

	Equity Navigator Asian & High Needs Populations – Bowel Screening			
	POSITION TITLE	Te Puni Tūmatawhānui (Health Improvement & Equity Directorate)	DEPARTMENT	Population Health
	REPORTING TO (operationally)	Outreach Screening Team Leader	REPORTING TO (professionally)	N/A
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	<ul style="list-style-type: none"> ▪ This role will contribute to increased participation of Asian and high need population groups in the National Bowel Screening Programme. ▪ The role reports to the Outreach Screening Team Leader in the Health Improvement and Equity Directorate within the Hawke’s Bay District Health Board (HBDHB) ▪ Staff reporting – Nil 			
PURPOSE OF THE POSITION	<p>This role will:</p> <ul style="list-style-type: none"> ▪ Contribute toward the advancement of equitable health outcomes for High Need and Asian population groups. ▪ Work alongside the Kauika Pūmau team to deliver a coordinated and cohesive bowel screening community outreach programme. ▪ Seek to increase priority group participation in the bowel screening programme. ▪ Strengthen the Hawke’s Bay bowel screening programme equity response. ▪ Provide health information, education, and support for priority group populations aged 60 – 74 residing in high deprivation areas both urban and rural. ▪ Provide culturally appropriate information and support to help whānau make informed decisions to navigate and access the bowel screening programme. ▪ Build capacity and capability of our local communities, to prioritise important health kaupapa in a way that works for them. ▪ Deliver organisational KPIs including relevant MOH target, financial budgets and service plans. 			
KEY DELIVERABLES	<p>Delivery of a safe and effective screening service for high needs populations</p> <ul style="list-style-type: none"> ▪ Identify and follow-up with whānau who have not returned their screening fitkit, those who are eligible for but are yet to receive their screening fitkit, and those who will be eligible to receive their screening fitkit in the near future. ▪ Provide follow-up support for Asian and high need population groups who face access barriers that prevent them from participating in the programme. ▪ Point of contact for primary and secondary care providers seeking education or navigation support for their Asian and high need population patients. <p>Builds capacity and capability of high needs communities</p> <ul style="list-style-type: none"> ▪ Provide educational workshops tailored to community-based models of health and wellbeing. ▪ Liaise with and supports community champions within communities and workplaces to deliver screening education and promotion. ▪ Establish a safe environment for men and women to actively participate and provide feedback on solutions to overcome barriers to access to screening. 			
HEALTH & SAFETY RESPONSIBILITIES	<p>HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> ▪ Not to do anything that puts your own H&S at risk ▪ Not to do anything that puts others H&S at risk ▪ To follow all health and safety policies and procedures ▪ To follow all reasonable health and safety instructions <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>			
KEY WORKING RELATIONSHIPS	<p>INTERNAL</p> <ul style="list-style-type: none"> ▪ Outreach screening team ▪ Kauika Pūmau team ▪ Māori Health team ▪ Pacific Health team ▪ Endoscopy Services ▪ Other HBDHB business units and departments 	<p>EXTERNAL</p> <ul style="list-style-type: none"> ▪ Individual whānau ▪ Māori health providers / services ▪ Primary care providers ▪ Regional and national bowel screening centres ▪ Workplaces ▪ Community agencies 		

DELEGATION AND DECISION	Part of the Outreach Screening Team, but located with the Kauika Pūmau team to be connected with others working on bowel screening in the community, to achieve the best results for whānau and to problem solve issues as they arise.
HOURS OF WORK	48 hours per fortnight. Flexibility to work when it is most beneficial to whānau.
EMPLOYMENT AGREEMENT & SALARY	In accordance with the DHB/PSA Allied, Public Health & Technical Multi Employer Collective Agreement, Health & Clinical Support Workers & Hauora Māori Workers, Level 3, Steps 1 to 3 (\$53,335 to \$62,671) gross per annum according to qualifications and experience.
DATE	September 2021
EXPENDITURE & BUDGET ACCOUNTABILITY	Not applicable
SCOPE & COMPLEXITY	Not applicable

ESSENTIAL CRITERIA

Qualifications

- NCEA Level 2 or equivalent

Experience

- Experience working with high need groups and/or Asian communities
- Experience developing and delivering health responses for high need and/or Asian communities
- Experience in administration.
- Proven customer service skills.
- Working and developing community networks
- Communication skills with individuals or groups.
- Proven passion for improving health in equities.

Business / Technical Skills

- Demonstrates an understanding of continuous quality improvement.
- Basic computer competency using Microsoft Word, Excel, Outlook and Power Point.

Key Attributes

- Negotiation resolution.
- Conflict management skills.
- Confidentiality management.
- Effective communication skills.
- Positive attitude with a problem-solving focus.
- Knowledge of the health sectors including individual rights and collective entitlements.
- Experience working with whānau and understanding the dynamics and inter-relationships people have with their communities/environment.

Effectively Engaging with Māori

- Demonstrates the ability to engage effectively with Māori.
- Demonstrates ability to apply the Treaty of Waitangi.
- Shows commitment to, and demonstrates the behaviours of the health sector.

Physical Requirements

Drivers Licence

Vaccination Requirements

As per the current Employee Immunisation Policy

DESIRABLE CRITERIA

Qualifications

- New Zealand Certificate in Health and Wellbeing Level 3 or 4 or equivalent
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Business / Technical Skills

- Competency in Asian languages.
- Report writing.
- Assess systems and recommend improvements.
- Partnering with Asian community groups and other health service providers, public and private sector organisations to better enable shared care approaches.



Our Vision and Values

Te hauora o te Matau-ā-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT
Showing *respect* for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT
Continuous *improvement* in everything we do. This means that I actively seek to improve my service.

RARANGA TE TIRA PARTNERSHIP
Working together in *partnership* across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE
Delivering high quality *care* to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.