

POSITION DESCRIPTION	
Employment Agreement type:	PSA South Island Administrative MECA/NZNO CEA
Job classification:	S4 Auto steps 1-6 automatic increment. Step 7-9 Merit
Position Title:	Secretary
Directorate and Service:	Mental Health Addictions Intellectual Disability
Location:	Dunedin
Responsible to:	Charge Nurse Manager, North Community Mental Health Team
Responsible for:	'Secretary' – means an employee substantially employed as such who handles correspondence, administrative and clerical work for a manager or department. A secretary may also provide medical secretarial services and administrative support for Medical Specialist(s) but not as the primary function of the position.
Delegations:	None
Tenure/hours:	40 hours per week
Position Purpose:	The key purpose of the role is to effectively contribute to the smooth running of the service by providing an efficient and timely administrative support function that is responsive and flexible to the changing needs of the service/organisation.
Date:	November 2021

Our Vision			
Better Health, Better Lives, Whanau Ora			
We work in partnership with people and communities to achieve their optimum health and wellbeing We seek excellence through a culture of learning, enquiry, service and caring			
Our shared values and behaviours			
Kind <i>Manaakitanga</i>	Open <i>Pono</i>	Positive <i>Whaiwhakaaro</i>	Community <i>Whanaungatanga</i>
<b>Looking after our people:</b> We respect and support each other. Our hospitality and kindness foster better care.	<b>Being sincere:</b> We listen, hear and communicate openly and honestly. We treat people how they would like to be treated.	<b>Best action:</b> We are thoughtful, bring a positive attitude and are always looking to do things better.	<b>As family:</b> We are genuine, nurture and maintain relationships to promote and build on all the strengths in our community.
Our statutory purpose			
To improve, promote and protect the health of our population Promote the integration of health services across primary and secondary care services Seek the optimum arrangement for the most effective and efficient delivery of health services Promote effective care or support for those in need of personal health or disability support services Promote the inclusion and participation in society and the independence of people with disabilities Reduce health disparities by improving health outcomes for Maori and other population groups Foster community participation in health improvement and in planning for the provision of and changes to the provision of services Uphold the ethical and quality standards expected of use and to exhibit a sense of social and environmental responsibility			

FUNCTIONAL RELATIONSHIPS	
It is a key responsibility that relationships must be developed and maintained in such a way as to bring about a positive and respectful response from those the team member liaises with.	
WITHIN SOUTHERN DHB	EXTERNAL TO SOUTHERN DHB
<ul style="list-style-type: none"> <li>Southern DHB staff and managers at all levels of the organisation</li> </ul>	<ul style="list-style-type: none"> <li>Patients, visitors, whanau, stakeholders</li> </ul>

## KEY RESULT AREAS

This position encompasses the following major functions or key result areas:

- Providing a high quality, responsive administrative support to the Directorate/Service to its leaders and service users.
- Providing an exceptional customer service at all times.
- Acting as an ambassador for the Southern DHB by upholding our values and behaviours.
- Working as an integral member of a multi-disciplinary team to ensure the successful delivery of services.

The requirements in the above Key Result Areas are broadly identified below:

YOU ARE ACCOUNTABLE FOR	YOU ARE SUCCESSFUL WHEN
<b>Living our values</b>	
Acting as an ambassador for our organisation, you model our agreed values, providing both our internal and external customers with exceptional service and care at all times.	<ul style="list-style-type: none"> <li><b>You are kind:</b> You put people at the centre of their care, are attentive, helpful and caring. You treat people with respect and protect people's dignity and privacy.</li> <li><b>You are open and sincere:</b> You listen and hear with understanding and empathy. You keep people informed, so they know what is happening. You speak up if you have a concern and accept feedback graciously.</li> <li><b>You are positive,</b> friendly and approachable and are always looking to improve. You aim for excellence, high quality and the best outcomes in everything you do. You are appreciative and encouraging.</li> <li><b>You are an active part of our community:</b> You are culturally sensitive, value people and build solid relationships. You are regarded as collaborative, trustworthy and trusting.</li> </ul>
<b>Administrative/Service Support</b>	
Providing a high quality, confidential and responsive administrative support service to the Directorate/service and its leaders.	<ul style="list-style-type: none"> <li>Documentation produced meets agreed timelines, is accurate and of high quality.</li> <li>Your work is prioritised appropriately in order to meet agreed timelines or renegotiated accordingly.</li> <li>Effective, accessible electronic and paper filing systems and procedures are maintained, enabling quick access to information.</li> <li>You maintain an up to date desk file which enables relief staff to pick up your duties without disruption to the workflow.</li> </ul>
Identifying and recommending opportunities to improve existing work processes systems and practice.	<ul style="list-style-type: none"> <li>You suggest new ideas and make refinements to systems, processes and work practices within your own role which improve service organisation and delivery.</li> </ul>
<b>Customer Service</b>	
Acting as an ambassador for the Southern DHB,	<ul style="list-style-type: none"> <li>You are regarded as approachable, interested and friendly.</li> </ul>

YOU ARE ACCOUNTABLE FOR	YOU ARE SUCCESSFUL WHEN
going above and beyond to provide both internal and external customers with exceptional service at all times.	<ul style="list-style-type: none"> <li>▪ You stop to listen, learn and understand when assisting service users.</li> <li>▪ Service users recognise/acknowledge that they have received the level of support and service they seek.</li> <li>▪ Problems and complaints are acknowledged, solutions identified and promptly acted upon.</li> <li>▪ You safeguard the confidential nature of patient and staff personal information at all times.</li> </ul>
<b>Team work</b>	
Working together to get the job done.	<ul style="list-style-type: none"> <li>▪ You actively engage with and support colleagues, taking personal responsibility for ensuring effective working relationships with all team members.</li> <li>▪ You willingly share your knowledge and experience.</li> <li>▪ Communication is open, honest, appropriate and considerate.</li> <li>▪ You demonstrate positivity and respect, and support and care for your colleagues.</li> <li>▪ You demonstrate initiative and commitment to team objectives, actively participating in group activities.</li> <li>▪ You are open and receptive to change.</li> </ul>
<b>Other Duties</b>	
Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience.	<ul style="list-style-type: none"> <li>▪ You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness.</li> <li>▪ You produce work that complies with Southern DHB processes and reflects best practice.</li> <li>▪ Research undertaken is robust and well considered.</li> </ul>
<b>Professional Development – self</b>	
Identifying areas for personal and professional development.	<ul style="list-style-type: none"> <li>▪ You work with your manager to set and review annual performance objectives which you then achieve.</li> <li>▪ Training and development goals are identified and met.</li> <li>▪ You actively seek feedback and can accept constructive criticism.</li> </ul>
<b>Health, Safety and Wellbeing</b>	
Taking all practicable steps to ensure personal safety and the safety of others while at work, in accordance with the SDHB's Health, Safety and Wellbeing policies, procedures and systems.	<ul style="list-style-type: none"> <li>▪ You understand and consistently meet your obligations under SDHB's Health and Safety policy/procedures.</li> <li>▪ You actively encourage and challenge your peers to work in a safe manner.</li> <li>▪ Effort is made to strive for best practice in Health and Safety at all times.</li> </ul>
<b>Treaty of Waitangi</b>	
<p>The principles of Te Tiriti o Waitangi, as articulated by the courts and the Waitangi Tribunal will guide the Southern DHB response to Māori health improvement and equity. These contemporary principles include:</p> <ul style="list-style-type: none"> <li>• <i>Tino rangatiratanga</i>: Providing for Māori self-determination and mana motuhake in the design, delivery and monitoring of health and disability services.</li> <li>• <i>Equity</i>: Being committed to achieving</li> </ul>	<ul style="list-style-type: none"> <li>• You will be able to demonstrate an understanding of Te Tiriti o Waitangi, Māori Indigenous rights and current issues in relation to health and health equity ie: Whakamaua: Māori Health Action Plan 2020-2025.</li> <li>• You will contribute to responding to the DHBs Te Tiriti o Waitangi commitment to deliver effective and equitable healthcare with Māori patients and their whānau.</li> <li>• You will have the ability to incorporate Māori models of health, patient and whānau-centred models of care, and mātauranga Māori.</li> </ul>

YOU ARE ACCOUNTABLE FOR	YOU ARE SUCCESSFUL WHEN
<p>equitable health outcomes for Māori.</p> <ul style="list-style-type: none"> <li>• <i>Active protection:</i> Acting to the fullest extent practicable to achieve equitable health outcomes for Māori. This includes ensuring that the Crown, its agents and its Treaty partner under Te Tiriti are well informed on the extent, and nature, of both Māori health outcomes and efforts to achieve Māori health equity.</li> <li>• <i>Options:</i> Providing for and properly resourcing kaupapa Māori health and disability services. Furthermore, the Crown is obliged to ensure that all health and disability services are provided in a culturally appropriate way that recognises and supports the expression of hauora Māori models of care.</li> <li>• <i>Partnership:</i> Working in partnership with Māori in the governance, design, delivery and monitoring of health and disability services – Māori must be co-designers, with the Crown, of the primary health system for Māori.</li> </ul>	<ul style="list-style-type: none"> <li>• You will have insights into your own cultural awareness and an understanding of how your social-cultural influences inform biases that impact on your interactions with patients, whānau, and colleagues.</li> <li>▪ Recognising that there is an inherent power imbalance in-patient relationship and ensuring that this is not exacerbated by overlaying your own cultural values and practices on patients.</li> </ul>

NOTE: The above performance standards are provided as a guide only. The precise performance measures for this position will need further discussion between you and your manager as part of the performance development process.

#### PERSON SPECIFICATION

This section is designed to capture the expertise required for a person to be fully competent in the role. (This does not necessarily reflect what the current position holder has). This may be a combination of knowledge / experience, qualifications or equivalent level of learning through experience or key skills, attributes or position specific competencies.

	ESSENTIAL	DESIRABLE
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>▪ Holds a minimum of level 3 NCEA or equivalent.</li> </ul>	<ul style="list-style-type: none"> <li>▪ At least four years administration/clerical experience gained within the service sector.</li> </ul>
<b>Knowledge, Skills and Experience</b>	<ul style="list-style-type: none"> <li>▪ A high degree of competence in Microsoft Office programmes including Word, Excel, Outlook and Power point.</li> <li>▪ Typing speed 60-70 wpm</li> <li>▪ Evidence of good literacy and numeracy skills.</li> <li>▪ A high standard of interpersonal communication skills, both written and oral.</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>▪ Works well within a team environment and able to foster good interpersonal relationships with people at all levels of the organisation.</li> <li>▪ Is dependable, honest and ethical; shows a high level of personal judgment.</li> <li>▪ Acts with discretion, sensitivity and integrity at all times.</li> <li>▪ Is adaptable and flexible – open to change (positive or negative)</li> <li>▪ Is focused on providing exceptional levels of customer service.</li> </ul>	

	<ul style="list-style-type: none"> <li>▪ Is independent – able to prioritise work effectively, develops one’s own ways of doing things; able to guide oneself with little or no supervision.</li> <li>▪ Maintains an exceptionally high level of confidentiality.</li> </ul>
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**ORGANISATIONAL AND ROLE SPECIFIC COMPETENCIES**

The following organisational and Role specific competencies apply to this position. The employee will be assessed against these as part of their annual performance and development review.

**ORGANISATIONAL COMPETENCIES**

<b>Customer Focus</b>	Is dedicated to meeting the expectations and requirements of internal and external customers; gets first hand customer information and uses it for improvements in products and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect
<b>Integrity and Trust</b>	Is widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn’t misrepresent him/herself for personal gain.
<b>Drive For Results</b>	Can be counted on to exceed goals successfully; Is constantly and consistently one of the top performers; very bottom line oriented; steadfastly pushes self and others for results.
<b>Managing Diversity</b>	Manages all kinds and classes of people equitably; deals effectively with all races, nationalities, cultures, disabilities, ages and both sexes; hires variety and diversity without regard to class; supports equal and fair treatment and opportunity for all.

**ROLE SPECIFIC COMPETENCIES**

<b>Process Management</b>	Good at figuring out the processes necessary to get things done; knows how to organise people and activities; understands how to separate and combine tasks into efficient work flow; knows what to measure and how to measure it; can see opportunities for synergy and integration where others can’t; can simplify complex processes; gets more out of fewer resources.
<b>Organising</b>	Can marshal resources (people, funding, material, and support) to get things done; can orchestrate multiple activities at once to accomplish a goal; uses resources effectively and efficiently; arranges information and files in a useful manner.
<b>Personal Learning:</b>	Picks up the need to change personal, interpersonal behaviour quickly; watches others for their reactions to his/her attempts to influence and perform; and adjusts; seeks feedback; is sensitive to changing personal demands and requirements and changes accordingly

**CHANGES TO POSITION DESCRIPTION**

From time to time it may be necessary to consider changes to the position description in response to the changing nature of our work environment – including technological requirements or statutory changes. This Position Description may be reviewed as part of the preparation for your annual performance and development review.

Acknowledged / Accepted:

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Employee

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Date

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Manager

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Date