



**Tūranga:** Te Poutokomanawa Kaiako (1.0 FTE)  
**Ratonga Mahi:** Te Poutokomanawa o Te Puna Ora  
**Pūrongo:** Poutokomanawa Kaiwhakahaere  
Raukura Director People & Culture

### **Nga Whainganga Matua o Te Puna ora o Mataatua**

Organisational expectations

Ko Te Poutokomanawa te tūāpapa whakaatu i ngā ūara me ngā mātapono hei whakamahi mo Te Puna Ora o Mataatua.

Ko te whainganga matua, kia tū pakari ngā kaimahi o Te Puna Ora o Mataatua, kia matatau hoki ki ngā āhuatanga o te ao Māori me te ao hurihuri. Kia rere te reo Māori i ngā kōrero whakapapa me ngā kōrero tuku iho o ngā hapū, iwi o Mataatua, Aotearoa. Kia kaha te kōrero Māori i te wāhi mahi, i te kainga, i te marae me te hapori.

I ngā wā katoa me mātua mōhio ngā kaimahi o Te Puna Ora o Mataatua ki ngā paerewa me ngā whanonga e tika ana kia kitea, kia rangonahia e te katoa, otirā me o tātou kiritaki, whānau, hapū, hapori.

Me matua mōhio ngā kaimahi ki ngā ture me ngā kaupapahere o Te Puna Ora o Mataatua.

Kia kitea kia rangohia ngā whanonga me ngā whakahaeretanga e tika ana kia whakamahia.

Tēra pea ka whakangāwaritia ngā hāora mahi kia tutuki ai ngā kaupapa mahi

### **Ngā Haepapa Mahi Responsibilities**

#### **Tino Rangatiratanga** self determination & accountability

Ko te arotahi he whakamahi i te huinga kaimahi ki te honohono, te whakawhanaunga, mahitahi i te taha o ngā whānau, hapū, iwi me te hunga whaipānga ki Te Puna Ora o Mataatua

#### **Manaakitanga** relationships & connections

He whakahaumako i Te Poutokomanawa ki te katoa o Te Puna Ora o Mataatua me ōna momo ratonga.

He whanake, he whakatipu i te reo me ōna tikanga ki nga kaimahi. Me whaiwhakaaro ki ā rātou pūmanawa me ngā hiahia o te whānau.

#### **Rangatira:** Leadership influence expectations

Ko tēnei tūranga he hanga hōtaka, he whakaako, he whakarite ngohe, he aromatawai i te reo Māori me ōna tikanga mo te katoa o ngā kaimahi o Te Puna Ora o Mataatua.

He whakatakoto i ngā huarahi ako mo ia kaimahi

#### **Puna:** collective approach

He hanga pūnaha me ngā whakanekeneke o te hōtaka me ōna pūrongo kia tāea ai te whai haere i te huarahi ako o ia kaimahi e ako ana i te reo Māori me ōna tikanga

He whaipānga ki te whakaatu i ngā ngohe me te hōtaka o te Poutokomanawa me te whānuitanga kōrero o Te Puna Ora o Mataatua

#### **Wairuatanga** balance, duality, spirituality, unity

He awahi, he tautoko i te ako torowhānui me te toi ora o ngā kaimahi o Te Puna Ora o Mataatua

### **Te Reo me ōna Tikanga** Cultural Expectations

He hanga, he whakatō i ngā paerewa Reo Māori me ōna tikanga

He aroturuki, he whakaatu i te āhua o te reo Māori i Te Puna Ora o Mataatua

### **Ngā Āhuatanga Whaiaro** Skills & Attributes

- He tohu e hāngai ana ki tēnei tūranga
- Matatau ki te whakaako i te reo Māori me ōna tikanga
- Kāre he raru ki te ārahi i te akomanga
- Mohiotanga ki nga hītori Māori o te rohe o Mataatua
- He aro mō nga whanaketanga o ngā kaimahi i roto i te ao Māori
- E mārama ana ki ngā matapono me ngā ūara o Te Puna Ora o Mataatua
- Ka tāea te whakapā, te whakawhanaunga, mahi tahi i te taha o ngā kaimahi me te hunga whaipānga ki ā Te Puna Ora o Mataatua
- He ringa ngaio, kā tāea te hanga taipitopito kōrero
- E mārama ana kia noho tapu te kōrero
- He ngākau whakahihiko, Ka tāea te whakatau whakaaro
- E mārama ana ki ngā pēhitanga o te mahi, te whakatutuki mahi, whakaoti pūrongo i te wā tika
- Kua kitea tōna matatau ki te mahi tari pūnaha, ngā mahi rauemi o te ipurangi, pae tukutuku Microsoft Office