

Position Description | Te whakaturanga o mahi

Health New Zealand | Te Whatu Ora

Title	PLUMBING SUPERVISOR			
Reports to	PLUMBING SYSTEMS MANAGER			
Location	HUTT VALLEY/WELLINGTON/PORIRUA			
Department	FACILITIES MANAGEMENT			
Direct Reports	0	Total FTE	1.0	
Budget Size	Opex	\$500	Capex	\$0
Delegated Authority	HR	NIL	Finance	NIL
Date	23/1/26			
Salary band (indicative)*	STEP 10			

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

Leads plumbing operations for the Hutt site, supervising two plumbers, and supporting contractors and departmental staff. Manages planned maintenance, reactive repairs, asset upgrades, and supports capital and national health projects. Maintains and develops site plumbing systems, ensuring compliance and reliability. Works within Technical Services and reports to the Wellington Plumbing Services Manager, with occasional support to other Wellington hospital sites.

Key Result Area	Expected Outcomes / Performance Indicators
	<ul style="list-style-type: none"> • Lead plumbing work across Hutt Hospital and support wider Wellington sites
	<ul style="list-style-type: none"> • Deliver planned maintenance and complete reactive repairs
	<ul style="list-style-type: none"> • Upgrade and enhance plumbing assets and infrastructure
	<ul style="list-style-type: none"> • Supervise staff plumber, full-time contractor, and support contractors
	<ul style="list-style-type: none"> • Ensure compliance, safety, and system performance
	<ul style="list-style-type: none"> • Coordinate work with Technical Services and project teams
	<ul style="list-style-type: none"> • Support capital works and NZ health projects
	<ul style="list-style-type: none"> • Manage priorities, workflows, and technical documentation
	<ul style="list-style-type: none"> • Identify risks, faults, and improvement opportunities
	<ul style="list-style-type: none"> • Liaise with stakeholders to maintain service continuity

<p>Te Tiriti o Waitangi</p>	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
<p>Equity</p>	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships. • 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. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
<p>LEADERSHIP ROLES ONLY - Culture and People Leadership</p>	<ul style="list-style-type: none"> • Leads, nurtures and develops our team to make them feel valued. • Prioritises developing individuals and the team so Health New Zealand has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others. • Provides leadership that shows commitment, urgency and is visibly open, clear, and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally. • Implements and maintains People & Communications strategies and processes that support provide an environment where employee experience, development, and performance management drive achievement of the organisation’s strategic and business goals. • Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened.
<p>Innovation & Improvement</p>	<ul style="list-style-type: none"> • Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to ‘do it better’ to the table. • Models an agile approach –tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
<p>Collaboration and Relationship Management</p>	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.

Health & safety	<ul style="list-style-type: none"> • Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to the PLUMBING SYSTEMS MANAGER

- HR-related issues
- Health and safety concerns
- Major disruptions to clinical services
- Significant or unplanned expenditure
- Any other matter that may pose operational, safety, or compliance risk

Relationships

External	Internal
<ul style="list-style-type: none"> • Contractors • Project Managers 	<ul style="list-style-type: none"> • Technical Services Staff • Clinical Staff

About you – to succeed in this role

You will have

Essential:

- Certifying Plumber
- Experience in leading and supervising staff
- Clean New Zealand Driver's License
- Ability to work as part of a team
- Ability to undertake the required tasks
- Comfortable using digital tools

Desired:

- Experience in implementing Te Tiriti o Waitangi in action
- Experience in maintenance and or work in Health Facilities
- Self starter and motivated attitude
- Competent with job-related software (eg Service Now, Maximo, BEIMS)
- Certifying Drainler/Gasfitter

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.
- Take care of own physical and mental wellbeing.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

Desired:

- Knowledge of commercial/hospital plumbing systems, compliance, backflow, water safety.
- Proven leadership and ability to supervise staff and contractors.
- Excellent health & safety awareness (permit-to-work, infection control).
- Clear communication with clinical, facilities, and contractor teams.
- Strong problem-solving skills and good judgement under pressure.
- Effective planning, scheduling, and record management.
- Professional, reliable, patient-focused, and respectful
- Adaptable, proactive, and committed to continuous improvement.