

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

Title	Payroll Administrator			
Reports to	Payroll Team Leader			
Location	Corporate Office, Hawke's Bay			
Department	Payroll			
Direct Reports	0		Total FTE	1.0
Budget Size	Opex	N/A	Capex	N/A
Delegated Authority	HR	N/A	Finance	N/A
Date	June 2025			
Job band	PSA Administration Multi Employer Collective Agreement Band 1			

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 provide administration support to the payroll team covering all groups
- Follow processes in place to ensure legislation and collective agreements are upheld
- To recognise and support the delivery of the Hawke's Bay Health sector vision

Key Result Area	Expected Outcomes / Performance Indicators
Processing weekly pay runs	<ul style="list-style-type: none"> • Knowledge of Payroll Legislation and Collective Bargaining Agreements and policies • Assist with checking of pay run reports • Assist with distribution of pay run reports including deduction schedules • Escalating issues with pay run reports to senior payroll team members
Employee data maintenance	<ul style="list-style-type: none"> • Ensure documentation received aligns with legislation, collective bargaining and Te Whatu Ora Policies • Escalate non-compliant letters with senior payroll team member • Electronically file documentation in a timely manner • Action deduction requests from staff accurately
General	<ul style="list-style-type: none"> • Provide portfolio letters upon request for nursing staff • Be proficient in the use of different systems including AMS Leader, PAL\$ and Roster Live • Manage payroll enquiries inbox and job logging portal responding to routine requests or queries escalating the more complex ones to payroll officers

	<ul style="list-style-type: none"> • Collect and distribute mail from reception • Provide cover for payroll team during periods of absence and increased workloads
Quality improvement	<ul style="list-style-type: none"> • Demonstrates a commitment to customer service through problem solving with employees/managers • Understanding customer needs and offer ideas for quality improvement • Challenge the status quo and look for best 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.
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.
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Relationships

External	Internal
<ul style="list-style-type: none"> • Unions • Inland Revenue Department • Superannuation Providers • Accident Compensation Corporation • Any other Government and private company that have authority to request pay information 	<ul style="list-style-type: none"> • Corporate Directorate • People and Communications • Finance • General Managers • Managers • Team Leaders • All Health NZ Hawke's Bay staff

About you – to succeed in this role

You will have

Essential:

- High School Leaver
- Previous experience in an administration role
- Good level of computer skills
- Proven communication skills
- 'Can do' attitude
- Focus on attention to detail
- Understanding of necessity for confidentiality
- Willingness to work effectively as part of a team and independently

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.
- 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.