

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Team Leader (Department & Theatres)			
Reports to	Environmental Services Manager			
Location	Christchurch Health Campus			
Department	Environmental Services			
Direct Reports	Approx. 60		Total FTE	47.3 FTE
Budget Size	Opex	\$0	Capex	\$0
Delegated Authority	HR	Yes	Finance	\$2000
Date	29 September 2025			
Job band	E tu Service & Food Workers - Team Leader			

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

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – 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.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to lead and manage the Christchurch Health Campus Environmental Services evening and night shift teams, ensuring the team is enabled to deliver agreed services to a high quality, on time and with customer focus.

Key Result Area	Expected Outcomes / Performance Indicators
Team Management	• Provides direct line management for Supervisors and team members, supporting them to perform successfully as individuals and as a team. • Develops and publishes working rosters and captures staff attendance to ensure team members are paid correctly. • Manages team leave plans to ensure team members have opportunity for rest to enhance wellbeing in balance with service delivery needs. • Undertakes recruitment and selection processes to ensure that staffing levels enable quality service delivery. • Addresses performance and conduct issues, including absence management, with HR support and escalation to management where appropriate.
Cleaning Services	• Trains and directs the cleaning team to deliver to organisational cleaning standards ensuring that all areas of the Christchurch Health Campus sites are maintained to the expected standard. • Audits team services to ensure that standards are being maintained, collaborates with the Infection Prevention & Control team to regularly review and adjust cleaning requirements.

	• Actively manages the ordering, tracking and maintenance of cleaning equipment as required by the site. • Actively manages the ordering of cleaning chemicals and ensures hazardous substances protocols are adhered to. • Engages with leaders in Facilities or hospital areas to ensure requisitions are suitably planned
Customer Services	• Supports critical services and hospital flow by ensuring that areas are cleaned and ready for incoming patients within agreed service level timeframes. • Considers concerns raised by patients, their whanau, or staff, investigate and respond, or escalate to management if appropriate. • Takes every opportunity possible to introduce themselves and engage with patients, gauging their satisfaction with the service provided and using the feedback received to recommend service improvements.
Te Tiriti o Waitangi	• 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	• Commits to helping all people achieve equitable health outcomes. • Demonstrates self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Culture and People Leadership	• Leads, nurtures and develops our team to make them feel valued. • Prioritises developing individuals and the team so Health New Zealand 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. • Implements and maintains People & Communications strategies and processes that support provide an environment where employee experience, development, and performance management drive achievement of the Business Unit goals • Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained and strengthened.
Innovation & Improvement	• Is open to new ideas and creates a culture where individuals at all levels bring their ideas on how to 'do it better' to the table. • Models 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	- Models good team player behaviour and works collaboratively. - Works with peers in Hauora Māori Service 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	- Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. - Takes 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. - Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	- 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 and operational delegations of their role.

Matters which must be referred to the Environmental Services Manager

- Authorisation for expenditure
- Decisions to terminate employment
- Decisions which will have a significant impact on the patient experience
- Incident investigation where team member or patient risk is present

Relationships

External	Internal
• Union Representatives • Patients, their whānau and advocates • ITO providers	• Commercial Support Services leadership and staff • Ward/Department and Clinical leadership • Health & Safety • People & Communications • Infection, Prevention & Control

About you – to succeed in this role

You will have

Essential:

- Minimum of 2 years' experience leading teams
- Experience in implementing Te Tiriti o Waitangi in action.
- Experience training individuals and groups
- Competence using the MS Office Suite and a variety of software applications

Desired:

- A relevant tertiary qualification such as a Level 5 Diploma in Management
- Experience in the healthcare or aged care sectors
- A working knowledge of healthcare cleaning standards, equipment and chemicals

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.
- 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.

Desired:

- Communicate clearly verbally and in writing with a range of audiences, including those with low literacy or English as a second language.

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.