

## Chief Executive | Tumuaki

### Position Description | Ngā Paearu Mahi

<b>Team   Tīma:</b>	Executive Leadership Team   Te Tumu Kahurangi
<b>Reports to   Kaiarataki:</b>	Board Chair
<b>Direct Reports   Pūrongo tōtika:</b>	<b>7 Direct Reports</b> <b>Up to 100 indirect reports</b>
<b>Key Relationships   Ngā Tino Hoamahi:</b>	<p><b>Internal   ā-roto:</b> Executive Leadership Team, all staff of Te Tāhū Hauora</p> <p><b>Public Sector   ā-waho:</b> Office of the Minister of Health and associated Ministers of Health, Te Whatu Ora   Health New Zealand, Manatū Hauora   Ministry of Health, Te Kawa Mataaho   Public Service Commission, Health and Disability Commission, ACC, Health Research Council of New Zealand, Te Aho o Te Kahu   Cancer Control Agency, Whaikaha Ministry for Disabled People and other external agencies.</p> <p><b>Iwi and wider communities   Ngā iwi me ngā hapori whānau:</b> Health sector organisations, consumers and the organisations that represent them, iwi and Māori organisations, Pacific and other communities and the organisations that represent them, disabled people and the organisations that represent them, professional bodies and research communities, wide range of private and non-governmental organisations, media and the public.</p>
<b>Delegation Tier   Poutama Whakahaere:</b>	1
<b>Date Prepared   Rā Takatū:</b>	March 2025

### Te Tāhū Hauora Health Quality & Safety Commission Introduction | Te Tāhū Hauora Kōrero

Established in November 2010, Te Tāhū Hauora Health Quality & Safety Commission (the Commission), is a Crown Entity with a Board responsible to the Minister of Health. The Pae Ora (Healthy Futures) Act 2022 (Pae Ora) confirmed the role of the Commission within the health sector and gave the organisation an expanded function to make recommendations. To ensure that recommendations can be effectively translated into practical initiatives that bring about tangible improvements to the health care system, the Pae Ora Act also allowed the Commission to build stronger partnerships with and collaborate with other Crown Entities.

Te Tiriti o Waitangi and health equity are central to working towards pae ora for all New Zealanders and towards our strategic intent. The Commission is committed to enacting and embedding Te Tiriti o Waitangi by drawing on the principles articulated by the courts and by the Waitangi Tribunal.

The core functions are:

- monitoring and improving the quality and safety of health services
- helping providers to improve the quality and safety of services
- advising the Minister on how quality and safety in services may be improved; and on any matter relating to:
  - health epidemiology and quality assurance; or
  - mortality
- determining quality and safety indicators (such as serious and sentinel events) for use in measuring the quality and safety of services
- providing public reports on the quality and safety of services as measured against:
  - the quality and safety indicators; and
  - any other information considered relevant
- promoting and supporting better quality and safety in services
- disseminating information about the quality and safety of services
- supporting the health sector to engage with consumers and whānau for the purpose of ensuring that their perspectives are reflected in the design, delivery, and evaluation of services
- making recommendations on how to improve the quality and safety of services, through reports, publications and quality measures.

Recognising that achieving this purpose requires the work of many, we see our mission as:

**Whakauru. Whakamōhio. Whakaawe. Whakapai Ake.  
Involve. Inform. Influence. Improve**

#### **Purpose of the role | Te Tūranga**

The Chief Executive (CE) directs the Commission's work to improve health quality, safety and equity, by:

- advancing its strategic priorities
- improving experience for consumers and whanau
- influencing the system to ensure there is equal opportunity to benefit for population groups and communities with poorer health outcomes
- achieving health equity
- embedding and enacting Te Tiriti o Waitangi in accordance with Wai2575 responsibilities
- strengthening systems for quality services.

The CE must be able to position the Commission to recognise and maximise opportunities as they arise, developing relationships and influencing collaboration across the health sector in a dynamic environment. The ability for the CE to develop and maintain strong relationships, and to influence and model a positive collaborative quality culture across the health system, is vital.

The CE will ensure the Commission's long-term functions as quality monitor and expert in quality improvement continue to be strengthened over time, and that newer functions, championing consumer and whānau participation and making recommendations on quality and safety, are well developed and applied. The Commission's mortality review function also requires further shaping and ongoing leadership, to ensure it is of greatest benefit for Aotearoa New Zealand.

The CE ensures the Commission achieves the health quality, safety and equity goals agreed with the New Zealand Government. The CE manages the Commission's overall resources and operations, supporting the Board Chair in communicating with the Minister, and leading the executive and management teams and corporate operations. The CE ensures the Commission fulfils its legal, statutory, financial and regulatory responsibilities and delivers public value for money.

The CE's formal relationship is direct to the Chair of the Board. They will engage individually and collectively with the Board and ensure open lines of honest and factual communication are maintained. This includes engagement with any subsidiary board committees.

## **Key accountabilities | Ngā Tino Kawenga**

### **System Leadership**

- Demonstrate effective senior leadership in a broad range of challenging situations
- Successfully navigate ambiguous political situations by taking into account political sensitivities and drawing on strong relationship management and inter-personal skills
- Enable change in the health system to improve equity of outcomes, quality and safety
- Strategically influence quality and safety across the health system, including primary and community care, working with other system leaders
- Develop and maintain comprehensive Māori organisation and iwi networks
- Ensure networks with disabled people, Pacific peoples and other groups experiencing health inequity are strengthened

### **Quality and Safety Improvement intelligence**

- Provide appropriate health sector intelligence to inform the wider functions of the Commission, the Board and the wider health sector
- Ensure infrastructure is in place and supported to regularly report on key quality and safety issues to Government and publicly
- Ensure all documentation and other forms of communication are timely and of high quality, and reflects the Commission's position as a role model of excellence
- Ensure equity analysis is undertaken as a core part of quality monitoring (including for Māori, disabled people and Pacific peoples)

### **Te Tiriti o Waitangi**

- Work in partnership with Māori to integrate te ao Māori approaches to the health system
- Ensure the application of Māori data governance principles to all data collections and analysis

### **Strategic leadership**

- Work closely with the Board in communicating a clear vision for the Commission and its role in driving improvement in health quality and safety
- Lead the implementation of the strategic vision and plan for the Commission in collaboration with the board, other members of the leadership team and staff
- Lead and manage the delivery of multiple functions of the Commission, including strategy, delivery, monitoring, reporting and driving improvement in quality and safety in health services, through appropriate leadership structures
- Ensure the work programme of the Commission achieves measurable improvements in the health outcomes it is trying to achieve and is able to show a positive return on the investments made

### **Financial Stewardship**

- Provide strategic oversight and sound stewardship of the Commission's financial management and budgeting, ensuring alignment with organisational priorities, legislative requirements and principles of equity, and
- demonstrates value for public money

### **Building and enhancing performance and relationships**

- Gain and maintain the trust, respect and confidence of Ministers, the health sector, iwi, consumers and the wider public
- Work alongside other government agencies and community partners to identify opportunities to strengthen the health system
- Engage stakeholders through clear communication and direction to build buy-in and support to ensure collective leadership across the system around quality and safety

### **Culture and people leadership**

- Foster a continuous improvement culture across the organisation
- Provide a clear sense of direction and purpose to staff and other stakeholders
- Inspire and motivate others to commit to and achieve the Commission's vision and purpose
- Lead by example and set the standards for the culture and values of the Commission as an organisation grounded in Te Tiriti o Waitangi
- Promote a productive and engaged workforce by fostering an open and inquiring approach to our work, which welcomes innovation and improvement
- Ensure the Commission has the required workforce capability through recruiting, retaining and developing high-performing staff and providing a work environment that enables people to work at full scope
- Ensure there is a clear vision for the Commission that it is where a diverse mix of talented people want to come, stay and do their best work
- Establish executive staff performance development plans that are aligned to the Commission's strategy and values and provide regular feedback and coaching to staff
- Apply the principles of cultural safety demonstrating a commitment to knowledge and experience of tikanga Māori, tea o Māori, understanding of equity issues for Māori and the Commission's responsibilities under Te Tiriti o Waitangi

## Health and safety

- Ensure the Commission meets its responsibilities in workplace health and safety

Other duties may be reasonably assigned to this position in consultation with The Board.

## Core Competencies | Ngā Pūkenga Matua



## Leadership Core Competencies | Ngā Tino Pūkenga Tātaki

The Commission recognises the importance of strong leadership at every level of the public sector to transform the experiences of New Zealanders. To support our leaders, we employ the Leadership Success Profile developed by Te Kawa Mataaho Public Service Commission.



### **Knowledge and Skills | Mātauranga me ngā Pūkenga**

- Exceptional relationship-building skills with the ability to influence at all levels outside/external and within an organisation and build alignment across teams.
- Credibility/ability to achieve credibility with the health and disability sector, the public, iwi and Māori, Pacific peoples and disabled people.
- An attested ability to lead, engage and influence organisational strategy and translate that into operational deliverables.
- Strong understanding of the drivers and solutions to health inequities for population groups with poorer health outcomes.
- Deep understanding of the principles of health care quality including key international trends
- Sound knowledge of the Aotearoa New Zealand health sector, the wider public service and the statutory framework for the governance and management of Crown agencies.
- Strong financial management capability commensurate with a Crown entity chief executive role, including the ability to ensure investment decisions are based on sound economic principles, expected impact and demonstrate value for money.
- Excellent written and oral communication skills, particularly the ability to communicate clearly, concisely and in plain language, and present in public forums including the media.
- Proven risk management experience and the ability to manage competing priorities, with the ability and drive to deliver the required results in all key accountabilities of the role, including the ability to manage potentially high issues and risks, fix problems and implement solutions.

**Agreement of Position Description | He Kupu Whakaae**

I agree to the outcome of the position in this position description and recognise that contents may need to be amended from time to time to reflect changing business requirements.

Name: \_\_\_\_\_ Signed: \_\_\_\_\_

Date: \_\_\_\_\_