

Position Description

Vacancy ID: 6789

Position:	Occupational Therapist – Kai Whakaora Ngangahau Allied Health Professional Mental Health & Addictions Service
Reports to:	Locality Service Leads
Professionally Responsible to:	Professional Leader – Occupational Therapy
Directly Supervising:	Students where applicable Supervision and Delegation to Allied Health Assistants

Organisation Context

Te Whatu Ora | Health New Zealand leads the day to day running of the health system across New Zealand, with functions delivered at local, district, regional and national levels. It weaves the functions of the 20 former District Health Boards into its regional divisions and district offices, ensuring continuity of services in the health system.

Te Whatu Ora, Health New Zealand Te Pae Hauora o Ruahine o Tararua – MidCentral (MidCentral) (previously MidCentral District Health Board) provides healthcare services to over 180,000 people across the Manawatu, Horowhenua and Tararua regions. With a large hospital campus at Palmerston North, it also provides key health care and support services to neighbouring communities. We are one of the Manawatu's largest employers with over 2800 staff members.

Description of Service

Mental Health & Addictions Services - Te Mātāpuna o te Ora - The Source of Wellbeing

Te Mātāpuna o te Ora provides secondary mental health and addictions care for children, youth, and adults across the MidCentral Health region. Services are locality based in the Manawatu, Tararua and Horowhenua geographical areas. The service is committed to becoming increasingly Co-existing problems (CEP) capable.

Te Mātāpuna o te Ora is an idiom which relates to and recognises the important role the awa (river) plays in ensuring the holistic wellbeing of the people. Traditionally Māori acknowledged awa as tupuna, an ancestor or named them after a significant event or attribute. Awa have mana and a mauri (life-force) of their own and enhance the mana and the mauri of the people.

Role Purpose

*Compassionate
Ka whai aroha*

*Respectful
Ka whai ngākau*

*Courageous
Ka mātātoa*

*Accountable
Ka noho haepapa*

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This role will provide high quality accessible occupational services to adults with serious mental health and or addiction needs in the community including support with transition to community-based care.

The role will primarily be based in the MidCentral Manawatu locality ,however maybe required to work across other localities within the service.

The intent of this role is to promote Occupational justice for mental health service users, including:

1. Interventions in the area of employment or education: supported employment, supported education, other employment interventions
2. Occupational therapy interventions involving psychoeducation
3. Occupational therapy interventions using creative occupation or activity
4. Occupational therapy interventions addressing time use or occupational balance
5. Occupational therapy interventions in the area of skills development, lifestyle modification and occupational engagement
6. Occupational therapy interventions using group or family/whanau approaches
7. Occupational therapy interventions using sensory approaches

TE TIRITI O WAITANGI OBLIGATIONS

Participate in an innovative continuous quality improvement programme for Māori whanau.

Promote the use of performance, quality and equity data and health outcome information to:

- Measure and monitor best practice and health inequities
- Identify barriers to high quality, equitable care
- Identify continuous quality improvement initiatives that focus on achieving health equity, excellent health outcomes, and excellent whanau care

Ensure the professional integrity of MidCentral by carrying out all functions in compliance with Te Tiriti o Waitangi by demonstrating ongoing commitments to keeping Te Tiriti alive.

Show sensitivity to cultural complexity in the workforce and a high level of cultural competency with consumer and whānau populations of diversity.

Apply the articles of Te Tiriti o Waitangi in everyday practice:

- Article 1, Kawanatanga - Partnering for mutual benefit
- Article 2, Tino Rangatiratanga – Māori retain rights to their own treasures, resources and knowledge
- Article 3. Oritetanga – Māori are entitled to the same rights and outcomes as that of other citizens
- Article 4. Wairuatanga – Spiritual diversity is retained

Demonstrate understanding of and apply Te Whāre Tapa Whā (the four cornerstones of health), te taha wairua (spiritual aspects), te taha hinengaro (mental and emotional aspects), te taha whānau (family and community aspects) and te taha tinana (physical aspects) to practice

Practice is consistent with person/whānau centred care and the principles of - Te Tiriti o Waitangi.

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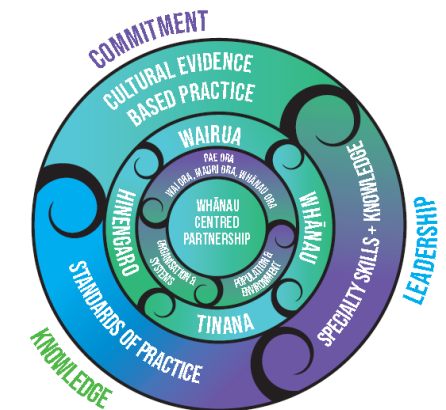
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Allied Health key accountabilities - four pillars of practice and MidCentral Bicultural Model of Care (2018)

- Te Hiringa O Te Mahi Hauora - Clinical Practice
- Te Arataki Me Te Whakahaere - Leadership and management
- Te Whai I Te Matauranga - Teaching and Learning
- Te Whakapai Ake I Te Kounga Rangahau Me Te Huringa
- Service improvement and research

He Korowai Oranga, the Māori Health Strategy (2014) articulates three key concepts of Wai Ora, Mauri Ora and Whānau Ora; these three concepts are understood as a means for achieving Pae Ora (Healthy Futures). These concepts are interconnected and align with the Māori health model Te Whare Tapa Whā. Culturally responsive practice integrates the above elements to reinforce and further strengthen the strategic direction for Māori health and the advancement of healthcare for all New Zealanders. Wai Ora, Mauri Ora, Whānau Ora will be integrated by the Allied Health Practitioner into professional standards, clinical skills, critical inquiry and culturally responsive, evidence-based practice when partnering with the person, whānau and wider team.



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The key accountabilities link to one or more of the Wai Ora, Mauri Ora and Whānau Ora concepts and these are identified within each accountability where:

- Mauri Ora (Individuals) Mauri is the concept of the life force that is instilled in people and all living things. Mauri Ora is the protection and advancement of this force for health.
- Wai Ora (Healthy Environment) Wai is literally water but in this context represents the natural environment in which we live. A healthy environment is essential for individual and collective health.
- Whānau Ora (Healthy Families) Whānau or families are the cornerstone of Māori, and indeed all people's lives. Providing care in this context ensures people are attached, grounded and empowered to advance the health of themselves, their families and wider communities.

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KEY ACCOUNTABILITIES				MEASURES
TE HIRINGA O TE MAHI HAUORA -CLINICAL PRACTICE <i>Whānau Ora and Wai Ora</i>				
<i>Wairua</i>	<i>Whānau</i>	<i>Hinengaro</i>	<i>Tinana</i>	
<ul style="list-style-type: none"> Practises in accordance with contractual and referrer requirements, with accepted professional standards of practice, ethical guidelines and relevant legislation. Promotes and integrates into practice effective communication and evidence- based best practice models in a manner that the service user determines as culturally safe. Delivers a high standard of care and leads clinical practice initiatives that enhance patient care. Takes professional responsibility for managing own clinical case load load with increasing complexity and be able to independently adapt and make decisions regarding treatment / intervention and identify where additional clinical support is required. Inclusive but not limited to specialist time limited skills-based therapy as appropriately trained Practises in partnership with the service user, acknowledging whānau perspectives and supports their participation in services. Identifies opportunities for rongoa (traditional Māori medicine) to be an effective contributor to health and wellbeing. Integrates Māori approaches such as whakawhanaungatanga/building authentic meaningful relationships. Provides comprehensive effective and timely assessments, with an equity lens to identify health needs/priorities and plans and establishes individualised treatment / intervention plans in partnership with people and whānau. Identifies and creates opportunities to promote health literacy and the provision of culturally competent treatment processes to improve outcome of care. Enables culturally appropriate patient care ensuring the service user and whānau voice is provided for and understanding of the diverse needs of Māori and Pacific populations by liaising through effective team coordination and advocacy with the relevant cultural and spiritual unit to provide appropriate support. Completes documentation consistent with legal and organisational requirements, including gaining consent, treatment plans and goals and completes daily data entry. Actively contributes to MDT teams and case conferences to ensure the delivery of a coordinated multidisciplinary service. 				<ul style="list-style-type: none"> <i>Demonstrated caseload management in line with service criteria and within expected time frames. - Accurately logging of daily activity.</i> <i>Evidence of advice sought and referrals to other support services are made where further or ongoing support is required.</i> <i>Service user's records show ethnicity is identified and recorded correctly.</i> <i>Demonstrated safe practice is maintained in line with MidCentral policies i.e., infection control, risk identification, informed consent.</i> <i>Regular attendance and active contribution to MDT (leads as appropriate), clinics, case review / conferences, service planning and professional development activities.</i> <i>Delegates tasks appropriately to non- registered staff.</i> <i>Completed Allied Health Documentation Audit at least once per annum:</i> <ul style="list-style-type: none"> <i>All criteria are met.</i> <i>A summary of individual results is reflected on at the annual development meeting.</i> <i>Evidence of treatment / intervention plans reviewed and documentation of expected outcomes against goals.</i> <i>Peer review completed a minimum of once per annum and includes observed clinical patient consultation.</i> <i>Evidence captured in current annual appraisal and peer review of:</i> <ul style="list-style-type: none"> <i>Self-reflection on clinical and cultural best practice.</i> <i>Service User goals include what is valuable to the individual</i>

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	<ul style="list-style-type: none"><i>/ Whānau and meet their self-identified needs.</i><i>○ Te Whāre Tapa Whā is evident in treatment planning.</i><i>○ Demonstrated interactions relaying, complex, sensitive and professional information and accountability for practice.</i><i>○ Credentialing maintained as per Enable NZ process.</i><i>• Shows evidence of integrating actions into own clinical practice to reduce health inequities for people and whānau.</i><i>• Has awareness of local, sub regional and regional situation in relation to health and social support, and the impact on service provision.</i>
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TE ARATAKI ME TE WHAKAHAERE -LEADERSHIP AND MANAGEMENT <i>Whānau Ora and Wai Ora</i>				MEASURES
<i>Wairua</i>	<i>Whānau</i>	<i>Hinengaro</i>	<i>Tinana</i>	
<ul style="list-style-type: none"> • Demonstrates effective time management and prioritisation of caseload, to optimise service quality and assists others. • Contributes towards efficient workflow by delegating appropriate work to other allied health staff when applicable. • Legislative requirements for the collection, use and storage of health and disability information are met. • Creates opportunities for the practice of cultural beliefs, wairuatanga (spirituality), cultural considerations and tikanga in the practice setting. • Reflects on service provision and promotes innovation. • Engages and leads initiatives on behalf of clinical or professional team. • Clinical Practices have been considered and the concepts within the Bicultural Model of Care applied. • Engages with Kaupapa Māori services and referral pathways available for our population. • Develop and foster a positive work culture based on MidCentral values (appendix A). 				<ul style="list-style-type: none"> • <i>Leads, regularly attends and actively contributes to relevant department, clinical and team meetings.</i> • <i>Example of identified opportunities for service provision and innovation.</i> • <i>Daily activity logged demonstrates time allocated effectively.</i> • <i>Example of bicultural practice included and reflected on in annual appraisal / peer review.</i> • <i>Has self-identified and organised own mandatory education and annual appraisal.</i> • <i>Supports others in bicultural clinical practice.</i> <p><i>Provides clear delegation of tasks as per Allied Health policy:</i></p> <ul style="list-style-type: none"> • <i>Ensures delegated tasks are appropriate and understood.</i> • <i>Documentation / sign off is completed.</i>

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TE WHAI I TE MATAURANGA -TEACHING AND LEARNING <i>Whānau Ora and Mauri Ora</i>				MEASURES
<i>Wairua</i>	<i>Whānau</i>	<i>Hinengaro</i>	<i>Tinana</i>	
<ul style="list-style-type: none"> • Demonstrates commitment to the ongoing development and practice of the profession. • Maintains competence to practise through identification of learning needs, reflective practice and continuing professional development (CPD) activities. • Supports the supervision of students in accordance with organisation / service agreements with relevant tertiary organisation / departmental guidelines and relevant Codes of Safe Practice. • Enhances own professional development and the skill base of the team. • Demonstrates commitment and application of Treaty of Waitangi and cultural competency within practice setting. • Updates knowledge of assessment and treatment techniques and developments in specific Discipline / service inclusive of but not limited to specialist skills-based therapy as appropriately trained • Assists new entry practitioners where the complexity of the service users past medical history and / or current presentation is beyond their clinical experience. • Provides supervision and support for colleagues or other Allied Health Staff. 				<ul style="list-style-type: none"> • <i>Regular professional Practice of supervision has occurred in accordance with the profession’s registering board requirements and MidCentral requirements.</i> • <i>Registering body professional development requirements are met.</i> • <i>Annual Practising Certificate is renewed.</i> • <i>Essential skills checklist completed, presented at appraisal and maintained, including TOW and CORE cultural responsiveness in practice.</i> • <i>Delivers education in the direct clinical area and discipline specific education across MidCentral and community teams.</i> • <i>Annual appraisal and professional development plan is initiated and occurs annually inclusive of cultural and clinical best practice.</i> • <i>Agreed identified training / development is completed within the required time frame.</i> • <i>Provides regular professional supervision and peer review.</i> • <i>Primary responsibility, supervision and assessment is undertaken of at least one student annually, when applicable to service.</i> • <i>Demonstrates individual responsibility for induction training, supervision and assessment of new entry practitioners delegated by the Professional Leader/ Coordinator/Manager.</i>

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TE WHAKAPAI AKE I TE KOUNGA RATONGA SERVICE IMPROVEMENT AND RESEARCH <i>Wai Ora and Mauri Ora</i>				MEASURES
<i>Wairua</i>	<i>Whānau</i>	<i>Hinengaro</i>	<i>Tinana</i>	
<ul style="list-style-type: none"> Participates/ contributes / initiates or leads quality improvement and clinical governance activities. Contributes to annual planning process, including identifying gaps in service and contributing or leading work / projects that may result from the planning process. Recognise cultural risk for service users and whānau and takes the appropriate action to ensure the environment is safe for service users, whānau and staff. 				<ul style="list-style-type: none"> <i>Demonstration of an awareness of service plan and MidCentral values.</i> <i>Actively participates in clinical governance meetings and activities.</i> <i>Participates in sub regional and regional professional networks and initiatives.</i> <i>Quality Audits including documentation audits are completed and actions incorporated into practice.</i> <i>Demonstrates openness to change and courage in working differently.</i> <i>Reflects on current research in area of practice individually and in team discussions.</i> <i>Evidence of best practice actively sought to inform clinical practice.</i> <i>The care environment is adjusted to meet the service user needs.</i>

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Health and Safety				MEASURES
Wairua	Whānau	Hinengaro	Tinana	
<ul style="list-style-type: none"> Apply Health and Safety knowledge and skills to all work practices to ensure compliance with the Health and Safety at Work Act 2015 and any subsequent amendments or replacement legislation. 				<ul style="list-style-type: none"> Is familiar with all policies and procedures as they affect the work environment. Ensures that safe working procedures are practised, and no person is endangered through action or inaction. Is aware of and can identify hazards and take action, accordingly, including preventing or minimising the adverse effects of hazards. Is able to apply MidCentral's emergency procedures, including use of safety equipment and materials. Ensures that all incidents including near misses are reported within the required timeframe using MidCentrals incident reporting system. Actively participates in MidCentral's health and safety programmes, through input into meetings and feedback through committee structures.

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Key Competencies

Competencies are the skills, knowledge and attributes required to be fully competent in this position. There will be a programme available for appointees to meet competencies where a need for continued development is identified.

For the purposes of selection essential competencies have been identified, and shortlisting and appointment decisions will be made based on the ability of applicants to meet these:

Essential competencies

- New Zealand registered Occupational Therapist with a current practicing certificate.
- Meets Occupational Therapist Board competency requirements and is actively engaged in OTBNZ e-portfolio meeting OTBNZ audit standards
- Two years clinical experience.
- Knowledge and experience of working with adults with mental illness from a recovery model
- Experience in functional and cognitive assessments, and intervention strategies
- Meets the statutory and organisational requirements for working with children, as per the Children's Act 2014 and MidCentral policy, including satisfactory police check and other safety checking processes.
- Effective written, oral and interpersonal communication skills.
- Ability to demonstrate decision making and systematic planning.
- Ability to work autonomously and under pressure.
- Sensitivity to cultural differences and commitment to Treaty of Waitangi articles
- Commitment to ongoing personal development and professional development and service improvement.
- Current New Zealand driver's license.
- Experience in task supervision of students and assistants

Desirable competencies

- Experience in the delivery of prevocational and vocational interventions
- Knowledge of the FACT (Flexible Assertive Community Treatment) model
- Care Co-ordination experience
- Evidence based talking therapies- e.g. DBT, ACT, CBT. Solution Focused
- Knowledge and experience in the delivery of group work
- Experience in telehealth delivery
- Knowledge/experience of Occupational Therapy Interventions: Tailored Activity Programmes, Lifestyle Re-Design®. RE-DO & Do- Live- Well interventions
- Supervision training and experience as a supervisor
- Knowledge of relevant legislative policies and Acts eg. Mental Health Act
- Knowledge of Enable NZ procedures/Enable Credentialing in basic housing and personal care & household management.

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Physical Attributes

Under the Human Rights Act 1993 discrimination based on disability is unlawful. MidCentral will make all reasonable efforts to provide a safe and healthy work place for all, including persons with disability.

Every effort has been made to outline requirements clearly. If a potential applicant has uncertainties about their ability to fulfil these physical requirements, a request should be made whether it would be possible to accommodate a particular issue by obtaining advice from Occupational Health & Safety/ Infection Prevention & Control Team.

- Ability to move about and undertake necessary duties in all areas of Palmerston North Hospital and Palmerston North community including situations where space may be restricted.
- Ability to frequently stand, walk, stretch, sit, bend, twist, lift/move heavy weights.
- Manual dexterity is required to operate equipment and write.
- Visual ability sufficient to drive, write and use equipment.
- Hearing and speech sufficient to communicate with clients.
- Mental concentration and related abilities are required commensurate with professional standards.
- Skin should not be fissured, scaly, cracked on hands, forearms, face, head or neck.
- Ability to undertake to undertake frequent handwashing.
- Freedom from colonisation or infection with MRSA.
- Absence of a health condition which could increase appointee's susceptibility if exposed to infections a little more frequently than in normal daily living.
- Must be able to function under rapidly changing and demanding conditions.

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Appendix A - MidCentral's Values and Behaviours

All employees of MidCentral will adopt the values and demonstrate the behaviours related to them of being Compassionate, Respectful, Courageous and Accountable - in the following ways:

COMPASSIONATE - KIA WHAI AROHA

- Is responsive to the needs of people, whānau and the community.
- Strives to deliver beyond expectations and go the extra mile.
- Shows concern for others and offers proactive and timely assistance and support to others.
- Is empathetic and mindful of others and sensitive to their feelings.
- Creates an environment where others feel safe and supported, encouraging them to contribute and share their views and perspectives.

RESPECTFUL – KIA WHAI NGĀKAU

- Shows politeness, admiration and honour to others and does not cause offence.
- Actively listens when someone is speaking and shows value for other peoples' perspectives.
- Genuinely engages and listens to others and considers their views while making decisions.
- Is inclusive of diverse perspectives and the cultural beliefs of others and actively seeks to improve own knowledge.
- Recognises team member strengths and development needs, and coaches them to maximise their potential.

COURAGEOUS – KIA MĀTĀTOA

- Speaks up when things are not right.
- Is adventurous in search of feedback and is open to feedback.
- Puts organisational interests ahead of their own.
- Speaks up when they have to contribute or when other's behaviour is inconsistent with the MidCentral's values.
- Champions innovative ideas in the team, and on behalf of the team.
- Is willing to question accepted approaches and processes and open to challenge.

ACCOUNTABLE – KIA NOHO HAEPAPA

- Acknowledges and assumes responsibility for their actions and does not blame others when things go wrong.
- Strives for excellence and delivers high quality care that focuses on the needs of the consumer and whānau.
- Is innovative and strives for quality and excellence.
- Following through on conversations – saying what you will do and doing what you say.
- Is able to intervene effectively when progress against budgets, plans or projects is off track.
- Is committed to rapid resolution of complaints, problems and issues.

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Appendix B – MidCentral’s Strategy

The infographic is titled "WE ARE COMMITTED TO" in large purple letters, with the Māori phrase "Ka ū tā mātou mahi" below it. It features three circular icons: "QUALITY LIVING" (Kia pai te noho) showing an elderly woman and a child; "HEALTHY LIVES" (Kia ora te tangata) showing a man and a child; and "WELL COMMUNITIES" (Kia ora te hapori) showing a person with a backpack and a globe. Below these are three main sections: "WE ARE ABOUT" (Better health outcomes, better health care for all), "INDIVIDUALLY AND TOGETHER WE WILL" (Achieve quality and excellence by design), and "WE WILL BE" (Compassionate, Respectful, Courageous, Accountable). A bottom section lists "WE WILL ACHIEVE THIS SUCCESS THROUGH OUR" (People, Partners, Information, Stewardship, Innovation) with the Māori phrase "Ka eke angitu mātou mā".

WE ARE COMMITTED TO

Ka ū tā mātou mahi

QUALITY LIVING

Kia pai te noho

HEALTHY LIVES

Kia ora te tangata

WELL COMMUNITIES

Kia ora te hapori

WE ARE ABOUT

Better health outcomes, better health care for all

Ko tā mātou mahi

He whakapai ake i te hauora hei oranga mā te katoa

INDIVIDUALLY AND TOGETHER WE WILL

Achieve quality and excellence by design

Connect and transform primary, community and specialist care

Partner with people and whānau to support health and wellbeing

Achieve equity of outcomes across communities

WE WILL BE

Compassionate Respectful
Courageous Accountable

Ka pēnei mātou

Ka whai aroha Ka whai ngākau
Ka mātātōa Ka noho haepapa

He mahi takitahi hei toa takitini

Kia kōunga, kia hiranga te hoahoa

Kia mahi tāhi me te tangata, me te whānau hei tautoko i te hauora me te oranga

Kia tūhono e pai ake ai te atawhai tuatahi, te atawhai hapori, te atawhai ngāio

Kia tōkeke ngā hua mā ngā hapori katoa

WE WILL ACHIEVE THIS SUCCESS THROUGH OUR

People Partners Information Stewardship Innovation

Ka eke angitu mātou mā

Ō mātou iwi Ō mātou hoa mahi Te whakamōhio Te tiaki Te auaha

Compassionate
Ka whai aroha

Respectful
Ka whai ngākau

Courageous
Ka mātātōa

Accountable
Ka noho haepapa