

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Hospital Play Specialist		
Reports to	Team Leader		
Location	Hawkes Bay Hospital		
Department	Child Health Unit		
Direct Reports	0	Total FTE	0.6
Budget Size	Opex	Capex	
Delegated Authority	HR	Finance	
Date	May 2025		

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

- The primary purpose of the role is to:
- 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 Women, Children and Youth Service.
- 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 Result Area	Expected Outcomes / Performance Indicators
	<ul style="list-style-type: none"> • Conceptualise, plan and implement an appropriate learning plan that promotes a child or young persons 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

	<ul style="list-style-type: none"> • Encourage the child in their understanding of procedures and treatments • 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 • Demonstrates responsibility, accountability and commitment to Early Childhood Education and Hospital Play Specialist practice
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships. • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Culture and People Leadership	<ul style="list-style-type: none"> • Prioritises developing individuals and the team so Health New Zealand has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others. • Provides leadership that shows commitment, urgency and is visibly open, clear, and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally. • Implements and maintains People & Communications strategies and processes that support provide an environment where employee experience, development, and performance management drive achievement of the organisation's strategic and business goals. • Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo, ensuring unification

	of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened.
Innovation & Improvement	<ul style="list-style-type: none"> • Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table. • Models an agile approach –tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.
Health & safety	<ul style="list-style-type: none"> • Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Relationships

External	Internal
<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 	<ul style="list-style-type: none"> • Service Director - Women, Children & Youth Services • Clinical Nurse Manager • HPS Team • Other Team Members, e.g. RN's, Care •

About you – to succeed in this role

You will have

Essential:

- A relevant graduate and post-graduate qualification.
- Experience in implementing Te Tiriti o Waitangi in action.
Minimum of Diploma of Teaching (ECE)

Full teacher registration

Minimum two years relevant experience working in early childhood setting

Sound understanding of professional ethics

Demonstrated ability to provide appropriate play programmes for children of mixed age groups and from a variety of cultural backgrounds

A thorough understanding of Ministry of Education requirements for early childhood education services

Ability to plan, implement and evaluate appropriate programmes

Builds supportive responsive relationships with children, young people and families

Respects and provides for individual differences in cultural and family values

Excellent written and oral communication skills

A high degree of maturity, stability and self-confidence.

A commitment to quality and excellence.

Can be relied upon to work independently but is also an effective team member

Maintains personal and professional boundaries

Able to contribute to ongoing quality improvement processes

Desired:

HPS experience

HPSAANZ Registration

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.

- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.