



<b>DELEGATION AND DECISION</b>	Care Associates, as unregulated health care workers, work under the direction and delegation of registered nurses / midwives.
<b>EMPLOYMENT AGREEMENT &amp; SALARY</b>	In accordance with the DHB's / NZNO Nursing & Midwifery Multi Employer Collective Agreement (MECA) \$40,382 - \$48,003 gross per annum according to qualifications and experience pro rata for hours worked.
<b>DATE</b>	April 2020

<p><b>ESSENTIAL CRITERIA</b></p> <p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>New Zealand Certificate in Health and Wellbeing (Level 3) Health Assistance <b>OR</b></li> <li>Actively on this qualification pathway <b>OR</b> commitment to commence this qualification within two months of employment</li> </ul> <p><b>Experience</b></p> <ul style="list-style-type: none"> <li>Understanding of the needs of other cultures, including lifestyle, spiritual beliefs and choices of others</li> <li>Ability to accept and respond to direction</li> <li>Sensitive to the needs of patients, staff and the public</li> <li>Ability to make an effective team contribution to ensure excellent teamwork is supported</li> <li>Proven ability to communicate effectively; verbal and written</li> <li>Proven customer service skills</li> <li>Proven ability to adapt within a changing environment</li> <li>Ability to maintain confidentiality</li> <li>Computer and telephone skills</li> <li>Current unendorsed Driver's License</li> </ul> <p><b>Effectively Engaging with Māori –</b></p> <ul style="list-style-type: none"> <li>Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori</li> <li>Is visible, welcoming and accessible to Māori consumers and their whānau</li> <li>Actively engages in respectful relationships with Māori consumers and whānau and the Māori community</li> <li>Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience</li> <li>Actively facilitates the participation of whānau in the care and support of their whānau member</li> </ul> <p><b>Physical requirements for role: -</b></p> <ul style="list-style-type: none"> <li>Able to kneel</li> <li>Able to get 1 knee up on bed</li> <li>Able to squat</li> <li>Able to raise arms above head</li> <li>Able to reach arms out in front</li> <li>Able to walk up 2 flights of stairs without stopping</li> <li>Able to do at least 3 half press ups (i.e. on knees)</li> </ul> <p><b>Vaccination status for role:</b> Vaccinations as per the current employee immunisation policy including annual influenza vaccination</p>
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**DESIRABLE CRITERIA**

**Business / Technical Skills**

- Knowledge of ECA (patient management system)
- Knowledge of MedTech (patient management system)



**OURHEALTH**  
HAWKE'S BAY  
Whakawhātea

**Our Vision and Values**

*Te hauora o te Matau-a-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**  
**ĀKINA IMPROVEMENT**  
**RARANGATE TIRA PARTNERSHIP**  
**TAUWHIRO CARE**

**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.