



TE PARE Ō TOI

Nēhi Kaupapa Māori

Kaupapa Māori Registered Nurse - Mental Health and Addiction Services (MH&AS)
Te Whare Maiangiangi

Position Description

Position Title	Nēhi Kaupapa Māori Hauora ā Hinengaro
Service Group	TE PARE Ō TOI
Team	Mental Health and Addiction Services (MH&AS)
Reports To	Toitiaki ki Tauranga Moana
Operational Reports	Clinical Nurse Manager MH&AS Inpatient Unit
Direct Reports	Nil
Authority Level	As per DHB Delegations
Issue Date	April 2021
Approved By	Pou Haumanu – Te Pare Ō Toi

The Bay of Plenty District Health Board

The District Health Board's fundamental purpose is to work within the resources allocated to it, to improve, promote and protect the health of the whole population within its district, and to promote the independence of people with disabilities.

Vision:	Healthy, thriving communities.
Mission:	Enabling communities to achieve
Our Values:	Compassion, All-one-team, Responsive, Excellence



Te Toi Ahorangi Strategy

Our Strategic Vision is Toi Ora, flourishing descendants of Toi, an eponymous ancestor in Te Moana ā Toi. Our strategy is a local expression of the aspirations of He Korowai Oranga and Whakamaua.

Our Mission is Toi Tū – an authentic tāngata whenua approach based on Nga Pou Ora:

- Toi Tū te Kupu (upholding the word)
- Toi Tū te Mana (upholding the power)
- Toi Tū te Ora (upholding the vision)

Ko te waka hourua te waka o te rautaki Te Toi Ahorangi. Ko te Waka ō Toi tēnā. He whakaahua taua waka o te hononga a te Kawanatanga ki ngā iwi o te motu ki raro i te mana o te Tiriti o Waitangi. Nā te hononga nā, ka ea ngā whaingā a Hauora o ngā iwi, o te Kawanatanga hoki. Ka rere whakamua te waka eke noa, hei whakaora ngā mamae i pēhi atu ki ngā iwi Māori. Ka waihotia ngā tūkino, ka eke ki angitū, kātahi ka tū rangatira ai ngā whakatipuranga o anamata.

The Bay of Plenty District Health Board (BOPDHB) is committed to Te Tiriti o Waitangi and seeks to uphold the articles and the rights of Tangata Whenua in accordance with the United Nations Declaration on the Rights of Indigenous Peoples. We seek meaningful engagement in decision-making with tāngata whenua at strategic, operational, and service level.

This commitment is delivered through:

- Active pursuit of the Ngā Toi Au Rangi to implement Te Toi Ahorangi 2030 to transform the system.
- Prioritise people and whanau utilising a Toi Ora wellness approach to improve and address systemic issues.
- Partnering with Iwi and Māori to achieve their aspiration for health and wellbeing.
- Ensuring He Pou Oranga practice in all services of the BOPDHB; and
- Commitment to eliminating inequities in health between Māori and non-Māori.

The eight (8) Au Rangi of Te Toi Ahorangi are:

- Uphold Te Tiriti o Waitangi & our indigenous rights; and
- Be a Toi Ora change leader; and
- Illuminate & advance Toi Ora system performance; and
- Elevate Wai Ora approaches & reduce acute demand; and whakamana whānau with solutions embedded in aroha; and
- Support iwi led development; and
- Develop our Toi Ora leaders, workforce & providers; and
- Invest in Toi Ora innovation.

All staff have a part to play in this commitment

Primary Purpose

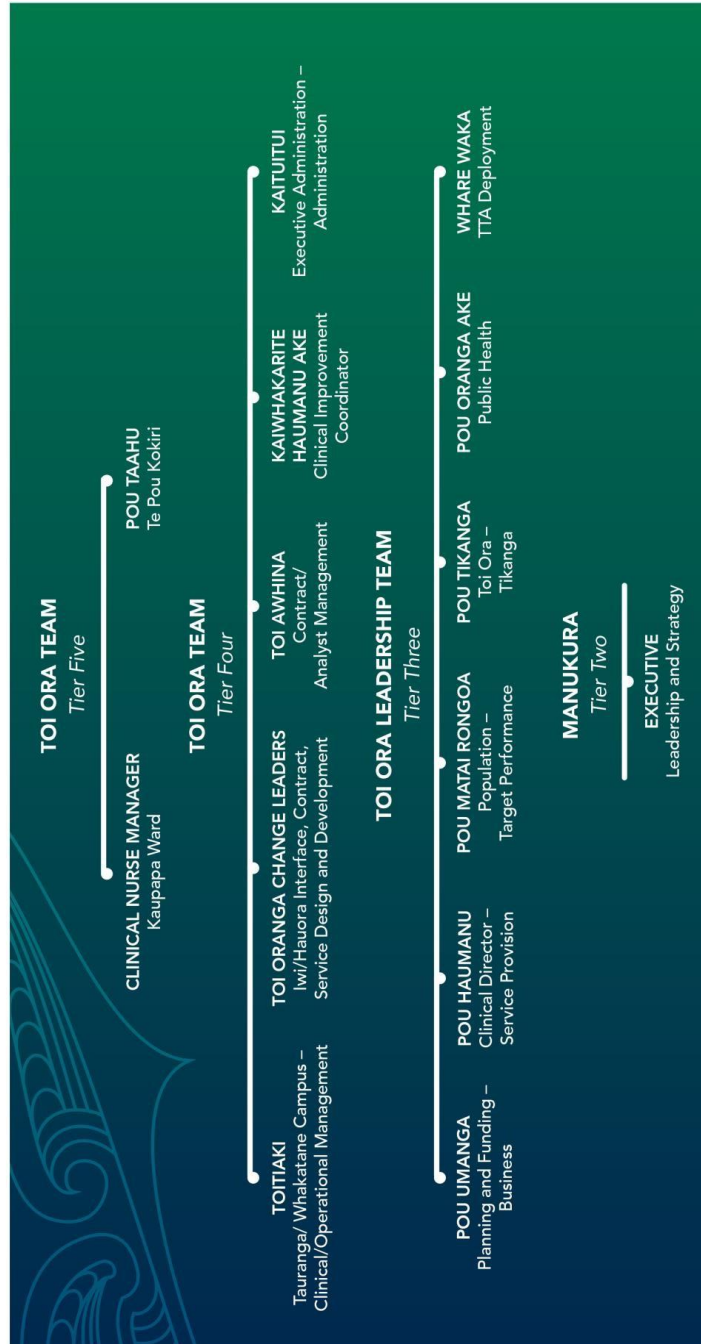
Ko te Nēhi Kaupapa Māori – Hauora ā Hinengaro he kaumoana ki runga i te waka ō Toi. Nō ngā tohutohu o ngā rangatira, o te kaiurungi, nō ngā hoe o ngā kaumoana ka anga whakamua te waka. Ka anga ki te pae tāwhiti, ki a Toi Ora. Ka tika ngā mahi a ngā kaumoana, ka tika te rere. Kātahi ka tutuki i ngā moemoea o ngā whānau mō ō rātou tamariki mokopuna, ka ea i ō rātou Toi Ora.

This role is to provide culturally intelligent and professionally safe and effective nursing care service. Delivery of nursing care to urihaumate and Māori whānau, underpinned by He Pou Oranga Tāngata Whenua. Supporting and promoting Toi Ora, recognising opportunities for urihaumate & whānau participation in their own health care and management of health, both in acute and short term. These services are delivered in a way that is complimentary with the tikanga of whanau, hapū and iwi.

TOI ORA LEADERSHIP TEAM

Māori Health Gains and Development

TE TOI AHORANGI



Toi Tū Te Kupu, Toi Tū Te Mana, Toi Tū Te Ora

Key Responsibilities	Outcomes	Performance Objectives
<p>Te Tiriti o Waitangi</p> <ul style="list-style-type: none"> • Monitors the implementation and the upholding of Te Tiriti o Waitangi in all work practices. 	<ul style="list-style-type: none"> • The Articles of Te Tiriti are integrated and applied to policy, procedure, planning and service development. • Effective and active internal and external relationships, that positively influence the importance of upholding the mana of whānau, hapū, iwi and or Māori communities is evident within the work environment. • Understanding equity from a Treaty perspective is evident in all work. 	<ul style="list-style-type: none"> • Can articulate and enact the articles of Te Tiriti o Waitangi. • Contributes to whakawhanaungatanga with hapū, iwi and Māori communities. • Lead consistent inclusion of Te Tiriti o Waitangi and Equity strategy, planning and service development.
<p>He Pou Oranga Whenua</p> <ul style="list-style-type: none"> • Champions and leads the integration / implementation of He Pou Oranga Tāngata Whenua in all aspects across the BOPDHB system 	<ul style="list-style-type: none"> • He Pou Oranga is embedded as a key practice of all BOPDHB staff. • Committed to supporting the use of multiple languages, cultural practices, and beliefs within the health sector. • Understands the use of power and impact of colonisation and the empire. • Advocates for Māori, minority, and oppressed communities. 	<ul style="list-style-type: none"> • He Pou Oranga Tangata Whenua determinants underpin thinking, assessments, evaluation, improvement, and reporting. • Annual Learning Development Plan has aspects of He Pou Oranga learning and self-improvement. • Champion for unmasking and addressing institutional racism, colonial oppression, and unconscious bias.

Toi Tū Te Kupu, Toi Tū Te Mana, Toi Tū Te Ora

Key Responsibilities	Outcomes	Performance Objectives
<p>Management of Nursing Care</p> <ul style="list-style-type: none"> • Whanau Oranga assessments and care plans are completed within acceptable timeframes utilising the clinical process to assess, implement and evaluate care. • Actively involves Urihaumate / and their Whanau in all aspects of their aspirations for oranga, treatment and discharge planning process. • Evaluates Urihaumate and whanau learning needs and incorporates teaching into oranga treatment plans. • Plans and priorities workload and adapts as necessary. • Takes appropriate nursing actions in emergency situations and other situations that compromise client safety 	<ul style="list-style-type: none"> • All assessments and treatment care plans are aligned and implemented to actively achieve Te Toi Ahorangi Au Rangi strategic currents and BOPDHB Strategic Health Services Plan. • Outcomes achieve whānau, hapu and iwi aspirations, and uphold their mana and are well informed by Māori Modalities of Care. • Ensures documentation is current, accurate, timely and maintains confidentiality within a legal and ethical framework • Ensures the Urihaumate and whanau have adequate knowledge of all treatment options including Te Ao Maori options with associated effects and consequences of those treatment options. 	<ul style="list-style-type: none"> • Nursing care demonstrates consist adhering to Te Pare o Toi strategic directions and values and all DHB policies and procedures. • Participates in the development and formulation of practice guidelines, project work and other activities as required to maintain or improve the quality of services delivered ensuring consumer representation and Urihaumate /whanau focus. • Develops a discharge plan and follow up care in consultation with the urihaumate, whanau and other health care team members • Safe Practice and Effective Communication (SPEC) is utilised, incorporating appropriate de-escalation techniques

Toi Tū Te Kupu, Toi Tū Te Mana, Toi Tū Te Ora

Key Responsibilities	Outcomes	Performance Objectives
<p>Communication</p> <ul style="list-style-type: none"> • Communication is clear and concise with a focus on authentic partnerships. • Maintenance of healthy, productive relationships in keeping with Manaakitanga. • Ability to display and role model rangatiratanga i.e. collective mind-set, bravery, courage, upholds rights of hapū and iwi, mediation, dispute resolution, values Manaakitanga. 	<ul style="list-style-type: none"> • Regularly records and reports statistical information and data as required • Demonstrates an ability to access information systems as appropriate/required. • Effectively utilises clear lines of communication and professional and individual accountability for practice is demonstrated. • Maintains privacy and confidentiality 	<ul style="list-style-type: none"> • Documentation is in accordance with professional and service standards • Able to discuss ethical issues related to area of practice with Urihaumate/Whanau and the health care team
<p>Professional Responsibility</p> <ul style="list-style-type: none"> • Practises safely based on professional, ethical, He Pou Oranga and legal standards in accord with relevant legislation, codes, and policies and upholds urihaumate/whanau rights derived from that legislation • Practises nursing in a manner that protects the intrinsic tapu and mana to enhance the urihaumate and whanau Applying tikanga and Kawa best practices • Promotes an environment that enables client safety, independence, quality of life, and health 	<ul style="list-style-type: none"> • Demonstrates accountability for directing, monitoring, and evaluating nursing care that is delegated to HCAs • Acts to reduce inequity and improve health outcomes for Maori • Evaluates environmental safety, completes hazard identification and risk assessments • Proactively maintaining health and safety for whanau, staff and public including adhering to infection control principles. • Proactive and responsible in maintaining health and safety for clients, staff and public 	<ul style="list-style-type: none"> • Attending and participating in Te Pare o Toi cultural training and learning hui within the confines of the nursing roster. • Participates in regular Performance Reviews and contributes to peer review with Te Pare o Toi and other services • Maintains a professional portfolio • Maintains BOPDHB certifications and additional clinical skills relevant to area. • Maintains BOPDHB and Mental Health and Addiction Service mandatory certifications and additional clinical control principles

Toi Tū Te Kupu, Toi Tū Te Mana, Toi Tū Te Ora

Key Responsibilities	Outcomes	Performance Objectives
<p>Interpersonal Interprofessional Relationships</p> <ul style="list-style-type: none"> • Demonstrating Manaakitanga values, Imbuing aroha in actions and words. • Engages in a collaborative service delivery approach with colleagues from Te Pare o Toi whanau and all Mental Health Services to best meet the Urihaumate /whanau needs 	<ul style="list-style-type: none"> • Works effectively as a member of a multi-disciplinary team demonstrating individual responsibility and accountability. • Ability to enhance the mana of others, working in a multi faceted environment, maintaining tact and confidentiality at all times. • Excellent communication skills with calm, sound reasoning and professional skills that are patient and whanau centric. • Appropriate clinical and kaupapa services and referrals are provided for the Urihaumate / whanau. • Recognises and values the role and skills of all members of the health care team in the delivery of care 	<ul style="list-style-type: none"> • Demonstrates an agile and flexible approach and ability to manage with changing situations. • Identifies conflict and attempts to reach a positive conclusion following Manaakitanga / BUILD best practices. • Works effectively as a member of Te Pare o Toi whānau
<ul style="list-style-type: none"> • Quality Improvement and Risk Minimisation • Quality Improvement Methodology is grounded in Mātauranga Māori, Te Tiriti o Waitangi and Te Toi Ahorangi change principles: Toi Tū te Kupu, Toi Tū te Mana, Toi Tū te Ora. • Mitigates and reduces risks for changes to Toi Ora service delivery. • Supports and champion for Toi ora change wānanga. • Participates in review and audit of practice and policies based on research 	<ul style="list-style-type: none"> • Adherence to DHB policy, protocols and procedures with regards quality, safety, risk management encompassing te reo me ona tikanga with support from the Pou Tikanga and or Manukura. • Toi Ora assessment, interventions, evaluations informed by tikanga and kawa is implemented. • Participates in quality improvement activities Participate in the development and formulation of practice guidelines, project work 	<ul style="list-style-type: none"> • Training plan objectives and outcomes are achieved and evidenced in practice. • Continuous Quality Improvement approach in all activities. • Quality Improvement methodology, tools and methods used in all activities include annual planning. • Attendance at Te Pare o Toi Wananga. • Agreed outcomes of wānanga are supported

	<p>and other activities as required to maintain or improve the quality of services delivered, ensuring consumer representation and Tamariki /whanau focus.</p>	
<p>Health and Safety</p> <ul style="list-style-type: none"> • Participate in and comply with the requirements of the Health and Safety in Employment Act 1992 and associated BOPDHB policies by: • Evaluates environmental safety, completes hazard identification and risk assessments 	<ul style="list-style-type: none"> • Ensure Te Pare ō Toi health and safety procedures are adhered to/complied with regarding BOPDHB wide policies. • Ensure safety for self and others. • Ensure that advice or assistance is sought direct reports commence an unfamiliar work practice. • Ensure that Te Pare ō Toi staff are aware of the BOPDHB Incident Reporting policy and processes. 	<ul style="list-style-type: none"> • Compliance of Health and Safety policies are evident • Proactively maintains health and safety for whanau, staff and others ensuring compliance with OSH requirements • Personal work practice: hāpai atu ki te mauri ora o te tangata • Evaluates environmental safety, completes hazard identification and risk assessments • Maintains infection control principles
<p>Client, Personal and Environmental Safety</p> <ul style="list-style-type: none"> • Assesses risk factors and identifies strategies that maintain own, urihaumate, whanau and others safety. • The use of personal restraint is minimised by utilising appropriate de-escalation techniques 	<ul style="list-style-type: none"> • Implements nursing responses, procedures, and protocols for managing threats to safety within the clinical environment • Undertakes required training in personal restraint procedures and takes responsibility 	<ul style="list-style-type: none"> • Identifies and reports hazards. • Nursing care is provided in the least restrictive environment that is safe • Personal restraint is carried out as required and when necessary for the safety of the patient

	for maintaining competency	and others in the environment in accordance with MOH restraint minimisation standards. <ul style="list-style-type: none"> • Demonstrates and awareness and understanding of service standards, policies, procedures and universal precautions.
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This position description is not an exhaustive and the incumbent may be requested to perform other tasks aligned to the specialty as requested by the Manager. This position description will be reviewed from time to time in consultation with the incumbent.

Key Relationships

Internal	External
<ul style="list-style-type: none"> • Whakatane and Tauranga Toitiaki • Te Pare ō Toi Kaupapa Community Nurses • Te Pare ō Toi Pou Kokiri • Te Pare ō Toi Social Workers • BOPDHB smokefree hospital coordinators • Clinical Nurse Managers/ Duty Managers • Mental Health Management team • Nurse Educators • Medical staff • Allied Health • Property Services • Information Management • Quality & Patient Safety 	<ul style="list-style-type: none"> • Iwi, hapu and whānau, • General Public • Community

Person Specification

Values
Demonstrates, exudes, and embeds behaviours consistent with the BOPDHB Manaakitanga values: <i>Wairuatanga, Manaakitanga, Ukaipotanga, Whanaungatanga, Puketanga, Kaitiakitanga, Rangatiratanga, Kotahitanga.</i>
Nga Pou Mana o Io / He Pou Oranga Tangata Whenua cornerstones: <i>Mana Atua, Mana Tupuna, Mana Whenua, Mana Moana, Mana Tangata</i>
ATTRIBUTES
<ul style="list-style-type: none"> • Passionate champion for tangata whenua development and Toi Ora • Passion to make a difference Tamariki, mokopuna.

	<ul style="list-style-type: none"> • Champion and role models Manaakitanga best practice i.e. compassionate, goes the extra mile, uplifts the mana of others, respects, and values others, is integrous in their relationships. • Wayfinder of Toi Ora; values indigenous wisdom and knowledge, commitment to te reo me ona tikanga ways of knowing and doing, champion of Ngā Au Rangi, solution focused. Has an improvement, life-long learning mindset and attitude. • Confident in tangata whenuatanga: confident in one’s own mana, strong communicator te reo Māori and te reo Pakeha, willing to listen, shares knowledge, is constructive, contributes to collective goals. 	
	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Registered Nurse with current practising certificate • Minimum of 1 year of nursing experience 	<ul style="list-style-type: none"> • Previous Mental Health nursing experience • Post grad certificate or willingness to commence additional study
	Essential	Desirable
Skills and Experience	<ul style="list-style-type: none"> • Knowledge of te reo me ōna tikanga relevant to role. • Proven commitment to the implementation of Te Tiriti o Waitangi relevant to role. • Demonstrated ability to transfer Te Aō Māori views, concepts, knowledge, and practices for collective responsiveness • Computer competent • Proven ability to apply critical thinking principals to situations to explore and challenge assumptions. • Experience of working in teams and knowledge of how teams work • Full drivers licence 	<ul style="list-style-type: none"> • Can articulate and write in te reo Māori. • Applies Tikanga and Kawa best practices. • Understands equity from a treaty perspective.

You agree to demonstrate flexibility and a willingness to perform a variety of tasks to promote and support BOPDHB initiatives.

You are required to meet the Health and Safety at Work Act 2015 requirements as set out in the BOPDHB Health and Safety policies and protocols. This includes successfully completing any health and safety training provided by the BOPDHB

You are required to maintain a standard of health which will allow for the performance of all duties and functions of the position. All BOPDHB sites are smokefree environments

Health Practitioners Competence Assurance Act 2003

1. You are required to maintain your current competency-based practicing certificate.

2. You must notify your Manager of any changes to scope or conditions on practice (determined by Regulatory Authority).
3. You must complete the requirements of any competency programme.
4. You must notify your employer of concerns relating to the risk of harm to the public of another health practitioner practicing below the required standard of competence.
5. Know the provisions of the HPCAA as the governing legislation.

Vulnerable Children Act 2014

Due to this position having contact with children and the BOPDHB's commitment to child protection, you will be subject to 'safety checks' under the Vulnerable Children Act at the time of hire and thereafter as per the relevant legislation

PRE-EMPLOYMENT CHECKS:

Current practicing certificate
Childrens Worker - Police Vetting
Occupational Health
Driver's licence
Qualifications check, including professional certifications