

KAIATAWHAI POSITION ADDENDUM TO WHANAU ENGAGEMENT WORKER POSITION

“Whakahokia Mai Te Mana O Te Iwi Ki Te Iwi, O Te Hapū Ki Te Hapū, O Te Whānau Ki Te Whānau, O Te Tangata Ki Tōna Rau Kotahi.”

Return the authority of the tribes to the tribes, of the sub tribes to the sub tribes, of the families to the families, of the individuals to the individuals, representing as they do the generations of the past and present (Tibble, 1984)

Purpose of Position

The purpose of the role is to support whānau carers who are caring for tamariki from within their whānau/hapu/iwi with a goal of providing a nurturing environment for tamariki to reach their full potential. Tamariki will learn their own place within their whānau/hapu which builds and strengthens their identity, self-esteem and mana.

Putting this support in early will prevent the need for intervention at a later date when these children would inevitably need more intensive support. We believe this will prevent placement breakdowns and strengthen relationships within whānau.

Goal: To nurture total wellbeing of mokopuna and whānau and to help them link to supports in the community through:

- Leading a coordinated approach to implement a whānau plan developed at whānau hui or Family Group Conference.
- Working with the whānau to develop their networks of support using existing and new networks,
- Walking alongside the whānau, such as attending appointments with them, supporting them to follow through with referrals for services,
- Having a list of ‘must haves’ as part of the support plan, e.g. family has a GP and dental service, mokopuna enrolled at pre-school or school, advising the school about the change of care arrangements, ensuring access to all W&I entitlements, and that mokopuna are involved in cultural, recreational and esteem-building activities, etc.
- Encouraging whānau to attend training and community programs supporting carers,
- Participation in monthly meetings to include social and educational components,
- Reconnecting whānau to tribal / cultural connections and registration with iwi to ensure access to supports and resources.

Overarching principles underpinning the kaupapa:

- Tiaki Mokopuna – roles, responsibilities and obligations to make safe, care for and protect our tamariki /rangatahi within healthy and safe whānau.
- Mana ahua ake o te mokopuna – support tamariki to reach their full potential.
- Te Ahureitanga – the distinctiveness of being Maori, reclaiming Maori worldviews and practices as valid, legitimate, self-determining and diverse. Solutions founded on a Maori world view of wellbeing that is transformed to be relevant, sustainable and self-determining.
- This also includes upholding the values of the Ministry and section 7AA of the Oranga Tamariki Act 1989.

This is in keeping with the Oranga Tamariki (Children, Young Person’s and Their Families Act) 1989 S13 (b) (i): “ *the primary role in caring for and protecting a child or young person lies with the child’s or*

young person's family, whānau, hapū, iwi, and family group." The importance of family, whānau, hapū, iwi and family group, in relation to the care and protection of children, is reiterated in Section 13 (c), (f) (i) and (g) (i).

Key Functional Relationships

Internal

- Site Manager
- Kaiarahi
- Kairangahau a Whānau
- Kaitakawaenga
- Social Workers
- Care and Protection Coordinators
- Caregiver Social Workers

External

- Whānau and mokopuna
- Iwi /MWWL Advisory Group
- Whānau / Hapū / Iwi / Marae,
- Māori Service Groups, such as Māori Wardens, Māori Women's Welfare League, Iwi Health and Social Services
- Government Agencies and NGOs
- Local community networks.

Staff Responsibilities

- Nil

Financial Delegations

- Nil

Accountabilities

Key Accountabilities

The whānau navigator will:

- Support carers to provide a loving and safe home within whānau/hapu, so mokopuna can thrive, grow and develop, connected to their cultural heritage, identity and whakapapa,
- Attend Iwi /MWWL Advisory Group quarterly meetings and provide regular reports and updates.
- Provide regular feedback and reports to the site manager.

Appointee Specifications:

Knowledge and Experience

- Experience in supporting families, either professional or voluntary
- Connection to marae, iwi and community
- Understanding of whakapapa and tīkanga
- Established community knowledge and networks
- Ability to work collaboratively with peer and community stakeholder relationships.

Skills and Behaviours

- Ability to communicate effectively with people of all ages and backgrounds
- An understanding and knowledge of te reo me ōna tikanga.
- Good engagement and communication skills and effective interpersonal skills.

- Ability to apply the principles of the Treaty of Waitangi and the Oranga Tamariki (Children, Young Person's and Their Families) Act 1989.
- Good organisational, planning and time management skills.
- The ability to manage sensitive and confidential information in an appropriate manner.
- Ability to manage conflict.

Competencies:

Essential Competencies

- Time management / flexibility in working with children, young people and their families, whānau, hapū, Iwi or family groups
- an understanding of child development and the effects of trauma
- understanding of the dynamics of family relationships and self-care
- competency at writing reports and plans
- a current, "clean" driving licence is essential.