

STATEMENT OF ACCOUNTABILITY

Hauora Māori Kaimahi / Māori Health Worker

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| TEAM | Older Persons Health & Rehabilitation – Ranga Hauora |
| ROLE TITLE | Hauora Māori Kaimahi/ Māori Health worker (experienced) |
| REPORTS TO | Kaiwhakahaere – Ranga Hauora |

OUR CULTURE

At our DHB, we are committed to honouring Te Tiriti o Waitangi and its principles by ensuring our partnership with Māori are at the forefront of all our conversations. We are also committed to putting people at the heart of all we do, so that we are all supported to deliver world class healthcare to our communities. This means we all behave with honesty, integrity and courage; doing the right thing by each other and our communities. We demonstrate care and concern for our own and others wellbeing. We believe that diversity and inclusion is critical to ensure we deliver the best care for our diverse communities. Therefore, we always respect and value everyone's differences. When making decisions we consider and seek a diverse range of viewpoints especially those from minority groups.

OUR TEAM ACCOUNTABILITY

As a member of **Ranga Hauora**, this role has shared accountability for:

- Assisting in developing an environment of opportunity and choice for tūtoro and whānau consistent with Te Tiriti o Waitangi
- Guidance, support and facilitation to Māori patients to deliver a quality bi-cultural service
- Record patient interactions in clinical records to agreed standards to aid treatment planning
- Provide Health information / education to Māori patients and whānau to enhance recovery and support positive changes in behaviours.
- Build and maintain collaborative relationship of Māori patient and whānau
- Working alongside and with the Older Persons Health and Rehabilitation team service to provide quality outcomes for patients.

MY ROLE RESPONSIBILITY

The Hauora Māori Kaimahi/ Māori Health Worker is responsible for providing a safe and culturally appropriate support to tāngata whaiora and whānau.

Specifically, the role is responsible for:

- Awhina and manaaki our tangata whaiora and whānau receiving care from services within the OPH&R division.
- Providing cultural support and assist the care teams to co-ordinate visits to kōrero, manaaki and tautoko all Māori inpatients.
- Demonstrating an advanced knowledge of Te Ao Māori (Te Reo Māori me ōna Tikanga Māori) and ability to apply these values when connecting with tangata whaiora and whānau.
- Work in co-operation with OPH&R staff to guide them with your cultural knowledge and experience to ensure Māori tangata whaiora receive culturally responsive support throughout their care journey
- Connect and engage with tangata whaiora to understand their cultural requirements through assessments

- Ensure all Māori tāngata whaiora are made aware of their rights and their choices and are empowered through their relationships with the service
- Empower whanau so that they are respected in their journey to wellness through mana enhancing practices
- Management of patient case load primarily focusing on the provision of basic and specialised advice or information in relation to the care or education of tāngata whaiora directly or through other staff members
- Effectively planning and managing your own time while working with other internal and external tāngata (stakeholders) and supporting formal and informal programmes of education or training.
- Be involved in service development by commenting, proposing changes within the section, department, service, directorate or the whole organisation, including support to staff to participate in and contribute to quality improvement activities.
- Providing clinical, professional and/or cultural leadership and/or supervision of staff and students across teams, departments or service area including new Hauora Māori Kaimahi.
- Following national, regional or organisational policies, legislation and initiatives, and take appropriate actions as well as facilitate your colleagues understanding and integration to these.
- Supporting projects and project related work, participation in steering groups and consultation processes.
- Contributing to the development, review and promotion of care pathways for people requiring restorative care/reablement/rehabilitation through a range of interventions.
- Performing other duties considered to be within the scope of this role as agreed by you and your manager.

MY CAPABILITY

To be effective and succeed in this role it is expected the person will have proven capabilities against the Leads Self leadership focus:

A person with this leadership focus will not hold formal leadership accountabilities but are responsible for displaying leadership character and driving service delivery within their role and team.

- **Cultural Awareness** – Understands the needs of Māori and adjusts approach to ensure equitable outcomes.
- **Self-Aware** - Understands their impact on others and strengthen personal capability over time.
- **Engaging others** - Connect with people; to build trust and become a leader that people want to work with and for.
- **Resilient and Adaptive** - Show composure, resolve, and a sense of perspective when the going gets tough. Helps others maintain optimism and focus.
- **Honest and Courageous** - Delivers clear messages and makes decisions in a timely manner; to advance the longer-term best interests of the people we care for.
- **Achieving Goals** - Demonstrate drive, optimism, and focus; to make things happen and achieve outcomes.
- **Managing Work Priorities** - Plan, prioritise, and organise work; to deliver on short, medium and long-term objectives across the breadth of their role.
- **Curious** - Seeks and integrates ideas, information, and different perspectives.

MY RELATIONSHIPS TO NURTURE

Internal

- Hauora Māori workers
- Service, Clinical and Case Managers and Leaders
- Executive Director of Allied Health, Scientific and Technical (EDAHS), DAHs and Associate DAHSTs

External

- Tāngata whaiora and their whānau
- Other professional colleagues across the Canterbury region
- Relevant training institutions
- Support Groups

- Māori Health Leadership
- New entry, Professional, Advanced, and Consultant Professionals
- Allied Health Educators, Coordinators and Professional Leaders
- Nursing and Medical professionals and leaders
- Union Delegates
- Professional Associations and Regulatory Authorities
- Consumer Groups, family-whānau groups
- Other stakeholders e.g. NGOs, govt departments and agencies
- Mana whenua ki Waitaha
- Ngai Tahu
- Union Partners
- Māori Health Authority

OUR WELLBEING, HEALTH AND SAFETY

At our DHB, we're committed to promoting a culture where our people's wellbeing, health and safety is at the core of everything we do. We're committed to a healthy and safe working environment to enable everyone to return home safe and well every day. We're driving for a positive, inclusive, engaging culture where our people feel safe and engaged in their work.

We know that it's really important to look after yourself, in order to provide the best possible care to our community. We are all responsible for the health and safety of ourselves and each other. We need to work together to ensure wellbeing, health and safety risks do not put our people at risk of harm.