

**WHAKAATURANGA-A-MAHI - POSITION DESCRIPTION:
KAITOHUTOHU TAUNAKI - CULTURAL ADVISOR - GBCH**

KUPU WHAKATAKI - FOREWORD

Nelson Bays Primary Health (NBPH) promotes and supports quality community health services, with an emphasis on keeping people healthy. Our vision is “Healthy people... healthy workforce.... healthy community” – Kia piki te ora o ngā tāngata katoa.

NBPH leads and coordinates a range of primary health care services through its contracted General Practices and other Primary providers e.g., Māori Providers, NGOs, Volunteer organisation and Local Authorities in the delivery of the Primary Health Care Strategy. The organisation holds contracts with the Te Whatu Ora (TWO) and other providers for these services. Nelson Bays Primary Health is committed to reducing health inequalities within the health system.

Golden Bay is the geographically isolated north-west corner of the South Island with Kahurangi National Park to the south, Farewell Spit to the north, and the Abel Tasman National Park to the east. The amazing and picturesque 1,000 metre Takaka Hill with its State Highway 60 forms the link between Golden Bay and the wider Nelson-Marlborough region. The year-around population is about 5,500, with upwards of 15-20,000 during summer holidays.

Under the management of Nelson Bays Primary Health, Golden Bay Community Health services include the provision of primary care services (GPs/Practice Nurses) hospital services (acute inpatients and hospital-level residents) and rest home level care. This is also the base site for community District Nursing including home-based palliative care, Meals-on-Wheels, Physiotherapy, Child Health and Public Health Nursing and independent midwifery services are also delivered from our new purpose-built facility.

HE KAUPAPA NUI - PURPOSE

The Cultural Advisor – GBCH role with support and direction from the Senior Cultural Advisor/ Kaiwhakahaere Ahurea in Richmond, will provide strategic direction and provision of cultural support, influence and training for the purpose of improving health outcomes in the Māori population in Mohua.

This position promotes and enhances the representation, knowledge and awareness on areas of cultural importance and understanding in support of the team at Golden Bay Community Health.

WHANAUNGATANGA - RELATIONSHIPS

- **Reports to:** General Manager GBCH
- **Collaborates with:** Kaiwhakahaere Ahurea/Senior Cultural Advisor, NBPH
- **Internal Relationships:** All GBCH and some NBPH staff members
- **External Relationships:** Iwi in Mohua and Nelson Bays region
General Practices
TWO
Te Piki Oranga

TE WĀHI - LOCATION

This position is located at Golden Bay Community health; regular travel may be required across the locality to meet service delivery needs.

HAUORA WHAKARURUHAU - HEALTH AND SAFETY

The staff at GBCH and Nelson Bays Primary Health are committed to achieving the highest level of health and safety for its staff. In line with NBPH's Health and Safety Policy, all employees are expected to identify, report, take responsibility for and resolve issues that may cause harm to themselves or others in the organisation. All employees are expected to work safely at all times, and to actively participate in health and safety programmes in their area. It is expected that the employee will report all accidents, incidents or potential hazards to their direct line supervisor.

TE TIRITI O WAITANGI

Nelson Bays Primary Health is committed to its obligations under Te Tiriti o Waitangi. All employees are required to understand the principles of Te Tiriti o Waitangi within their work and actively participate in opportunities and initiatives that will contribute to reducing the disparity in health status between Māori and non-Māori.

WHĀINGA ME NGĀ HAEPAPA

NGĀ WHĀINGA - OBJECTIVES	NGĀ HAEPAPA - RESPONSIBILITIES
Provide support for GBCH staff to enhance engagement with whānau to increase equitable health outcomes.	<ul style="list-style-type: none"> • Provide cultural support and advocacy for staff on request when working with whānau
Provide tikanga and cultural support to Nelson Bays Primary Health Team to improve health equity for Māori.	<ul style="list-style-type: none"> • Role model use of the principles of Te Tiriti O Waitangi. • Provide liaison with Manawhenua ki Mohua • Provide advice and cultural education for staff including General Practice staff to support improved and increased access to health for the Māori population. • Promote and enhance knowledge and respect for tikanga, kawa and mana so that staff competence and confidence can grow and be supported during important functions and events. • Lead, participate and advise on tikanga Māori processes including pōwhiri, mihi whakatau, poroaki and tangihanga. • Assist in the maintenance and strengthening of effective relationships with both internal and external partners including Iwi Māori Health, Te Whatu Ora, Mental Health Providers, General Practices and community agencies. • Assist integration of Māori practice models alongside clinical practice as much as possible. • Demonstrate leadership by making it happen.

<p>Support the increased use of Te Reo Māori including waiata and karakia across the organization</p>	<ul style="list-style-type: none"> • Support GBCH staff to embed te reo me ona tikanga into all organisational functions as appropriate including mihi whakatau, whakawhanaungatanga, waiata and karakia.
<p>Support improved equity across programmes and services</p>	<ul style="list-style-type: none"> • Advise staff on the approach that supports equitable access to culturally appropriate services. • Influence service design and delivery for the betterment of health outcomes in the Māori population. • Advise on quality improvement initiatives that target and support improved health outcomes for Māori. • Maintain tangata whenua intellectual property rights.
<p>Quality Improvement/Audit Activity</p>	<ul style="list-style-type: none"> • Demonstrate willingness and involvement in quality activities to achieve service and organizational objectives in an innovative manner. • Contribute to the team environment in which performance can be improved or enhanced, and objectives and plans can be achieved to a high-quality standard. • Utilise best-practice and evidence-based approaches in all aspects of work. • Take all opportunities to obtain new skills and competencies which will enhance delivery of service.
<p>Health and Safety</p>	<ul style="list-style-type: none"> • Health & Safety is everyone's responsibility; all staff are required to actively contribute to maintaining a safe working environment. • Demonstrate willingness and involvement health & safety activities. • Maintain familiarity with and active involvement in the identification and management of Health and Safety and in the identification and management of Health and Safety issues, risks, policies, and reporting processes applicable to all work-related environments.
<p>Political and Advocacy skills</p>	<ul style="list-style-type: none"> • Work positively, sensitively and constructively with all staff, members and community representatives to secure positive ongoing primary health outcomes and relationships. • Complete internal reporting requirements as and when requested. • Maintain strict confidentiality as appropriate. • Willingly undertake other duties as directed.

MĀTAURANGA ME NGĀ PUKENGA - EXPERIENCE, AND KNOWLEDGE

- An understanding of how to implement Te Tiriti o Waitangi in daily mahi
- Proficient in Te Reo Māori me ona Tikanga
- A good understanding of the tikanga and kawa
- Understanding of the health issues affecting Māori
- Evidence of having networks within the Māori community, Hapū, Whānau of Te Tau Ihu o te Waka a Maui
- The ability to work across and be respectful of diverse cultures and communities to achieve health gains for all
- A strong and effective relationship with both internal and external key stakeholders and in particular with Manawhenua ko Mohua.

WHANONGA PONO – PRINCIPLES AND ATTRIBUTES

- Whakapono – trust, integrity, confidence, respect and truthfulness
- Inspirational: Inspiring others to embrace and gain confidence in Te Reo and Tikanga Māori
- Brave: The courage to meet challenges in support of cultural awareness across staff
- Adaptive: Ability to change to suit different conditions
- Connectors: Connecting people and ideas
- Futured: forward looking
- Ethical: Ethics and values come first
- Excellent communication and facilitation skills with flexibility to adapt to different audiences

Signed by Employee:

Name: _____

Signature: _____

Date: _____

Signed on behalf of NBPH as Employer:

Name: _____

Signature: _____

Date: _____