Huarahi Whakatu Māori Nursing Development

Role Title: Huarahi Whakatu - Māori Nursing Development .5FTE

Role Reports to: Manager- Workforce Innovations

Reporting to this Role: nil

Functional Relationships:

- Internal Relationships
  - Manager- Workforce Innovation
  - Te Rau Matatini staff

- External Relationships
  - Māori Registered Nurses
  - District Health Boards
  - NGO’s / PHO
  - Senior Nurse Leaders
  - PDRP programme coordinators
  - Nurse Educators
  - Managers
  - Employers
  - Nursing Council of New Zealand
  - Professional Nursing Colleges
  - Māori nursing groups

Purpose and Primary Goals of the Role:

To support and foster the enhanced dual competency development and recognition of Māori Registered Nurses; to coordinate, deliver and monitor the Huarahi Whakatu programme; and to contribute to and participate within key stakeholder relationships and networks.

Overview:

The key objectives of this role are to:

- Coordinate, deliver and monitor the Huarahi Whakatu programme.
- Ensure confidence in the health and disability sector that the Huarahi Whakatu is a credible dual competency based professional development and recognition programme. That will contribute to and recognise the excellence of Māori nurses and their contributions toward whanau ora.
About Te Rau Matatini

Te Rau Matatini is a national Māori health and disability workforce development organisation which has been operating since 2002. Our focus is on ‘nationally navigated locally led’ solutions to Māori health and health workforce requirements. We enable this by supporting Māori Health Leadership, designing innovation workforce solutions, delivering culturally relevant workforce training and responding to the needs of Māori communities through innovative service design and research. Te Rau Matatini also provides a number of scholarships to build and strengthen the Māori Health workforce.

Te Rau Matatini is contracted by Health Workforce New Zealand, within the Ministry of Health, as the national centre for the Māori Mental Health and Addiction Workforce.

Our focus is to:

- Foster the strength of Māori health leadership through the implementation of the Henry Rongomau Bennett Foundation Leadership Programme
- Implement dual-competencies into training curricula, career pathways, scope of practice and professional development programmes
- Promote the early recognition and appropriate intervention of mental health in other health and broader whānau ora and primary health sectors
- Extend health training and career pathways for Māori in nursing, whānau ora and primary health sectors
- Promote and award workforce scholarships and bursaries for Māori mental health and addictions workforces
- Support Māori Health research and development
- Ensure all Te Rau Matatini workforce solutions are accessible at the front-line, in areas where it is challenging to recruit or retain, and areas that are regionally responsive
- Work with the other key sector organisations to encourage networking and collaboration both nationally and internationally

Te Rau Matatini is also a leader in Māori Suicide Prevention, and also provides training and support for the Māori Public Health Workforces. Te Rau Matatini also has a business unit specialising in Māori contemporary design.

Since 2009, Te Rau Matatini has provided a Nursing Council accredited programme for Māori Registered Nurses. Huarahi Whakatu is the only dual competency based programme in New Zealand, which has provided Maori nurses in a range of areas of health the ability to be appraised for and recognised for their cultural and clinical practice. This job description has been compiled for a Registered Nurse with the desire to support Te Rau Matatini in their aim to further enhance Maori nursing dual competency based practice and excellence.
<table>
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<th>Key Business Areas (KRAs)</th>
<th>Critical Tasks (CTs)</th>
<th>Key Performance Indicators (KPIs)</th>
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| Support, enhance dual competency development and recognition of Māori Registered Nurses. | Provide 1:1 coaching and mentoring to Māori Registered Nurses to ensure their completion of dual competency based portfolios for assessment  
Foster opportunities for professional development that raises the importance of cultural competency with clinical competency based nursing practice | Increased confidence experienced by Māori nurses in the value of dual competency  
Increased programme completion by Māori nurses |
| Coordinate and monitor the Huarahi Whakatu programme. | Coordinate the delivery of the Huarahi Whakatu programme to Māori Registered Nurses  
Monitor the participation of Māori Registered Nurses in the Huarahi Whakatu programme  
Report monthly and quarterly on participation levels of Māori Registered Nurses to Manager – Workforce Innovations  
Provide quarterly reports to the Nursing Council of New Zealand  
Coordinate and Chair the Roopu Korowai group and maintain contact with Assessors  
Ensure Huarahi Whakatu documentation and resources are kept current with regular reviews  
Ensure Assessors meet expected standards of practice, and moderation is available  
Prepare for Nursing Council of New Zealand audit of the Huarahi Whakatu every 3 years | Increased registrations of Māori nurses  
Increased completion of portfolios by Māori nurses  
Monthly and quarterly reports are on time  
Quarterly reports are sent to Nursing Council  
A minimum of three Roopu Korowai Hui are held annually  
Systems, documentation processes are maintained to ensure validity and currency  
Assessors are supported to ensure best practice  
Moderation is ensured of assessed portfolios  
Quality processes and systems are maintained and updated |
| **Maintains relationships with Nursing Council of NZ; Te Ao Maramatanga (college of mental health nurses); Te Kaunihera o nga neihī Māori (council of Māori Nurses), NZNO – Te Runanga and other national bodies supportive of Māori Registered Nurses.** | - Networks and relationships are built and maintained.  
- Increased buy in by stakeholders.  
- Increased MoU with stakeholders /employers of Māori Nurses.  
- Representation of Te Rau Matatini / Huarahi Whakatu at regional / national forum, committees and working groups.  
- Meet with Manager – Workforce Innovation regularly. |
| **Promotes the Huarahi Whakatu to Māori Registered Nurses nationally.** |  |
| **Utilise and foster opportunities to inform and support Māori Registered Nurses.** |  |

| **Health and Safety** | **Participates and complies with the requirements of the Health and Safety in Employment Act 1992 and associated Te Rau Matatini policies** | - Te Rau Matatini H&S policies and process and procedures are complied with  
- A proactive approach is taken towards all health and safety issues |
| **Cultural competence is embraced** | **Personal development in the area of cultural competence is embraced** | - Observance of tikanga appropriate to Te Rau Matatini mahi and kaupapa is respected and observed |

| **Continuous Improvement** | **Make recommendations to improve accuracy, timeliness or relevance of work undertaken in the area of control** | - Charges are documented in accordance with quality systems and standards (ISO, Te Rau Matatini guidelines)  
- A continuous improvement approach is visible |
| **Implement process improvements once approved by the Manager** |  |
Education & Qualifications

- Registered Nurse with current annual practicing certificate
- Post graduate qualification
- Current Driver’s License
- NZQA unit standard 4098
- Adult learning qualification or experience (e.g. wananga, supporting peer groups, education etc).

Essential Attributes

- Demonstrated coaching and mentoring skills
- Well-developed computer skills particularly MS Office suite
- Report writing experience
- Desirable – Te Reo Māori me ona tikanga
- Effective communicator and relationship builder
- Ability to work under pressure to strict deadlines