicators – Position Specific
Mātauranga Māori	<ul style="list-style-type: none"> • Support the Board of Trustees and Executive Leadership Team (ELT) to gain access to, develop and maintain strong strategic relationships with regional Iwi/Hapū and Māori communities • Provides strategic leadership, advice and guidance to ELT and their teams through sound Tikanga Best Practice guideline • Articulates the principles of Te Tiriti O Waitangi and its connection to improving the inequities within Māori Health • Actively promote effective use of Māori models of care and concepts of Tikanga Māori across health and disability services
Continuous development	<ul style="list-style-type: none"> • Guide and embed a culture of continuous development – with particular focus on cultural competency and facilitation, including advice, supervision and pastoral carer. • Work with ELT and their direct reports to ensure service delivery adopts and maintains a Tikanga Māori approach • Ensure appropriate cultural advice and guidance is provided to ELT and their teams • Provides leadership and facilitates engagement of kaumatua for internal and external events and formal ceremonies • Provides leadership to kaumatua, kuia and other experienced staff providing cultural support and advice

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	<ul style="list-style-type: none"> • Guide and facilitate cultural training for ELT and their teams • Utilise local and cultural networks • Provide cultural input to ELT and their teams for interviews and key development
Tikanga Māori	<ul style="list-style-type: none"> • Ensure cultural appropriation is maintained across Te Whatu Ora and work with the DCE, Mātauranga Māori, Te Aka Whai Ora, ensuring Māori whanau receive end-to-end services • Identified and mitigated potential risks relating directly or indirectly to Tikanga Māori • Guide the development and implementation of alternative models of care and protocols, and cultural frameworks • Provide and/or facilitate access to cultural supervision, mentoring and training • Support ELT and their teams to ensure appropriate Tikanga values and principles are used in all services and across different regional Iwi/Hapū • Identify gaps and work with ELT to provide appropriate solutions to improve service provision to Māori communities

Key Result Area	Expected Outcomes / Performance Indicators – All Te Whatu Ora Leaders
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership
Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes • Demonstrates awareness of colonisation and power relationships • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery • Willingness to personally take a stand for equity • Supports Māori-led and Pacific-led responses
Culture and People Leadership	<ul style="list-style-type: none"> • Lead, nurture and develop our team to make them feel valued • Prioritise developing individuals and the team so Te Whatu Ora has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others • Provides leadership that shows commitment, urgency and is visibly open, clear and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally • Implement and maintain People & Culture strategies and processes that support provide an environment where employee experience, development and performance management drive achievement of the organisation's strategic and business goals • Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo (the Health Charter, once developed), ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened

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Innovation & Improvement	<ul style="list-style-type: none"> • Be open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table • Model an agile approach –tries new approaches, learns quickly, adapts fast • Develops and maintains appropriate external networks to support current knowledge of leading practices
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same • Work with peers in Te Aka Whai Ora Māori Health Authority and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services
Health & safety	<ul style="list-style-type: none"> • Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives • Taking 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 • Lead, champion, and promote continual improvement in health and wellbeing to create a healthy and safe culture
Compliance and Risk	<ul style="list-style-type: none"> • 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 the Tumu Whakarae | Chief Executive Officer

- Identified or emerging risks that may impact on Iwi relationships/partnerships

Relationships

External	Internal
<ul style="list-style-type: none"> • Te Whatu Ora Districts • Other Government agencies • Regional Iwi and Hapū Māori 	<ul style="list-style-type: none"> • Board of Trustees • Executive Leadership Teams • All kaimahi, including People Leaders • Contractors

About you – to succeed in this role

You will have

Essential:

- A relevant graduate and post-graduate qualification
- Experience in implementing Te Tiriti o Waitangi in action
- Fluent in Te Reo me ona Tikanga Māori
- Comprehensive knowledge of kawa / tikanga
- Relevant tertiary qualification e.g. Social Science / Education
- Proven leadership capability
- Ability to network and build positive effective working relationships

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- Understanding of Māori health and social issues, nationally
- Sound knowledge and experience of Government and NGO environments
- Experience in cultural assessments and supervision
- Strong understanding of Māori models of care, including their application
- Adopts a whānau ora focused approach
- Proficient budget and resource management, including the ability to prioritise resourcing, including computer literacy
- Ability to collaborate respectfully with others
- Responsive to service needs

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance
- Able to maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities
- Demonstrate a strong drive to deliver and take personal responsibility
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity

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.

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