

## Te Whakatūranga ō Mahi | Position Description

### Kaikōkiri - Champion of Wellness

Title	Kaikōkiri – Tamariki Ora Nurse		
Reports to	Kaitātaki Ngakau Kaiaarataki – Team Lead (Tamariki Ora)		
Team	Tamariki Ora Team		
Direct Reports	NIL	Total FTE	0.8

## Ko wai mātou | Our organisation

The kaupapa for Whaiora was first considered in 1996 at a hui at Papawai Marae, Greytown. Ngāti Moe hapu, led by Dr Janice Wenn and Kim Workman, structured a proposal for a 'by Māori for Māori' community-based health service for the Wairarapa. Initially Whaiora Whanui was developed under the umbrella of the Ngāti Kahungunu Māori Executive, Taiwhenua (NKMET). With the mandate from Wairarapa hapū, Whaiora Whanui became an autonomous entity and was established as a Charitable Trust on 13 December 2000.

Whaiora provides a range of community health and social services to the Wairarapa community, our boundaries are Pukaha Mt Bruce to Remutaka Summit – we also work with whānau in Eketahuna.

Our services also include a Very Low Cost Access Medical Centre for Masterton residents.

### VISION

Wairarapa He Waioa / Wairarapa A Place of Wellness

### MISSION

He rarapa I nga ahuatanga e u ai te ha o te ora / To pursue and participate in ways of bringing about wellness

## Tēnei tūranga | About the role

The Tamariki Ora Nurse provides a high standard of case management and delivers comprehensive nursing services that meets Tamariki Ora Service framework.

The Tamariki Ora Nurse will deliver community-based clinics and use a holistic, multi-disciplinary Whānau Centric model of care. This role will provide comprehensive, culturally sensitive, and appropriate nursing services that meet individual needs while meeting tamariki ora service specifications.

## Essential Functions

Providing Nursing duties that align with relevant codes of ethics, procedures, local guidance and referral criteria regarding the protection of children and vulnerable adults, under the Act including Whaiora's policies.

Raising issues affecting client care, or maintenance of standards in a way that facilitates the best outcome for clients and whānau.

Maintain a positive and caring environment for clients and whānau, appropriate to individual need. Utilise effective communication with individuals and whānau demonstrating cultural awareness and sensitivity that facilitates the best outcome for individuals and whānau.

Tamariki Ora Programme	<p>The Tamariki Ora/Well Child (WCTO) Service assists whānau to improve and protect the health of their tamariki. The service provides three parallel streams delivered as an integrated package of care for each tamaiti and their whānau.</p> <p>The three streams are:</p> <ol style="list-style-type: none"> <li>1. Health &amp; Development Clinical Assessment: the universal health and development assessments that relate specifically to the tamaiti and that are undertaken at every Core Contact to identify health, disability and/or development needs.</li> <li>2. Whānau Care and Support: the assessments, interventions and referrals to services that relate to the context in which the tamaiti lives. These are offered and documented in response to the specific clinical assessments and care plan agreed with the whānau.</li> <li>3. Health Education: the range of health education activities that should be delivered appropriate to the core contact age bands. Health education will be undertaken in response to professional judgement and the needs assessment and care plan that is reviewed with the whānau</li> </ol>
Service Components	<p>Services are provided as Core Contacts or Additional Contacts. Service components are:</p> <ul style="list-style-type: none"> <li>• Core Contacts: 7 core contacts are provided by WCTO providers from the time of handover from the LMC at around the four to six weeks up to three years of age.</li> <li>• Needs Assessments: a needs assessment is undertaken at the first Core Contact and will determine the level of need and</li> </ul>

	<p>develop a care plan which may include additional contacts. Additional contacts will be provided where there is an assessment need for additional visits or support so that health outcomes are improved.</p> <ul style="list-style-type: none"> <li>• Additional Contacts: are provided to tamariki and their whānau where there is an assessed need for intensive additional support where this need can be met by the service.</li> <li>• Provide culturally competent services to all tamariki and their whānau.</li> <li>• Provide services in a way that recognises the needs of identified priority groups, including Māori, Pacific people, tamariki from whānau with multiple social and economic disadvantage and tamariki with high health and disability support needs.</li> </ul>
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Key Result Area	Expected Outcomes / Performance Indicators (All Whaiora Kaimahi)
An Accountable System	<ul style="list-style-type: none"> <li>• Champion connections with whānau, hapū and iwi Māori to promote whānau voice and improve whānau service experiences and outcomes</li> <li>• Promote development of a culturally safe workforce supporting others to better understand their own cultural perspectives to advance the work of the organisation across a range of social contexts</li> <li>• Demonstrate life-long learning in cultural safety, holding themselves accountable for providing culturally safe leadership, service design and delivery</li> <li>• Ensure the unique needs of priority populations including tāngata whaikaha are understood and kept at the forefront of service delivery</li> </ul>
Collective Impact	<ul style="list-style-type: none"> <li>• Support the pursuit of Māori health gain and achieving equitable health outcomes for Māori including tāngata whaikaha through the application of hauora models</li> <li>• Support the dismantling of policies, procedures and practices that cause inequity</li> </ul>
Health and Safety	<ul style="list-style-type: none"> <li>• Take responsibility for meeting Whaiora obligations under the Health and Safety at Work Act 2015 by:</li> <li>• Observing Whaiora H and S procedures</li> <li>• Participating in health and safety initiatives and training</li> <li>• Providing suggestions for improvement of health and safety</li> <li>• Reporting all accidents/incidents, near misses and symptoms of discomfort</li> <li>• Identifying and reporting workplace hazards</li> </ul>

Indigenous Health System	<ul style="list-style-type: none"> <li>• Influence the application of mātauranga Māori, te reo and tikanga Māori in compelling and constructive ways of aligned with organisational vision</li> <li>• Promote wairuatanga as determinant of your own wellbeing and that of your team</li> <li>• Knowledge and application of kaupapa Māori methodologies and frameworks as it pertains to the role</li> </ul>
Risk Management	<ul style="list-style-type: none"> <li>• Identify any people related, reputational and/or organisational risks and take action to minimise their impact</li> <li>• Effectively manage and escalate risks with proposed appropriate mitigation where necessary</li> </ul>
Sustainable and Equitable Resourcing	<ul style="list-style-type: none"> <li>• Support the secure use of digital tools that foster organisational effectiveness</li> <li>• Maintain positive working relationships with colleagues within public and private sectors, related industry and community interest groups and the wider local, regional, national communities as required for the role</li> </ul>
Te Tiriti o Waitangi	<ul style="list-style-type: none"> <li>• Demonstrates an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way</li> <li>• Provide leadership to colleagues, supporting them to understand the organisation's Te Tiriti stance, and its application to their work in the workplace</li> </ul>

## Whānaungatanga | Relationships

Internal	External
<ul style="list-style-type: none"> <li>• Kaitātaki Ngakau</li> <li>• All Whaiora staff</li> </ul>	<ul style="list-style-type: none"> <li>• Whānau / Hapū / Iwi / Marae</li> <li>• Medical Centres</li> <li>• Public health</li> <li>• Te Whatu Ora</li> <li>• Community and secondary services providers</li> </ul>

## Ngā Āhuatanga | About you

You will have	<p>Essential</p> <ul style="list-style-type: none"> <li>• Current Annual Practicing Certificate.</li> <li>• A Registered Nurse who have completed (or in the process of completing or prepared to complete) the WCTO strand of the Postgraduate Certificate in Primary Health Care Specialty.</li> <li>• Proven experience in identifying needs and developing plans based on identified needs</li> </ul>
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	<ul style="list-style-type: none"> <li>• Current CPR and / or Advanced Life Support Certification.</li> <li>• An understanding of the principles of Te Tititi o Waitangi and the ability to put them into practice when caring for clients</li> <li>• Competence using Microsoft Word and Excel</li> <li>• IT and computer literacy.</li> <li>• Smoke free / Vape free</li> <li>• Full, clean NZ Drivers Licence</li> <li>• Committed to ongoing training</li> </ul> <p>Desirable</p> <ul style="list-style-type: none"> <li>• Experience in Primary healthcare</li> <li>• Knowledge of the local community and other organisations in the community working in the area of Well Child Tamariki Ora</li> <li>• Patient Management System experience.</li> <li>• Competent user of MedTech 32/MedTech Evolution</li> <li>• Knowledge of Māori health models.</li> </ul>
You will be able to	<p>Experience</p> <ul style="list-style-type: none"> <li>• Experience or is able to demonstrate an understanding of community networks with respect to Well Child Tamariki Ora and their family/whānau in Taranaki</li> <li>• Knowledge of applicable regulations governing clinical practice/legislative compliance</li> <li>• Previous experience working in a large and diverse organisation</li> </ul> <p>Skills</p> <ul style="list-style-type: none"> <li>• Proven ability to work in a fast paced always changing environment</li> <li>• Excellent verbal, written and interpersonal communication skills</li> <li>• High level of integrity and professionalism</li> <li>• Ability to maintain confidentiality and discretion</li> <li>• Strong organisational ability to optimise and prioritise</li> <li>• Excellent oral and written communication skills with the ability to plan, implement and follow projects through to completion</li> <li>• Good analytical skills and attention to detail</li> <li>• Excellent self-management skills, including working effectively without direct supervision, managing and organising fluctuating workloads.</li> <li>• Time management skills necessary to prioritise effectively and maintain client safety</li> <li>• A team player and considers the views of others</li> </ul>

Other Duties	As this is not an exhaustive list of duties, the Nurse Team Lead may be required to follow other lawful and reasonable requests and instructions.
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APPROVED Job Description	
Whaiora authorised signature:	Staff Member's signature:
Name:	Name:
Position:	Position:
Date:	Date: