



**Te Kete Hauora o Rangitāne**

## **Job Description**

**Position:** Tapuhi Tamariki Ora | Well Child Registered Nurse

**Manager:** Kaiaarataki Te Puna Aroha | Hauora Team Leader

**Date:** February 2025

### **Our vision**

Rangitāne Tino Rangatiratanga – Self-determination through leadership and participation.

### **Our mission**

To preserve, protect and enhance the aspirations and well-being of Rangitāne o Tamaki nui-ā-Rua and Taurahere living within Tamaki nui-ā-Rua.

### **Rangitānetanga**

- Demonstrates an acceptance and understanding of Rangitāne as mana whenua in Tamaki nui-ā-Rua.
- Is aware of, upholds and respects the mana, tikanga and kawa of Rangitāne o Tamaki nui-ā-Rua.
- Is responsive to working within a Rangitāne Cultural Safety Framework.
- Attends Rangitāne Cultural Training and education.
- Awareness of protocols and requirements when working with Māori whānau, hapū and iwi within a Māori kaupapa.
- Consults and seeks advice whenever necessary to ensure cultural safety and wellbeing is achieved.

### **Why the role exists**

*The goal of the Well Child Tamariki Ora Registered Nurse is to improve health outcomes for tamariki, reduce inequities, and empower whānau. This is achieved by delivering accessible, whānau-centred health services focused on early intervention, education, and prevention. Aligned with the Well Child Tamariki Ora National Framework, the nurse upholds the principles of Te Tiriti o Waitangi, ensuring care is culturally responsive and holistic. Strong partnerships with whānau, healthcare providers, and community networks enable early identification of health needs, support positive parenting practices, and enhance access to essential services.*

## What you do

### ***Tamariki Ora Service Delivery***

- *Conduct Well Child health assessments following the national Tamariki Ora/Well Child framework.*
- *Provide timely health, growth, and developmental checks for tamariki in a culturally safe manner.*
- *Deliver health education and parenting support, including breastfeeding promotion and SUDI (Sudden Unexpected Death in Infancy) prevention.*
- *Facilitate access to additional health and social services as needed.*
- *Ensure child protection in accordance with the Vulnerable Children's Act and organisational policies.*
- *Be a supportive and contributing member of the Tamariki Ora Service*

### ***Whānau-Centred Care***

- *Work collaboratively with whānau using a strengths-based approach to enhance child wellbeing.*
- *Conduct comprehensive whānau health needs assessments and develop appropriate care plans.*
- *Engage with whānau in home environments, clinics, and community settings to ensure accessible and effective care.*
- *Provide care that upholds kaupapa Māori values and embraces Te Ao Māori approaches, in line with our organisational principles.*

### ***Case Load Management***

- *Plan and manage workload efficiently to ensure timely delivery of core and additional Tamariki Ora visits.*
- *Maintain a client-centred approach, ensuring clinical practice is evidence-based and aligned with best practice.*
- *Keep accurate and up-to-date client records and complete all reporting within required timeframes.*

### ***Relationship Building and Collaboration***

- *Build strong working relationships within your wider team by acknowledging the unique contributions of each role to enhance collective outcomes.*
- *Develop a collaborative relationship with Kaiāwhina in the Tamariki Ora service, recognising the importance of both nursing and Kaiāwhina roles in supporting hauora and nurturing whānau wellbeing.*
- *Engage proactively with multidisciplinary health and social care teams, to ensure seamless support for tamariki and their whānau*
- *Actively contribute to team meetings, reflective practice, and supervision for ongoing service improvement.*

### ***Professional Development and Accountability***

- *Maintain a current Annual Practicing Certificate with the Nursing Council of New Zealand.*
- *Ensure all additional qualifications relevant to the role remain valid and up to date.*

- *Be willing to work towards further qualifications, such as Primary Health Care Specialty Nursing Certification, Authorised Vaccinator Training or Independent Cervical Sample taker training.*
- *Ensure compliance with all professional, organisational, and legislative requirements maintaining a high standard of practice.*

## **Health, Safety and Hauora | Wellbeing**

- Lead by example when it comes to being safe, healthy and well at work. Be aware of your own health and hauora at work and what you can do to take care of it. Support and encourage others to do likewise.
- Be proactive and committed to our health, safety and hauora culture.
- Ensure best practice health, safety and hauora policies and practices are in place for our kaimahi and organisation.

## **How you do your work**

### **Behaviours**

- **Passion** – A deep motivation and desire to support the wellbeing of Rangitāne whānau, hapū and iwi, recognising them as mana whenua in the Tamaki nui-ā-Rua rohe and contribute to the manaakitanga of all those residing within the Tamaki nui-ā-Rua rohe.
- **Leading others** – Understand and manage yourself to allow you to lead with empathy and build strong relationships with your team. Create inclusive and collaborative environments where people are valued, respected, and empowered to do great mahi.
- **Work quality** – Understands the importance of high work standards. You set high performance standards for yourself and others. Take responsibility for your high standard of work.
- **Relationship management** – Our relationships are central to our mahi. Identify ways to build and maintain strong and trusted relationships with whānau, kaimahi and stakeholders.
- **Adaptability** - comfortably adapt and change direction when required. Keep calm under pressure. Checks for understanding and asks questions when needed. Comfortably manages conflicting demands while still delivering results.
- **Solutions focused** – bring a positive and results focused approach to your mahi. You are motivated to promptly act and find a solution. Take responsibility for your work and outcomes. Often goes above and beyond what is required.
- **Resilience** – continue to deliver and perform while dealing with challenges. Keep focused and calm. Know how to manage your hauora to enable you to navigate challenges.

### **Knowledge**

- **Te Tiriti o Waitangi** – Demonstrates acceptance and understanding of Te Tiriti o Waitangi and its principles and integrates these into practice.
- **Te Reo and Tikanga** – A knowledge of and genuine commitment to Te Reo Rangatira and Tikanga Māori.
- **Service delivery** – Extensive knowledge of end-to-end service delivery functions.

- **Māori health** – a deep understanding of how Māori models of health are applied in a service delivery setting
- **Legislation** – Extensive working knowledge of the legal requirements and responsibilities of the Pae Ora (Healthy Future) Act 2022, Health Practitioners Competence Assurance Act 2003, Domestic Violence Act 1995, Criminal Justice Act 1985, the Mental Health (Compulsory Assessment and Treatment) Act 1992, Vulnerable Children’s Act 2014, and Health and Safety at Work Act 2015. Privacy Act 1993 (the Health Information Privacy Code 1994) and the Health and Disability Act 2000.
- **Working with children** – Extensive working knowledge of child protection policies and in accordance with the Vulnerable Children’s Act 2014 where applicable.
- **Informed consent** – A deep understanding and application of all legal and ethical requirements pertaining to informed consent and other procedures which may impact upon the rights of clients.
- **IT** – Confident working knowledge of Microsoft Office products and case management software.
- **Systems** – understand the importance of good systems and what is needed to achieve this, including legislative requirements specific to our sector and organisation.

## Skills

- **Communicate** – Be highly professional. Keep people up to date. Proactively think about how you communicate with people to get the best outcome. Be clear and check that you’ve been understood.
- **Coaching and feedback** – Provide timely and constructive feedback to your team that is supportive and empowers people to achieve.
- **Be prepared and organised** – Remain focused and allocate your time efficiently.
- **Prioritising** – Calmly and methodically work through tasks and situations as they occur. Quickly assess priorities and reschedule your work. Manage expectations with clear communication.
- **Delegation** – Know when and how to delegate to your team. Work to their strengths and expertise. Trust them.

## What you bring to the role

### Experience

- Extensive experience in service delivery roles in health and social services environment, ideally with a kaupapa Māori lens.
- Leadership and management experience in multi-disciplinary service where your approach is known for leading with purpose and humanity.

### Qualifications

- Clean and current New Zealand Driver’s License