

# TAMARIKI ORA/WELL CHILD NURSE

## (Oranga Hāpori – Community Wellbeing)



Responsible to:	Clinical Nurse Leader
Team:	Oranga Hāpori Community Nursing Team
Service:	Whānau Ora Service Delivery
Location:	New Plymouth/Hawera
Directly Supervising:	Nil
Functional Relationships:	Tui Ora kaimahi Tui Ora Child Protection Coordinator Senior Leadership Team Service Users and Whānau
Committees:	As required

### POSITION SUMMARY:

The purpose of the Tamariki Ora/Well Child Nurse is to offer a screening, monitoring, education and support service to all New Zealand children and their family/whānau from six weeks to five years of age. The position will assist families/whānau to improve and protect their children’s health. The position will deliver services that will contribute to flexible Whānau Ora outcomes.

This role falls into the category of a **Core Worker** under the Vulnerable Children Act 2014. A Core Worker is defined as a children’s worker whose work in or providing a regulated service requires or allows that, when the person is present with a child or children in the course of that work, the person:

- Is the only children’s worker present; or
- Is the children’s worker who has primary responsibility for, or authority over, the child or children present.

### REPORTING RELATIONSHIPS

Tui Ora Manager(s) / Team Leader(s)

All staff members will manifest through their everyday work *Ngā Ūara: Principles* across all internal and external stakeholder interactions:

<p><b>Wairuatanga</b> The expression of the intimate spiritual connection we have to our maunga, awa, moana, marae, tūpuna and atua. Must be maintained and nourished to help achieve wellbeing. Fundamental to the way in which we view the world.</p>	<p><b>Whanaungatanga</b> The ability to form a connection with each other through sharing experiences and being open. To understand who we are and where we come from. A way of acknowledging our uniqueness and the strength that comes from working as a group.</p>
<p><b>Kotahitanga</b> The message of unity, oneness and harmony. This principle reflects the emerging spirit of sharing and embracing each other.</p>	<p><b>Tino Rangatiratanga</b> Being and having control, oversight and responsibility for ones’ actions. Inspires us to a sense of self determination.</p>
<p><b>Manaakitanga</b> The nurturing of relationships. Encouraging us to rise above personal attitudes and feelings while respecting and creating self-worth in others. Building unity through humility and the act of giving.</p>	<p><b>Tikanga O Tui Ora</b> A guide to the way in which we unite as an organisation. Our responsibility to provide care under the auspices of tō tātou maunga.</p>

Key Result Area	Expected Result
<b>Customer Service and Service Delivery</b>	<ul style="list-style-type: none"> <li>▪ Ensure the implementation of Whānau Ora model of care by: <ul style="list-style-type: none"> <li>– Carrying out regular monitoring and screening assessments which will include: <ul style="list-style-type: none"> <li>○ Physical examination of each child in order to detect congenital, inherited or acquired conditions (e.g. congenital dislocated hips, undescended testes, congenital heart disease, some aspects of growth, and hearing or vision problems)</li> <li>○ Measurement of child’s weight, height, and head circumference in order to detect poor nutrition, physical, emotional or growth disorders</li> <li>○ Developmental questioning, and where appropriate, assessment of each child in order to detect developmental delay or intellectual disability.</li> </ul> </li> </ul> </li> <li>▪ Promoting education and support activities that empower parents and families/whānau to maximise their child’s developmental potential and health status</li> <li>▪ Providing information and advice to parents: <ul style="list-style-type: none"> <li>– About their own and their child’s nutritional requirements at the various ages and stages of their child’s growth and development</li> <li>– On management of their child’s behaviour at the various ages and stages of their child’s growth and development, including sleeping, crying and temperament</li> <li>– On how to access relevant support networks within their community</li> <li>– On ways to prevent Sudden Infant Death Syndrome (SIDS), including sleep position and exposure to tobacco smoke</li> <li>– About the importance of immunisation in protecting their child from preventable communicable childhood infectious disease</li> <li>– On how to achieve a safe environment and reduce risk at each of the stages of the child’s growth and development (e.g. from motor vehicle crashes, burns, scalds, poisoning, drowning, falls)</li> <li>– On recognition and management of postnatal depression</li> <li>– On management of hygiene, smoking, ventilation, temperature control and nutrition.</li> </ul> </li> <li>▪ Clear and timely completion of all client notes and documentation</li> <li>▪ Role specific outcomes and contract deliverables.</li> </ul>
<b>Ad Hoc Tasks</b>	<ul style="list-style-type: none"> <li>▪ A Business Continuity Event may require secondment to another role.</li> </ul>
<b>Relationships</b>	<ul style="list-style-type: none"> <li>▪ Key partnerships are maintained in order to generate stronger links to foster a sense of collaboration with care providers to enhance multi-disciplinary service delivery</li> <li>▪ Establish and maintain effective working relationships with kaimahi, whānau, communities and other external contacts</li> <li>▪ Develop and use collaborative relationships to facilitate the accomplishment of whānau goals and objectives.</li> </ul>
<b>Communication/Team Work</b>	<ul style="list-style-type: none"> <li>▪ Support an inclusive and positive work environment by listening and responding appropriately in all interactions.</li> </ul>
<b>Culture</b>	<ul style="list-style-type: none"> <li>▪ Keeping the organisation’s Ngā Uara: Core Principles at the forefront of own and others’ decision making and actions: <ul style="list-style-type: none"> <li>– Upholds ethics and values</li> <li>– Demonstrates integrity</li> <li>– Promotes and defends equal opportunities, builds diverse teams</li> <li>– Encourages organisational and individual responsibility towards the community and the environment.</li> </ul> </li> </ul>

<b>Quality</b>	<ul style="list-style-type: none"> <li>▪ Risk management, quality assurance, integrity and confidentiality through all work are evidenced</li> <li>▪ Standards are maintained to meet service level agreements/contract specifications.</li> </ul>
<b>Safe Environment</b>	<ul style="list-style-type: none"> <li>▪ Every kaimahi is expected to share in the commitment to health and safety</li> <li>▪ Each kaimahi is expected to help maintain a safe and healthy workplace by: <ul style="list-style-type: none"> <li>– Following all company safe work, policies, procedures, rules and work instructions</li> <li>– The proper use of all safety equipment and clothing provided (as applicable)</li> <li>– The early reporting to their manager of any pain or discomfort experienced at work</li> <li>– Taking an active role in the company’s treatment and rehabilitation plan, for an ‘early and durable return to work’ by following the company ‘Return to work –ACC’ and ‘Return to work – Non ACC Related’ procedures</li> <li>– Reporting all incidents, injuries and hazards through the company Reportable Event procedure</li> </ul> </li> <li>▪ Working with Health and Safety Representatives, the Health and Safety Coordinator and managers to ensure compliance with Health and Safety requirements and the active development and promotion of a healthy work environment by: <ul style="list-style-type: none"> <li>– Actively identifying and reporting near misses or incidents</li> <li>– Supporting the Health and Safety Representative in their work area whenever required</li> </ul> </li> <li>▪ Reporting on Health and Safety events at team meetings.</li> </ul>
<b>Technology and Tools of the Job</b>	<ul style="list-style-type: none"> <li>▪ Able to apply and understand the use of technology; with demonstrable ability to use a desktop computer and related application software packages – including Microsoft office and Client Management Systems relevant to the role</li> <li>▪ Demonstrates confidence and is willing to embrace change as technology changes</li> <li>▪ Committed to maintaining the quality and accuracy of data entry.</li> </ul>
<b>Personal Development</b>	<ul style="list-style-type: none"> <li>▪ Professional/technical knowledge is maintained, and knowledge is shared with team</li> <li>▪ Appropriate technical development targets are agreed in the performance development review, and achievement is evidenced against these</li> <li>▪ A performance development plan is established annually and reviewed six monthly</li> <li>▪ Commitment to attend the organisation’s cultural development programme.</li> </ul>
<b>Person Specification</b>	<ul style="list-style-type: none"> <li>▪ Registered General and Obstetric Nurse or a Registered Comprehensive Nurse with appropriate scope of practice</li> <li>▪ Current practicing certificate</li> <li>▪ Trained in, or willing to undertake training in role specific tasks</li> <li>▪ Full, clean NZ Driver Licence.</li> </ul>
<b>Experience and Skills</b>	<ul style="list-style-type: none"> <li>▪ Experience or is able to demonstrate an understanding of community networks with respect to Well Child Tamariki Ora and their family/whānau in Taranaki</li> <li>▪ Knowledge of applicable regulations governing clinical practice/legislative compliance</li> <li>▪ Is able to deliver each of the three components of the Well Child Tamariki Ora National Schedule as described in the Well Child Tamariki Ora</li> </ul>

	<p>National Schedule Handbook (2002); Health Protection and Clinical Assessment; Health Education and Promotion; and Family or Whānau Care Support</p> <ul style="list-style-type: none"> <li>▪ Well-developed written and oral communication skills</li> <li>▪ A working knowledge of a Client Management System is preferred</li> <li>▪ Excellent interpersonal skills and able to work as part of a team</li> <li>▪ Excellent organisation skills and able to take responsibility for completion of tasks</li> <li>▪ Able to demonstrate practical understanding of the aspirations and challenges facing Māori communities</li> <li>▪ Experience in applying Tikanga Māori as it applies in the role is desirable.</li> </ul>
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**NOTE:**

You will align outcomes/deliverables as per the Service Contract requirements that relate to your role.

The foregoing paragraphs are intended to describe the duties that the appointee will be expected to undertake in this position. However, the outlined key tasks should not be regarded as a complete and exhaustive list and do not prevent the addition, alteration or deletion of duties from time to time in accordance with the needs of Tui Ora.

Tui Ora is a service provider and as such kaimahi are required to have a flexible approach to the work they are requested to undertake (within their professional/legal scope/boundaries) to ensure client needs are met and best practice customer service is upheld at all times and to contribute to the success of Tui Ora.

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Salary circa dependent upon skills and experience.

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**APPROVED:**

Authorised signature:	Staff Member's signature
Name:	Name:
Position:	Position:
Date:	Date: