

Position Description | Te whakaturanga ō mahi

Title	Hospital Play Specialist
Reporting manager	Team Leader
Department	Paediatric Play and Recreation / Child Health
Location	Starship Te Toka Tumai
Date reviewed	25 May 2023

Kia kotahi te oranga mo te iti me te rahi o te hāpori **Healthy communities | World-class healthcare | Achieved together**

Te Toka Tumai recognises and respects Te Tiriti o Waitangi as the founding document which encapsulates the fundamental relationship between the Crown and Iwi. This established the New Zealand Government and defined Aotearoa as a bi-cultural nation. As a bi-cultural organisation, Te Toka Tumai understands that as Tangata Tiriti we have a Tiriti o Waitangi responsibility for Māori health improvement and a legislative responsibility to eliminate health inequities.

Our **vision** is to support our local population to achieve the outcomes determined for themselves, their whānau and their community, and to ensure high quality, safe and equitable services are accessible when needed. Our approach is patient and whānau-centred healthcare, which means people are at the heart of everything we do.

Our **purpose** is to support our population to be well and healthy, with special emphasis on accelerating health gain for Māori and achieving equitable health outcomes across our community. We commission health and disability services across the whole system from problem prevention to end of life care. We provide specialist healthcare services to patients and whānau from across districts, Aotearoa, and the Pacific.

About our values

Our shared values are the foundation to how we do things at Te Toka Tumai. It is about how we treat people, and about how we make our patients, whānau and each other feel.

<p>Haere Mai Welcome <i>we see you, we welcome you as a person</i></p>
<p>Manaaki Respect <i>we respect, nurture and care for each other</i></p>
<p>Tūhono Together <i>we are a high performing team: colleagues, patients and families</i></p>
<p>Angamua Aim High <i>we aspire to excellence and the safest care</i></p>



Our values in action

See me for who I am

When my team understands who I am, and where I come from, I feel accepted

My voice counts

When I know my voice is heard I feel a valued part of the team

Thank you goes a long way

When I'm thanked it motivates me to keep doing great work

Be kind to each other

When I'm respected, I'm happier in the workplace

I have your back

As a team we support each other and lend a helping hand when it's needed

I am part of a team

I give more of myself when we work together as one big whānau

Context for the role

Play is vital to the continued development and learning. In hospital, play has an additional purpose: it bridges the gap between home, early childhood centres or school, and hospital, and helps children and young people adjust to a potentially stressful situation. Working with the multi-disciplinary team and offering play based, child and whānau centred care supports a sense of connection and emotional safety.

About the role

The primary role of a Hospital Play Specialist is to provide a holistic play, recreation and education programme for infants, children, and young people in Hospital. As a trusted member of the multi-disciplinary team, the Hospital Play Specialist utilizes developmental and therapeutic play opportunities to promote holistic development and well-being, nourish resilience, and minimize stresses associated with their hospital journey for both the patient and their whānau.

Key result area	Expected outcomes / performance indicators – position specific
Promotes growth and development	<ul style="list-style-type: none">• Plans appropriately to meet developmental needs of children in their care• Ensures the physical environment, including playrooms, is responsive to the developmental needs of children.• Plans and delivers play opportunities for both individuals and groups.• Maintains record keeping practices that comply with Te Toka Tumai guidelines and Ministry of Education criteria (if applicable).• Ensures that serious concerns related to a child's well-being or development are raised with Team Leader and other MDT, as appropriate.• Maintains equipment and resources in a safe condition. Team Leader / ECE Lead is advised of need for maintenance or replacement, as appropriate.• Plans, assesses, and evaluates the outcomes of the play programme, reflecting on key documents including Te Whāriki and Hospital Play Specialist Association of Aotearoa New Zealand Competencies.
Utilises play to support children and their families to cope with psycho-social stressors and impacts of hospitalisation.	<ul style="list-style-type: none">• Provides activities and experiences that encourage self-expression, mastery and self-esteem.• Provides activities and experiences that are culturally responsive and reflect the culture, language and identity of each child and their family.• Provides and promotes medical play with a clinical rationale• Liaises with other professionals to support a Multi-Disciplinary Team approach.

<p>Supports a child's understanding of specific procedures and their wider healthcare journey</p>	<ul style="list-style-type: none"> • Utilises play, especially healthcare play, to assess each child's understanding and response to procedures and hospitalisation. • Uses resources appropriate to each child's age and developmental level to support learning and reduce procedural anxiety. • Maintains awareness and understanding of relevant clinical procedures so that play sessions are relevant to specific ward/clinic and reflect current best practice. • Attends relevant meetings as appropriate, including nursing handovers, rapid rounds, MDT case reviews etc. • Communicates respectfully, clearly and concisely, ensuring appropriate use of language.
<p>Contributes to team and service functioning</p>	<ul style="list-style-type: none"> • Establishes and maintains professional relationships with all staff across your ward/clinic. • Advocates for the psychosocial needs of children in hospital to Healthcare professionals and whānau. • Respects parents and whānau aspirations and recognises them as the experts in the education and care of their child. • Demonstrates an understanding of bicultural policies and guidelines at Te Toka Tumai, and a commitment to addressing health and education inequities. • Contributes to the overall functioning of the Hospital Play Specialist team, including additional duties or opportunities that promote or sustain our service. • Actively seeks out cultural support for patients and whānau, including Māori Health and Tautai Fakataha Service, as appropriate. • Accepts opportunities to support others in consultation with Team Leader, including supervising volunteers; acting as an associate teacher for student teacher placements; providing clinical supervision to colleagues etc.
<p>Engages in on-going professional learning and development</p>	<ul style="list-style-type: none"> • Actively participates in orientation and induction programme, as defined by Team Leader. • Enhances evidence based clinical practice in response to readings, courses, lectures, and literature. • Individual and/or group supervision sessions are attended. • Appreciation and understanding of Te Tiriti o Waitangi and its implication on equitable health outcomes and equitable access to play. • In-service learning opportunities and mandatory trainings are attended and completed, in consultation with Team Leader. • Knowledge around preparations for medical procedures is developed, maintained, and expanded, as appropriate. • Facilitates teaching sessions for other health professionals, students, or community groups as required. (In consultation with Team Leader)

	<p>and dependant on level of clinical experience.)</p> <ul style="list-style-type: none"> Engages in professional learning and professional growth so that endorsement against the standards for teaching can be made and teacher certification can be maintained, as appropriate with support of the ECE Lead HPS
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Key result area	Expected outcomes / performance indicators for all Te Toka Tumai employees
Te Tiriti o Waitangi	<ul style="list-style-type: none"> Supports the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori Supports tangata whenua/mana whenua led change to deliver mana Motuhake, Māori self-determination in the design, delivery and monitoring of health care Supports Māori oversight and ownership of decision making processes necessary to achieve Māori health equity Support the expression of hauora Māori models of care and mātauranga Māori
Equity	<ul style="list-style-type: none"> Commits to helping all of our residents achieve equitable health outcomes 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 Supports the dismantling of policies, procedures and practices that cause inequity Supports Māori-led responses Supports Pacific-led responses
Digital	<ul style="list-style-type: none"> Supports digital tools that foster organisational effectiveness
Whānau-centric	<ul style="list-style-type: none"> Supports improved service engagement with whānau Supports people and service user experience in the design, delivery and evaluation of services
Resilient services	<ul style="list-style-type: none"> Demonstrates performance improvement and efficiency Supports the implementation of agreed continuous improvement initiatives
Health & Safety	<ul style="list-style-type: none"> Takes responsibility for keeping self and others free from harm at work Complies with the requirements of the Health and Safety policy and procedures of Te Toka Tumai
Risk	<ul style="list-style-type: none"> Actively participates in Te Toka Tumai's approach to risk management
Digital	<ul style="list-style-type: none"> Supports digital tools that foster organisational effectiveness
Recordkeeping	<ul style="list-style-type: none"> Creates accurate and appropriate records to support and evidence business activities and regularly files to ensure that corporate information is secure, unchanged and not removed until its compliant disposal date.

Matters which must be referred to the Team Leader HPS

- Serious concerns around clinical practice
- Serious concerns around a child's psychosocial well-being
- Opportunities to promote the profession or play service beyond your service or Te Toka Tumai
- Applications for grants or funding that involve the play service.

Authorities

Delegated financial authority	N/A
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Relationships

External	Internal
<ul style="list-style-type: none"> • Hospital Play Specialist Association of Aotearoa New Zealand (HPSAANZ) • Community Early Childhood services or agencies if appropriate • Ministry of Education • Education Review Office • Relevant Support Groups 	<ul style="list-style-type: none"> • Parents and whānau • Hospital Play Specialist Services staff • Charge Nurse and nursing staff • Medical and other staff • Hospital School Teachers • Students and volunteers • Relevant Support Groups

About you – to succeed in this role

You will have

Essential:

- A commitment to biculturalism
- A commitment to achieving equitable outcomes for Māori
- A recognised early childhood or primary teaching qualification; preferably the Bachelor of Teaching (ECE) or equivalent.
- Registration and certification with the Teaching Council of Aotearoa New Zealand
- Experience working as a teacher or support worker within the health or education sectors.
- Eligibility to gain registration with the Hospital Play Specialist Association Registration Council.

Desired:

- Additional qualifications and/or experience in education, special needs, psychology, creative arts, te reo Māori, may be relevant.
- Relevant additional experience could include professional or volunteer experience: in multicultural and/or healthcare settings with children with diverse needs, providing support for families, teaching adults.
- Membership and / or Registration with the Hospital Play Specialist Association of Aotearoa New Zealand Registration Council

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
- Demonstrate alignment with Te Toka Tumai values
- Articulate the value of play, psychosocial care in a health care setting.
- Demonstrate effective time management, prioritisation, and coping strategies for balancing work requirements.
- Demonstrates ability to provide appropriate play programmes for children of mixed age groups and from a variety of cultural backgrounds.

Critical competencies

Teamwork	<ul style="list-style-type: none"> • Has a commitment to establishing and building relationships within a variety of teams. Collaborates and seeks out opportunities to support others in achieving goals. • Recognises and respects individual differences.
Customer Orientation	<ul style="list-style-type: none"> • Develops positive working relationships with children, youth and whānau, identifies and seeks to meet their needs. Treats them as priority and improves service.

	<ul style="list-style-type: none"> • Has sufficient maturity and professional judgement to work effectively with children and families who are experiencing considerable stress.
Communication/Interpersonal Skills	<ul style="list-style-type: none"> • Relates to people with warmth and sensitivity. Empathises with others and considers their needs and feelings. • Actively listens, drawing out information and checking understanding. • Expresses information effectively, both orally and in writing. Adjusts language and style to the recipients and considers their frame of reference. • Is able to explain complex concepts or processes to other in simple and understandable ways.
Practical ability in administration skills	<ul style="list-style-type: none"> • Demonstrates understanding of administrative processes. Correctly and efficiently uses administrative systems which support the effective handling of hard copy and electronic information for the department. • Is able effectively use standard software applications (MS Office suite, MS Outlook) to undertake tasks.
Organising	<ul style="list-style-type: none"> • Manages time and workload/flow well, recognising and addressing barriers, and taking account of changing priorities. • Establishes a plan of action and achieves priority goals.
Self-Management	<ul style="list-style-type: none"> • Can be relied upon to work independently, but is also an effective team member. Is flexible and adaptable. • Sets high standards and strives to achieve stretching goals. Displays drive and energy and persists in overcoming obstacles. • Copes with stress, is resilient to change and understands personal limitations. Is proactive and displays initiative.
Learning	<ul style="list-style-type: none"> • Constantly strives to build knowledge and skills, acknowledges, and learns from mistakes and improves outcomes. • Applies skills to several long and short-term projects across different parts of the organisation. • Undertakes development opportunities as Auckland DHB may reasonably require.
Quality Orientation	<ul style="list-style-type: none"> • Pays attention to detail and initiates self-checking procedures; ensures high levels of accuracy and consistent quality. • Participates in organisation development and performance improvement initiatives
Innovation	<ul style="list-style-type: none"> • Actively looks for better ways of doing things, thinks outside the square and develops creative, effective solutions to improve outcomes.