

Position Description

KAITOHUTOHU NĒHI MĀORI NURSE ADVISOR MĀORI

Position title:	Kaitohutohu Nēhi Māori/ Nurse Advisor – Māori Fitness to Practise and Registrant Quality teams
Reports to:	Fitness to Practise Manager
Direct reports:	Nil

Te Kaunihera Tapuhi o Aotearoa / Nursing Council of New Zealand

The Nursing Council regulates nurses in New Zealand and is governed by the Health Practitioners Competence Assurance Act 2003, (the Act).

Our work is varied and is focused on ensuring that New Zealand nurses are competent and fit to practise their profession.

We strive to lead health professional regulation. Our values are important to us and guide the way we work.

As a regulatory authority, independent from the Crown, we have a responsibility to work with Māori to give effect and realise the promise of Te Tiriti o Waitangi.

Our Values

- We honour our bicultural partnership – **Whakahoatanga tikanga rua**
- We work collaboratively with integrity by respecting each other **Mahi ngātahi ā mana**
- We are accountable, effective and efficient **Whai haepapa whai**
- We lead learn and improve **Arataki, ako, whakapai ake**
- We set standards to improve health equity **Wairua tōkeke hauora**



Position Purpose:

The Nurse Advisor – Māori, provides professional nursing advice to the Registration, Education and Fitness to Practise teams. This role works across all facets of fitness to practise (competence, health and conduct), registration and education including the state final examination process to ensure the Council's regulatory functions are responsive to Māori.

The Nurse Advisor - Māori uses contemporary nursing knowledge, Te Ao Māori and Te Tiriti o Waitangi principles to support high quality fitness to practise, registration and education decisions. The Nurse Advisor balances right touch regulation with the need to protect the public by ensuring nurses are safe and competent to practise.

The Nurse Advisor - Māori will be able to balance competing demands and priorities across both services. This role will develop professional relationships with nurses undergoing our regulatory processes as well as Council staff managing the process.

The Nurse Advisor will demonstrate a strong commitment to excellence and a Te Tiriti focused ethos that understands the range of people we come in contact with, and that internal communication is as important as external communications. The role assists with positioning the Council as a Te Tiriti focused organisation using a Te Ao Māori approach to its regulatory work.

Key Accountabilities

Commitment to Te Tiriti o Waitangi

- Embeds the Nursing Council's obligations to te Tiriti o Waitangi through policy and leadership
- Contribute to the implementation of the Nursing Council's implementation plan for Te Tiriti o Waitangi Policy Statement and Framework
- Role model and lead the advancement of cultural safety initiatives
- Seeks opportunities to improve the organisations capacity and capability to respond to Māori
- Develops positive relationships with Māori that value Māori as partners

Professional Advice

- Provide high quality advice to the Fitness to Practise and Registrant Quality Managers using Te Ao Māori principles
- Builds and maintains professional relationships with iwi and Māori partners, Māori nurses, stakeholders and communities of interest across the health and education sector
- Assists nurses through the Fitness to Practise approach using te Ao Māori principles
- Provides a te Ao Māori lens to health, competence and conduct decision making for nurses involved in our processes.
- Provides a Te Ao Māori lens to registration decisions with particular focus on nurse prescribing, recertification programmes, continuing competence, return to nursing programmes and expanded practice.
- Provides advice and works with subject matter experts on the State Final Examination, strengthening the cultural safety component of the examination.
- Brings a quality improvement approach
- Brings a strong awareness of professional nursing issues and trends in relation to the Māori nursing workforce

Leadership

- Ensure Te Tiriti o Waitangi is reflected in all decision making
- Demonstrate an understanding and a commitment to the principles of Te Tiriti o Waitangi and facilitate accessing appropriate cultural advice and support
- Develop and maintain respectful and effective regulatory relationships with iwi, Māori, employers, educators, nurses and the public in alignment with our values
- Recommend improvements to work processes as appropriate
- Support the wider team to ensure workload is sustainable and key requirements are met
- Identify key skill gaps within the wider team and work with the Manager to coach individuals and support professional and career development
- Lead by example; building team capability by providing an excellent example
- Ensure HR requirements are met, and policies and procedures are followed as required
- Participate in informal and formal annual performance reviews on time and in line with the annual performance review process

Health, Safety and Wellbeing

- Lead by example; creating and reinforcing the focus on a culture of health, safety and wellbeing
- Adhere to the relevant health and safety policies and procedures
- Ensure own wellness, health and safety within the workplace, as well as that of colleagues

Experience and Qualifications:

- A good working knowledge and understanding of Te Tiriti o Waitangi, Te Ao Māori, tikanga, and Te Reo with experience of applying these within a working environment
- Registration as a nurse with a current annual practising certificate
- Leadership experience in implementing Te Tiriti o Waitangi principles and improving an organisation's capability in responding to Māori
- A sound understanding of the New Zealand health and disability sector
- A focused commitment to enhancing the competence of others, particularly cultural competence



Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand

Nursing Council Capabilities

Nursing Council capabilities are linked closely to our values and principles and help you to understand the behaviours and attitudes that it takes to be successful at Nursing Council. The capability framework sets out five levels of behaviour for each capability. The behaviours linked to your role at Nursing Council are highlighted below.

	Level 1	Level 2	Level 3	Level 4	Level 5
Communication & Teamwork <i>Proactively informs, communicates clearly and collaborates effectively with others across the organisation to get things done</i> 	Is able to communicate clearly to articulate a message, and listens to and values others' perspectives	Communicates succinctly (both in writing and verbally), is an active listener, and builds cooperative relationships with others	Can compose clear, and concise messages to a variety of audiences with minimal direction, listens to understand, and role models effective collaboration across the organisation	Is sought out to compose clear, and concise messages to a variety of audiences, is known as a great listener, and actively encourages collaboration across the organisation	Is proficient at communicating complex messages to a broad range of stakeholders, drives a culture of collaboration internally and collaborates strategically with key external stakeholders to progress Nursing Council objectives
Professional & Customer Focussed <i>Displays high levels of integrity and ethics, respecting diversity & privacy, and continually puts the customer¹ at the centre of everything they do</i> 	Is trusted by others to do the right thing, following through on commitments and fulfilling the needs of customers	Promotes an inclusive environment, is trustworthy, ethical and discrete, and maintains composure whilst meeting or exceeding customer expectations	Exemplifies service standards of the Council and builds trust, exercising discretion, acknowledging mistakes and giving credit for work where it is due	Demonstrates ethical resolve in adverse circumstances, is trusted and respected for their personal standards, and actively seeks out customer insights to improve outcomes	Has built a reputation as a fair, ethical, and trustworthy leader, who translates knowledge of key customer groups into organisational strategy, goals, and decision-making
Leadership <i>Leads self, and others (if relevant to role), effectively, displaying commitment to the Council's vision, values and objectives</i> 	Is open to feedback from others to improve themselves and drive for results	Actively seeks feedback from others, strives for quality results, and expresses what one is thinking even when it is difficult to do	Inspires, motivates and develops others, working constructively with all stakeholders, promoting team morale and exemplifying high standards	Articulates a core sense of purpose, communicates and implements strategy, champions change, and has high credibility as a leader	Gets buy-in to the vision and strategy, embodies the Nursing Council values, maintains a sound personal reputation and adds value to the organisation's reputation
Learning & Improvement <i>Keeps technical skills and knowledge up-to-date to effectively carry out key accountabilities, demonstrates a 'growth mindset', and applies learnings to continually improve themselves and the way work is done</i> 	Demonstrates role-specific knowledge to carry out key accountabilities and identifies opportunities to improve processes and procedures	Stays up to date in their field, views challenges as an opportunity to grow, admits mistakes, actively seeks out opportunities to improve processes and procedures and initiates changes required	Actively challenges the status quo to look for better ways of doing things, thrives on change, ensures learnings are applied from mistakes, and takes ownership for ensuring identified improvements are implemented	Demonstrates and advocates for continuous improvement across the team/organisation. Is an avid learner, critically analyses experiences, applies and shares learnings, and is sought out for opinions, advice, and counsel.	Builds a learning culture by demonstrating a 'growth mindset'; champions a culture of continuous improvement; identifies and addresses complex process and procedure improvements. Changes are well communicated and embedded
Decisive Judgement <i>Makes effective decisions in a timely and confident way balancing all relevant factors.</i> 	Has the ability to make thoughtful decisions and consider the consequences of making them	Carefully considers all options before making a decision and takes responsibility for outcomes	Actively makes sound decisions taking into account the facts, goals, constraints and risks associated	Takes ownership for making tough decisions, balancing all relevant facts, stakeholders and risks to ensure the best outcome is achieved in a timely manner	Displays balanced thinking, combining wisdom, analysis, experience, and perspective, resulting in effective decisions or sound recommendations; owns tough decisions

- Our values and principles:**
-  We are accountable
 -  We are collaborative
 -  We act with integrity, are fair and treat people with respect
 -  We lead, learn and improve
 -  We are efficient and effective
 -  We shape our standards to encourage nurses to improve health equity

¹ "Customers" could be Nurses, Ministry of Health, NZ public, or internal Nursing Council colleagues depending on key role focus.