

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

Title	Legislation & Compliance Officer Payroll West Coast		
Reports to	Payroll Manager West Coast		
Location	West Coast - Greymouth		
Department	Payroll		
Direct Reports	0	Total FTE	1.0
Budget Size	Opex	Capex	
Delegated Authority	HR	Finance	
Date	21/5/26		
Salary band (indicative)*	PSA National Health Administration Workers Collective Agreement – PSAD6 \$80,186 - \$91,281		

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

As a member of the West Coast Payroll Team, the Legislation & Compliance Officer plays an important role in supporting accurate, compliant and people-focused payroll services across Health New Zealand Waitaha and Te Tai o Poutini.

This position is responsible for delivering high-quality payroll processing, legislative compliance and customer support while contributing to continuous improvement initiatives across the wider People and Capability function. Working as part of the senior payroll team, you will be expected to work autonomously, provide technical expertise and support colleagues to ensure payroll services are delivered efficiently, accurately and in line with legislation and employment agreements.

This is a varied and rewarding role requiring excellent attention to detail, strong problem-solving ability and a commitment to delivering outstanding customer service.

Key Result Area	Expected Outcomes / Performance Indicators
Payroll Processing & Compliance	<ul style="list-style-type: none"> • Interpret and process bulk timesheets, exception sheets, leave forms and payroll documentation in accordance with employment agreements and the Holidays Act • Calculate payroll entitlements accurately and efficiently • Run fortnightly payroll processing on a rotating basis • Load payroll data into payroll systems and ensure accuracy of information • Maintain tax, deduction and KiwiSaver information • Complete IR filing and payroll audit requirements • Calculate and check final pays, back pays, overpayments, parental leave payments and leave cash-ups in accordance with legislation and collective agreements • Investigate and resolve payroll discrepancies and payment issues
Legislation & Technical Support	<ul style="list-style-type: none"> • Provide accurate and timely information to ACC and external agencies • Maintain strong understanding of payroll legislation, including the Holidays Act and ACC legislation • Ensure payroll practices comply with organisational policies, procedures and employment agreements • Support continuous improvement initiatives and contribute to maintaining process consistency across teams
Team Support & Customer Service	<ul style="list-style-type: none"> • Coordinate, train and support payroll team members • Respond to employee payroll queries with professionalism, confidentiality and empathy • Build positive working relationships with internal and external stakeholders • Work collaboratively with HRSS and wider People and Capability teams to support timely payroll processing • Complete accurate data entry within required deadlines
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. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.

<p>LEADERSHIP ROLES ONLY - Culture and People Leadership</p>	<ul style="list-style-type: none"> • 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 whilst building mutually beneficial partnerships with various stakeholders both internally and externally. • Implements and maintains 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, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened.
<p>Innovation & Improvement</p>	<ul style="list-style-type: none"> • Is 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. • Models an agile approach – tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
<p>Collaboration and Relationship Management</p>	<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. • 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.
<p>Health & safety</p>	<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. • 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.
<p>Compliance and Risk</p>	<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.

Relationships

External	Internal
<ul style="list-style-type: none"> • General Public • WellNZ • ACC • 	<ul style="list-style-type: none"> • HR Shared Services Colleagues • HR Business Partners and HR Advisors •

About you – to succeed in this role

You will be a detail-focused payroll professional with strong organisational skills and the ability to manage competing priorities in a busy environment.

You will have

Essential:

- Fast and accurate data entry skills
- Strong attention to detail and accuracy
- Experience using Microsoft Office suite, particularly Word and Excel
- Experience or knowledge of payroll processing
- Customer service experience
- Understanding of ACC payment legislation
- Understanding of the Holidays Act
- Ability to maintain strict confidentiality
- Ability to remain calm and professional under pressure
- Strong communication and interpersonal skills

Desired:

- Experience in implementing Te Tiriti o Waitangi in action.
- Experience within the health sector or related field
- Strong organisational, time management and planning skills
- Problem-solving ability and initiative
- Willingness and ability to self-learn
- Ability to focus on detailed tasks for extended periods
- Strong commitment to timeliness and accuracy

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.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- 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.

**The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*