

October 2022

*Kia ora*

Thank you for your registration of interest in the role of Whānau Worker – Family Start based in Porirua.

This pack includes what you need to know about this position and about working for Wesley Community Action. I have included a copy of Te Ara Wēteriana /The Wesley Way (page 6). This is critical for all of us as it explains how we interact with each other and with those we work alongside.

I want to highlight that we are on a journey to become a kaupapa te Tiriti organisation. This means we are all learning how to give effect to matauranga Māori across our work and our operations.

#### **COVID 19 vaccination**

Wesley Community Action strongly encourages kaimahi to maintain their full vaccination status. Under the current Covid 19 settings we do not have mandatory vaccination, but should the situation change, we will not hesitate to reintroduce this requirement.

If you have any concerns regarding this, please let us know.

#### **How to apply**

To apply for this position please send us:

- a covering letter, quoting “Whānau Worker – Family Start”
- your CV
- the completed Pre-employment Disclosure Statement (page 7).

We look forward to receiving your application and please do not hesitate to contact us if you have any questions.

**Please send your application to:**

**Isabel Macdonald**

[imacdonald@wesleyca.org.nz](mailto:imacdonald@wesleyca.org.nz)

**PO Box 9932**

**Te Aro, Wellington 6141**

**04 8050875**

Regards



Andrea McKenzie  
**Manager Operations**

## Position Description

### Whānau Worker – Te Kākano / Family Start

*The primary objective of this position is to work with whānau and children to deliver the Te Kākano / Family Start programme.*

*Te Kākano / Family Start is a child-centred, intensive home-visiting programme that focuses on improving children's growth and health, learning and relationships, family circumstances, environment and safety.*

*As a Whānau Worker with the Family Start programme you will work with whānau who are struggling with challenges or problems that may make it harder for them to care for their baby or young child.*

*You will model Wesley Community Action's values and approach, as expressed in Te Ara Wēteriana / The Wesley Way (see page 6).*

<b>Responsible to:</b>	Team Manager – Family Start
<b>Functional relationships with:</b>	<ul style="list-style-type: none"> <li>• Staff of Wesley Community Action</li> <li>• Whānau / family</li> <li>• Community health agencies</li> <li>• Early childhood educators</li> <li>• NZ Police</li> <li>• Work and Income</li> <li>• Oranga Tamariki</li> <li>• Other agencies and services</li> </ul>
<b>Hours:</b>	40 hours per week – 8.30am to 5pm, Monday to Friday with a 30-minute unpaid lunch break.
<b>Location:</b>	Te Kākano / Family Start office, Hagley Street, Porirua, though you may occasionally be required to work out of our Wellington or Kapiti offices.

## Key tasks and expected outcomes

Key tasks	Expected outcomes
Child and health development	<ul style="list-style-type: none"> <li>• Maintaining a clear focus on the children’s wellbeing, including the adequacy of care, their physical and emotional health and age-appropriate development.</li> <li>• Referring to and accessing other agencies where there is a concern for the child’s wellbeing and safety.</li> <li>• Modelling positive parent/child interaction and assisting in the development of good parent/child whānau relationships.</li> <li>• Ensuring the child is registered with a single general practitioner to ensure consistency of health care.</li> <li>• Assisting to gain access to health care for both the infant/child and mother/parent. This may include providing advice, support, encouragement and transport.</li> <li>• Providing whānau with advice and support in key areas related to child health goals, including smoking cessation, breast feeding, immunisations, hygiene care, and contraception.</li> </ul>
Social needs of the whānau	<ul style="list-style-type: none"> <li>• To provide whānau with access to financial and budgeting advice and on-going money management, advocacy and support to on-going budgeting advice.</li> <li>• Advocacy regarding housing issues where overcrowding is evident, housing is sub-standard and tenure is insecure.</li> <li>• Providing support, information and referrals for any legal matters including custody access, protection orders (Domestic Violence Act 1995), outstanding court matters, unpaid fines.</li> <li>• Referrals for issues of alcohol and drug abuse or other dependencies, domestic violence and mental health.</li> <li>• Promoting services and providing information and support which will help the parent(s) to increase their confidence and self-esteem, develop their skills, and improve their relationships.</li> <li>• To build resilience through the families’ strengths and capabilities. To assist families build and strengthen their own family whānau networks support and access to community networks.</li> </ul>
Childhood education development	<ul style="list-style-type: none"> <li>• To assist the parent(s) with advice and education on child development and age appropriate milestone activities.</li> <li>• To deliver the Family Start Parenting Resource in accordance with the philosophy, goals and core elements as detailed in the service specifications</li> </ul>

Whānau work practice	<ul style="list-style-type: none"> <li>• Attends regular supervision.</li> <li>• Attends team and organisational meetings as required.</li> <li>• Submits all reporting requirements on time as appropriate</li> <li>• Familiarises themselves with the Family Start manual</li> <li>• Is familiar with child, youth and family legislation.</li> </ul>
Administration	<ul style="list-style-type: none"> <li>• Specific administration time is scheduled and committed to.</li> <li>• All reports are completed on time.</li> <li>• Family Start Data base is maintained and up to date.</li> <li>• Individual Family Plans are developed, reviewed and updated.</li> <li>• Supports Wesley practice frameworks including Te Ara Wetēriana (Wesley Way) and PCOMS. Tool is used and data input into data base as required.</li> <li>• Petty cash receipts are maintained.</li> </ul>
Promoting a strong team co-operative approach within the staff and the wider Community services team.	<ul style="list-style-type: none"> <li>• Staff have regular individual 'line management supervision' with Team Manager.</li> <li>• Staff attendance at all supervision sessions and staff meetings</li> <li>• Participation in Wesley core training.</li> <li>• Communicate any issues, complaints or incidents that may impact on service delivery, promptly to Team leader\manager.</li> <li>• Maintain open communication with community and whanau.</li> <li>• Role-modelling and leading by example positive ways of working together.</li> <li>• Ensure good lines of communication between Wellington office and (programme) personnel.</li> </ul>

**Any other duties as agreed to with the Manager Operations.**

## Abilities and ideal person specification

1. Relevant tertiary qualification and experience related to working with children and their whānau.
2. Outstanding rapport and relationship building skills.
3. An excellent understanding of social services/health/education environment and programmes that operate to support families/whānau Wellington wide.
4. Knowledge and understanding of issues impacting on families/whānau.
5. Proven experience in community consultation, planning and networking.
6. Highly developed computer skills.
7. Solid analytical and assessment skills.
8. A genuine passion for working alongside children and supporting whānau and families.
9. A commitment to positive social change that encompasses, a strength-based approach, applying the Treaty of Waitangi and holistic practices
10. Outstanding ability to work under pressure and meet deadlines.
11. Highly self-motivated.
12. Professional in presentation
13. Manages self-care needs competently.
14. A sense of humour.
15. Current, clean, full drivers licence.
16. Achieves full Police and OT clearance.

## How we work: Te Ara Wēteriana / The Wesley Way

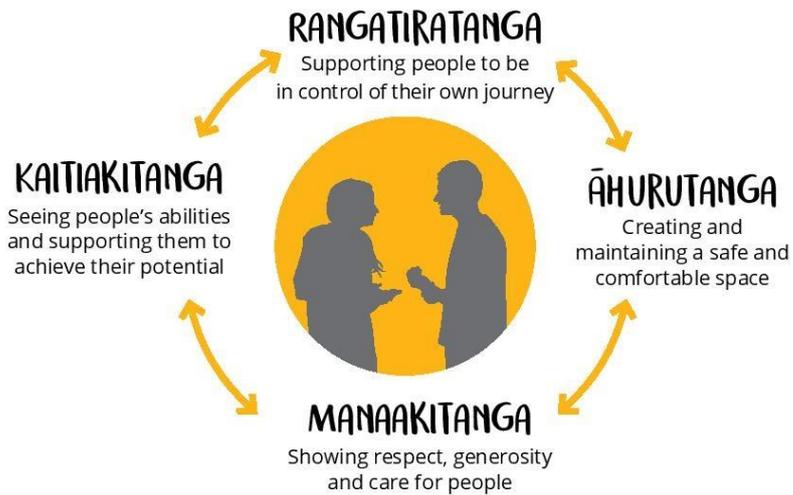
Te Ara Wēteriana / The Wesley Way is the heart of our work. It's based on the belief that people are the experts in their own lives. We support them to identify their strengths and skills and the changes they believe will allow them to have a better life.



## TE ARA WĒTERIANA The Wesley Way



Te Ara Wēteriana brings out the best in people. The following principles guide all our engagements:



We give effect to these by:

Viewing whānau as experts in their own lives	Using Te Tiriti o Waitangi as the base for our mahi	Calling out and challenging injustice	Seeking and using feedback to guide our relationships
Focusing more on what's working	Being as courageous as the whānau we work alongside	Acknowledging our power and sharing this	Striving to be our best by being open to learning and new whakaaro

**KĀORE MĀ TE WAHA ENGARI MĀ TE RINGA** Don't tell me, show me



**Pre-employment disclosure statement:** As part of our final pre-employment process, we require you to answer the following questions.

1. Your full name:

Date:

Previous convictions	YES	NO
<b>2.</b> Have you ever been convicted of a criminal or driving offence? Full details if yes (use separate sheet if needed).....	2 Yes	2 NO
<b>3A.</b> Are there any criminal charges currently pending against you? Full details if yes (use separate sheet if needed) .....	3a YES	3a NO
<b>3B.</b> Have you been subject to any performance, employment, or disciplinary processes with any previous employer, or been dismissed from any role? (Include any/all processes even where no further action was required). If in doubt, please provide details. Full details if yes (use separate sheet if needed) .....	3b YES	3b NO
<b>3C.</b> Have you been the subject of any censure or suspension to your professional practice / certifications, of any type for any reason? If in doubt, please provide details. Full details if yes (use separate sheet if needed) .....	3c YES	3c NO
<b>4.</b> Have you had any circumstance where you have had engagement with the police for any matter (including traffic matters)? If in doubt, please provide details. Full details if yes (use separate sheet if needed).....	4 YES	4 NO
Medical / general wellbeing clearance		
<b>5A.</b> Do you have any current medical/health or psychological conditions that we should be aware of that may interfere with your ability to carry out your duties as a member of Wesley Community Action? If in doubt, please provide details as if answering 'yes'. Full details if yes (use separate sheet if needed) .....	5a YES	5a NO
<b>5B.</b> Do you have any history of an event/s, traumatic or otherwise, that could impact on your ability to carry out your duties objectively, professionally, and non-judgementally? Full details if yes (use separate sheet if needed) .....	5b YES	5b NO
<b>6A.</b> Do you have any pre-existing medical/health or psychological conditions? Full details if yes (use separate sheet if needed) .....	6a YES	6a NO
<b>6B.</b> Do the above condition/s impact on your ability to fulfil your role in any way (Q4&5)? please provide us with an appropriate <b>medical clearance</b> from your health practitioner authorising you as fit for the purpose of the role.	6b YES	6b NO
<b>7A.</b> Have you received your Covid vaccination? <b>FIRST VACCINATION</b> YES/NO <b>SECOND VACCINATION</b> YES/NO <b>7B.</b> If not, do you intend to be vaccinated? <b>7C.</b> If not, is this because of medical advice? <b>7D.</b> I do wear face masks as required by public health guidelines. <b>7E.</b> I have an official exemption from wearing a face covering and can provide evidence of this.	7a YES	7a NO
	7b YES	7b NO
	7c YES	7c NO
	7d YES	7d NO
	7e YES	7e NO
WCA is an approved Essential Service. Vaccination is a critical part of Aotearoa-NZ's public health response to the Covid-19 pandemic. As kaimahi/staff in an approved Essential Service under Covid lockdowns, we can help protect ourselves, each other, the people we support, and the wider community by getting our Covid-19 vaccination. <u>You are not obliged to disclose your vaccination status.</u> However, certain aspects of our work cannot be done by an unvaccinated worker, so it is important we understand as much as possible the health needs of our kaimahi/staff. We appreciate your cooperation on this.		
Declaration		
I am legally entitled to work/volunteer in Aotearoa New Zealand. YES/NO I give permission for my referees to be contacted. YES/NO I give permission for my medical records to be accessed if requested YES/NO I have a full and clear driver license I can produce for sighting. YES/NO The information given in this application is factual and truthful. YES/NO		
<b>Signed:</b>	<b>Dated:</b>	

**Please note:** We rely on the accuracy of the information given to us. If it is later discovered that you have not fully disclosed all matters to us or that you have failed to disclose significant information, then the employer is entitled to treat such non-disclosure or misrepresentation as misconduct or serious misconduct and disciplinary proceedings may follow. V.SEPT 2021 AJM