

Health New Zealand Te Whatu Ora	POSITION TITLE	Hospital Play Specialist		
	DIRECTORATE	Specialist and Community Services Group	DEPARTMENT	Paediatrics
	REPORTING TO (operationally)	Clinical Nurse Manager	REPORTING TO (professionally)	Professional lead
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role covers the Paediatric Service in Health New Zealand - Te Whatu Ora Te Matau a Māui Hawke's Bay Staff reporting - Nil Direct - Nil Indirect			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> To assess, plan and implement developmental and therapeutic play based programmes for children/tamariki in hospital. To ensure and prioritise a focus on patient safety and quality relating to care and processes within the Specialist and Community Services Group Delivery of organisational KPI's including relevant MOH target, financial budgets and service plans. To recognise and support the delivery of the Hawkes Bay Health sector vision 			
KEY DELIVERABLES	<p>Customer Service</p> <ul style="list-style-type: none"> Demonstrates a commitment to customer service and continuous quality improvement, through interaction with patient/clients and other customers. Identifies customer needs and offers ideas for quality improvement. Effective management of customers/situations. <p>Clinical</p> <ul style="list-style-type: none"> Demonstrates proficiency and autonomy of practice in the clinical setting Utilises Hospital Play Specialist knowledge, reflective practice and professional judgement to provide competent care and advice Proactively anticipates and recognises cues to a situation and predicts outcomes, referring onto other clinical team members Utilises assessment skills to respond to developmental and psychosocial needs and adapt approaches to accommodate Initiates interventions and monitors untoward effects, reactions and responses Promotes a collaborative, inclusive and supportive environment <p>Provision Of Quality Care And Education For Children In Hospital</p> <ul style="list-style-type: none"> Conceptualise, plan and implement an appropriate learning plan that promotes a child or young person's growth and development Demonstrate knowledge and understanding of how children learn and respond in the hospital setting. Informal and formal assessment information is analysed and acted on. Provides play/recreation programmes to assist children, young people and their families/whānau to cope with the stress of hospitalisation Encourage the child in their understanding of procedures and treatments <p>Teaching and Mentoring (Following Registration)</p> <ul style="list-style-type: none"> Acts as a mentor for other Hospital Play Specialists Provides teaching sessions for professionals, students and community groups as required on the role of Hospital Play Specialists <p>Professionalism / Personal Development</p> <ul style="list-style-type: none"> Identifies professional learning goals in consultation with colleagues and yearly objectives and evaluations are completed with the HPS Team leader. Initiates learning opportunities to advance professional knowledge and skills Evidence of participation in relevant courses and conferences and demonstrating acquired knowledge A professional portfolio is maintained which shows engaging with evidence and professional literature to reflect on and refine practice and reflects NZ Registered teacher criteria and HPSAANZ Competencies. Supervision/ mentoring sessions are attended as needed. Understanding of healthcare play and play preparation is demonstrated. Knowledge of the implications of biculturalism in the healthcare setting is updated by reading and attending in-service courses. Orientation, in-service and other relevant training are attended. Active membership of Hospital Play Specialist Association of Aotearoa/New Zealand (HPSAANZ) 			

HEALTH & SAFETY RESPONSIBILITIES	<p>Health NZ Hawke’s Bay 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"> • Service Director – Specialist and Community Services Group • Clinical Nurse Manager • HPS Team Leader • HPS Team • Other Team Members, e.g. RN’s, Care Associates, RMO’s, SMO’s, students • Human Resources 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Patients/Clients/Families and whānau • Ministry of Education (MOE) • Education Review Office (ERO) • Hospital Play Specialist Association of Aotearoa/New Zealand (HPSAANZ) • Early Childhood Training Providers and Early Childhood Centres and Central Regional Health School Teachers, • Community Groups • Primary Healthcare Services
DELEGATION AND DECISION	Variable depending on Hospital Play Specialist experience.	
HOURS OF WORK	50 hours per fortnight (0.65 FTE), Monday to Friday, 12 Months Fixed Term	
EMPLOYMENT AGREEMENT & SALARY	In accordance with Allied, Public Health, Scientific and Technical Health Single Employer Collective Agreement (SECA) Step 1 – 7 according to qualifications and experience pro-rated for hours worked.	
DATE	August 2024	
EXPENDITURE & BUDGET ACCOUNTABILITY	N/A	
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> • Evidence of effective, professional relationships with Paediatric staff, patients and whānau in children’s ward (and other areas of hospital where children may receive HPS intervention, as outlined in Licensing Criteria for hospital based Education and care services 2008). • Hospital play specialist staff are required to be committed to developing their own culturally responsive practice, including incorporating Mason Durie’s <i>Te Whare Tapa Wha model (1982)</i>¹ into their everyday practice. • The Hospital Play Specialist Association Aotearoa New Zealand (HPSAANZ) Code of Ethics and Core Competencies are expected to be upheld by all members of the Hospital Play Specialist Service • Supports a holistic approach within a progressive service to better enable collaborative relationships with patients and whānau. 	

ESSENTIAL CRITERIA

Qualifications

- Bachelor of Teaching (ECE)
- Full Registration with the Teachers Council of NZ as an ECE Teacher.
- Current practising certificate

Experience

- Minimum three years relevant experience working in early childhood setting
- Demonstrated ability to provide appropriate play programmes for children of mixed age groups and from a variety of cultural backgrounds

Business / Technical Skills

- Basic skills in computing, negotiating, leadership and project management.
- Sound understanding of professional ethics
- Ability to plan, implement and evaluate appropriate programmes
- A thorough understanding of Ministry of Education requirements for early childhood education services
- Maintains a portfolio reflecting the core competencies of:
 - New Zealand Teachers Council Registered Teacher Criteria
 - Hospital Play Specialists Core Competencies

Key Attributes

- Ability to build rapport and constructive and effective relationships with children, young people and families
- Positive attitude
- Effective written and oral communication skills
- Ability to contribute positively to the interprofessional /multidisciplinary team.
- A high degree of maturity, stability and self-confidence.
- Demonstrates proficiency and autonomy of practice, requiring minimal guidance.
- Maintains personal and professional boundaries
- Able to contribute to ongoing quality improvement processes

Effectively Engaging with Māori

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

Physical requirements for role:

Due to the physical nature of this role the following physical requirements are essential:

Agility	Able to kneel Able to get 1 knee up on bed Able to squat Able to raise arms above head Able to reach arms out in front
Fitness	Able to walk up 2 flights of stairs without stopping
Strength	Able to do at least 3 half press ups (i.e. on knees)

Vaccination status for role:

Vaccinations as per the current employee immunisation policy including annual influenza vaccinations

DESIRABLE CRITERIA

Experience

- HPS experience
- Registration as Hospital Play Specialist with Hospital Play Specialist Registration Council (HPSRC)



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.