

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.

Develop and implement the Tukutuku Rau framework within the organisation.

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
- Maintain professional relationships with 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
- Maintain respectful and effective regulatory relationships with Māori, employers, educators, nurses and the public in alignment with our values
- Recommend improvements to work processes as appropriate
- Identify key skill gaps within the wider team and work with the Manager to coach individuals and support professional and cultural 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




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 will be identified as part of your onboarding and development.

	Level 1	Level 2	Level 3	Level 4	Level 5
<p>Communication & Teamwork ●</p> <p><i>Proactively informs, communicates clearly and collaborates effectively with others across the organisation, and externally (as relevant to role), to get things done and to build trust and confidence in the Council</i></p>	<p>Is able to communicate clearly to articulate a message, and listens to and values others' perspectives</p>	<p>Communicates succinctly (both in writing and verbally), is an active listener, and builds cooperative relationships with others</p>	<p>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, and externally, as relevant</p>	<p>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, and externally, as relevant</p>	<p>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 strategic priorities</p>
<p>Professional & Customer Focussed ●●</p> <p><i>Displays high levels of integrity and ethics, respecting diversity & privacy, contributes to, or enables, effective and respectful interaction and continually puts the customer, including Māori customers, at the centre of everything they do</i></p>	<p>Is trusted by others to do the right thing, following through on commitments, and fulfilling the needs of customers</p>	<p>Promotes an inclusive environment, is trustworthy, ethical, and discrete, and maintains composure whilst meeting or exceeding customer expectations</p>	<p>Exemplifies service standards of the Council and builds trust, exercising discretion, acknowledging mistakes and giving credit for work where it is due</p>	<p>Demonstrates ethical resolve in adverse circumstances, is trusted and respected for their personal standards, and actively seeks out Māori, and other customer insights, to improve outcomes</p>	<p>Has built a reputation as a fair, ethical, and trustworthy leader, who translates the insights from customer groups, including Māori, into organisational strategy, goals, and decision-making</p>

Nursing Council Capabilities Framework – 2024

<p>Leadership </p> <p><i>Leads self, and others (if relevant to role), effectively, displaying commitment to the Council's vision, values, and strategic priorities including its commitment to Te Tiriti o Waitangi</i></p>	<p>Is open to feedback from others to improve themselves and drive for results</p>	<p>Actively seeks feedback from others, strives for quality results, and expresses what one is thinking even when it is difficult to do</p>	<p>Inspires, motivates, and develops others, working constructively with Māori and all other stakeholders, promoting team morale and exemplifying high standards</p>	<p>Articulates a core sense of purpose, communicates and implements strategy, champions change, and has high credibility as a Te Tiriti honouring and enacting leader</p>	<p>Gets buy-in to the vision and strategy, embodies the Nursing Council values, maintains a sound personal reputation, including as a Te Tiriti honouring and enacting leader, and adds value to the organisation's reputation</p>
<p>Learning & Improvement </p> <p><i>Keeps knowledge and skills up to date to effectively carry out key accountabilities. Engages in cultural capability building; and demonstrates a 'growth mindset' applying learnings to continually improve themselves and the way work is done</i></p>	<p>Demonstrates awareness and role-specific knowledge to carry out key accountabilities and to contribute to a culturally safe workplace</p>	<p>Remains up to date and open to growth, including cultural competency, admits mistakes, actively seeks out opportunities to improve processes and procedures</p>	<p>Actively challenges the status quo to look for better ways of doing things, thrives on change, including change through cultural capability development</p>	<p>Demonstrates and advocates for Continuous improvement across the team/organisation. Is an avid learner, critically analyses own experiences and own cultural capability, applies and shares learnings, and is sought out for opinions, advice, and counsel.</p>	<p>Builds a learning culture by demonstrating a 'growth mindset'; champions a culture of continuous improvement; including of cultural capability. Identifies and addresses complex process, behavioural, and procedure improvements. Changes are well communicated and embedded</p>
<p>Decisive Judgement </p> <p><i>Makes effective decisions in a timely and confident way and in alignment with Council's vision, values, and strategic priorities, including its commitment to Te Tiriti o Waitangi</i></p>	<p>Has the ability to make thoughtful decisions and consider the consequences of making them</p>	<p>Carefully considers all options before making a decision and takes responsibility for outcomes</p>	<p>Actively makes sound decisions taking into account the facts, goals, constraints and risks associated</p>	<p>Takes ownership for making tough decisions, to ensure the best outcome is achieved in line with Council's strategy and commitment to Te Tiriti o Waitangi</p>	<p>Demonstrates balanced thinking in alignment with Council's vision, values, and strategic priorities including its commitment to Te Tiriti o Waitangi. Makes effective decisions based on analysis, experience and perspective. Owns tough decisions</p>

Nursing Council Capabilities Framework – 2024

	Level 1	Level 2	Level 3	Level 4	Level 5
<i>Indicative job types</i>	Kaimahi – entry level	Kaimahi – mid-level	People/Team Leaders	Senior Managers	Executive Leadership Team
 <p>Cultural Capability Proactively contributes to the Council’s commitment to giving effect to Te Tiriti o Waitangi policy, and to building and experiencing a culturally safe work-place</p>	<p>Works with manager to develop own cultural capability including through undertaking foundation learning. Demonstrates Council’s values in action when interacting with colleagues and customers, including Māori nurses and stakeholders</p>	<p>Works with manager to develop own cultural capability including through undertaking foundation learning. Demonstrates Council’s values in action when interacting with colleagues and customers, including Māori nurses and stakeholders</p>	<p>Takes responsibility for own cultural capability development. Supports and guides direct reports in building and progressing with their capability</p> <p>Participates and contributes through foundation learning and continued learning</p> <p>Demonstrates Council’s values in action when interacting with colleagues and customers, including Māori nurses and stakeholders</p>	<p>Takes responsibility for own cultural capability development. Supports and guides direct reports in building and progressing with their capability</p> <p>Has active plan to engage with foundation learning if outstanding. Proactively contributes to current continued learning opportunities, actively seeks out new opportunities to own grow cultural capability and to contribute to a culturally safe workplace for Māori and non-Māori staff</p> <p>Demonstrates and exemplifies Council’s values in action when interacting with colleagues and customers, including Māori nurses and other key stakeholders</p>	<p>Proactively contributes to continued learning opportunities, actively seeks out new opportunities to grow cultural competence and cultural safety for self and others</p> <p>Champions, supports, and guides direct reports in building and progressing with their own and teams’ plans.</p> <p>Champions and leads Council’s values in action when interacting with The Council, Māori nurses and relevant stakeholders</p> <p>Brings a strategic view and future focus to next steps in the Council’s development as a culturally competent and safe organisation</p>

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