

## Position Description

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<b>Position</b>	<b>Registered Mental Health Professional</b>
<b>Team / Service</b>	ICAFS
<b>Directorate</b>	MHAIDS Services - Mental Health Addiction and Intellectual Disability
<b>District</b>	Capital, Coast, Hutt Valley & Wairarapa districts
<b>Responsible to</b>	Team Leader
<b>Children's Act 2014</b>	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
<b>Location</b>	This position is expected to work from Lower Hutt hospital

## Te Whatu Ora

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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

## Context

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Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical, surgery and mental health and intellectual disability hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers

[TeWhatuOra.govt.nz](https://www.TeWhatuOra.govt.nz)

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*MHAIDS is the mental health, addiction and intellectual disability service  
for the Capital, Coast, Hutt Valley and Wairarapa districts*

- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addiction and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. The service holds national contracts some of which are delivered in other district localities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

## Te Tiriti o Waitangi and Māori Health Outcomes

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Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

**Mana whakahaere** Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.

**Mana motuhake** Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori.

**Mana tāngata** Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.

**Mana Māori** Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

## The Vision, Mission and Values from our District

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We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

### Hutt Valley

#### Vision

Whanau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.

#### Ō mātou uara – Values

Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

#### Mission

Working together for health and wellbeing.

### Capital and Coast

#### Vision

Keeping our community healthy and well

#### Value

Manaakitanga – Respect, caring, kindness  
Kotahitanga – Connection, unity, equity  
Rangatiratanga – Autonomy, integrity, excellence

#### Mission

Together, Improve the Health and Independence of the People of the District

### Wairarapa

#### Vision

"Well Wairarapa – Better health for all"

#### Value

Manaakitanga – Respect, caring, kindness  
Auaha – Solutions, responsibility, better  
Kotahitanga – Connection, unity, equity  
Rangatiratanga – Autonomy, integrity, excellence

#### Mission

To improve, promote, and protect health status of the people of the Wairarapa, and the independent living of those with disabilities, by supporting and encouraging healthy choices.

## District Responsibility

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The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the

community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

## Service Perspective

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The hospital and health services of the Districts provide a range of services, one such group of services includes Mental Health, Addiction and Intellectual Disability (MHAID) Service. The Service has over 1400 employees and annual revenue of \$135m.

MHAIDS spans two districts - Wairarapa, Capital, Coast and Hutt Valley and includes local, regional, and national services. The local MHAID services are provided from multiple sites within the sub-region – greater Wellington, Hutt Valley and Wairarapa. Te Korowai Whāriki services include regional forensic and rehabilitation services covering the Central region while the intellectual disability services extend the length and breadth of the country from six bases located in Whangarei, Auckland, Cambridge, Wellington, Christchurch, and Dunedin.

The core business of the Service is the provision of quality specialist services, integrated with primary and secondary providers in the communities we serve.

The Service is committed to the underlying principles of:

- Te Tiriti o Waitangi as the founding document of Aotearoa/New Zealand
- He Ara Oranga
- Mental Wellbeing Long Term Pathway
- Whakamaua – Māori Health Action Plan 2020-2025
- The New Zealand Disability Strategy: Making a World of Difference – Whakanui Oranga
- Intellectual Disability High and Complex Framework

The Service has access to business support services including People and Culture, and Finance. In addition, management and delivery of clinical services across the Service is underpinned by consultation, advice, and support from a range of cultural, consumer, and family advisors, and business, quality and organisational development personnel.

## Purpose of the role

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- Provide professional (discipline specific) services as a member of the Mental Health multi-disciplinary team (MDT).
- Provide professional discipline specific services and care management for tangata whaiora / clients, their families / whanau and caregivers.
- Liaise and consult with tangata whaiora, consumers, their families, whanau and caregivers.
- Support people with mental health problems to access appropriate supports and resources in the community.
- Provide clinical mental health services in accordance with policies.

## Key Accountabilities

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The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

<b>Key accountabilities</b>	<b>Deliverables/Outcomes</b>
<b>Assessment, care planning and therapy services</b>	<ul style="list-style-type: none"> <li>• Assessments are completed using appropriate assessment tools.</li> <li>• Risk assessment and management plans are incorporated to the recovery planning process.</li> <li>• Practice demonstrates specialist knowledge of mental illness and mental health issues.</li> <li>• Clinical interventions include a variety of models of therapy and an ability to apply a range of support strategies and treatment options.</li> <li>• The needs of tangata whaiora, consumers are clearly identified and care/treatment/ recovery plans documented.</li> <li>• Tangata whaiora, consumer are actively involved in assessment, recovery planning / review and discharge processes.</li> <li>• Tangata whaiora, consumers are supported in achieving their identified goals through assessment, treatment and discharge planning.</li> <li>• The needs of tangata whaiora, consumers are clearly identified and care/treatment/ recovery plans documented.</li> <li>• Assessment and recovery planning includes those people identified by the tangata whaiora, consumer as significant to them and their recovery.</li> <li>• Comprehensive clinical case notes are kept up-to-date in accordance with legislation, organizational policy and service procedure.</li> </ul>
<b>Care management</b>	<ul style="list-style-type: none"> <li>• Referrals and caseload are effectively and appropriately managed to respond to the needs of tangata whaiora, consumers, their family, whanau and caregivers.</li> <li>• Care and treatment is coordinated effectively through MDT and in consultation with appropriate services and agencies.</li> <li>• Information is provided to tangata whaiora / clients and their family/whanau/caregivers regarding relevant resources and services available.</li> <li>• Liaison and consultation with Maori Mental Health staff and/or other Maori health providers, Iwi, hapu and whanau assists in identifying cultural needs, interpreters and other cultural services.</li> </ul>
<b>Be a pro-active member of the multi-disciplinary team</b>	<ul style="list-style-type: none"> <li>• Displays professional and constructive participation in teamwork and acknowledges others' expertise, strengths and limitations.</li> <li>• Discipline specific skills, knowledge and professional perspective are made available to assist colleagues in a positive and proactive manner.</li> <li>• Liaison and consultation with the MDT ensures care and treatment options are negotiated to meet the best outcomes for tangata whaiora / clients, their families/whanau/caregivers.</li> </ul>
<b>Quality Improvement</b>	<ul style="list-style-type: none"> <li>• Active participation is maintained in team meetings to plan quality clinical care and contribute to service development planning, the strategic direction and integrity of Mental Health Services.</li> </ul>

	<ul style="list-style-type: none"> <li>• Commitment to continuous Quality Improvement is demonstrated by identifying quality initiatives within own practice and services to clients.</li> <li>• Informs and updates team on service development projects and specialist interest areas.</li> <li>• Provision of clinical services meets the standards required by policy, service delivery pathways and procedures, relevant guidelines and regulations.</li> <li>• Contributes to Mental Health promotion, education and illness prevention activities according to service requirements.</li> </ul>
<b>Assist in providing a safe environment which promotes health and wellbeing</b>	<ul style="list-style-type: none"> <li>• Tangata whaiora, consumers are treated with respect and their comfort, privacy and dignity is maintained.</li> <li>• Practice reflects knowledge and understanding in the application of the principles of the Treaty of Waitangi as they relate to mental health.</li> <li>• Knowledge of the Health &amp; Disability code of Consumers Rights is reflected in practice.</li> <li>• Effective advocacy skills and relationships support tangata whaiora/clients, their whanau/ families and caregivers.</li> <li>• Training and MHS core competencies are undertaken and updated as required.</li> </ul>
<b>Consultation / Liaison</b>	<ul style="list-style-type: none"> <li>• Effective support networks, communication and liaison with other key providers / agencies are developed and maintained.</li> <li>• Links are maintained with MH Regional Specialty services/areas – and specific expertise in specialty areas is utilised within the team to support clinicians and tangata whaiora/clients.</li> </ul>
<b>Education / Professional development</b>	<ul style="list-style-type: none"> <li>• Orientation and core training are completed.</li> <li>• Training &amp; education requirements and updates are attended as required.</li> <li>• Professional and cultural training needs are identified and actioned.</li> <li>• Peer supervision is undertaken with colleagues.</li> <li>• Clinical supervision is undertaken in accordance with the service procedure and relevant guidelines.</li> <li>• Annual performance appraisal and development plans are arranged with the Team Leader/Clinical Nurse Manager and professional body advisor.</li> <li>• Collegial support is maintained with professional discipline colleagues and attendance at professional training or meetings is encouraged.</li> </ul>

Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe patient care and maintaining service delivery.

The following specific accountabilities apply in addition to what is described in the career pathway.

Key accountabilities	Deliverables/Outcomes	Key Performance Indications/Measures
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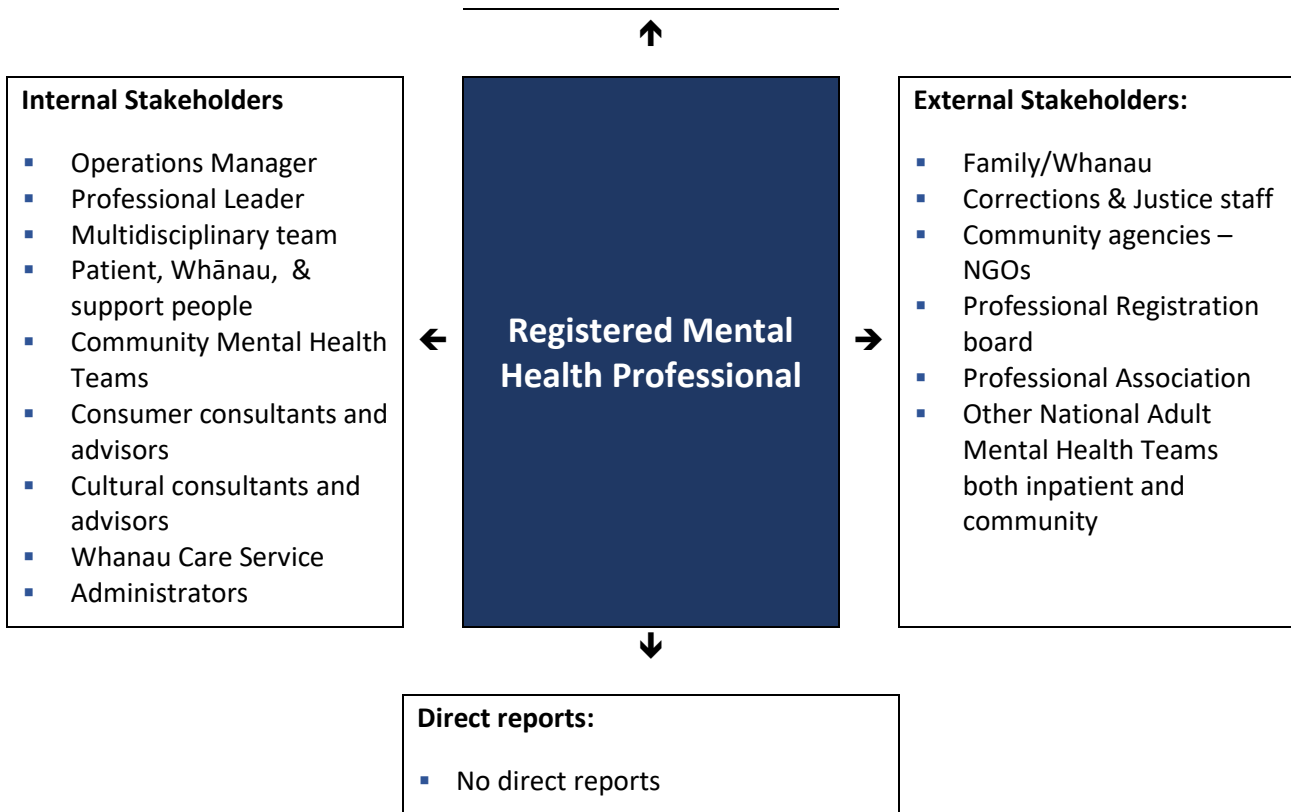
<p>1. Quality and Risk</p>	<ul style="list-style-type: none"> <li>▪ Contributes to the quality processes within the team/service</li> </ul>	<ul style="list-style-type: none"> <li>▪ Identifies risks, potential solutions and notifies manager of these</li> <li>▪ Complies with guidelines, protocols and policies</li> <li>▪ Complies with legal/legislative requirements</li> <li>▪ Participates in team/service risk minimisation activities</li> <li>▪ Complies with MHAIDS reportable events policy</li> </ul>
<p>2. Occupational Health &amp; Safety</p>	<ul style="list-style-type: none"> <li>▪ Complies with responsibilities under the Health &amp; Safety in Employment Act 1992</li> </ul>	<ul style="list-style-type: none"> <li>▪ Has read and understood the Health &amp; Safety policy and procedures; Actively supports and complies with Health &amp; Safety policy and procedures;</li> <li>▪ Evidence of support and compliance with health and safety policy and procedures including use of protective clothing and equipment as required, active participation in hazard management and identification process, and proactive reporting and remedying of any unsafe work condition, accident or injury.</li> </ul>

## Key Relationships & Authorities

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Reports to:

- Team Leader / Clinical Nurse Manager




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## Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.



Competency	Behaviours
<b>Team Work</b>	<ul style="list-style-type: none"> <li>▪ Develops constructive working relationships with other team members;</li> <li>▪ Have a friendly manner and a positive sense of humour;</li> <li>▪ Works cooperatively - willingly sharing knowledge and expertise with colleagues;</li> <li>▪ Shows flexibility - is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments;</li> <li>▪ Supports in word and action decisions that have been made by the team;</li> <li>▪ Shows an understanding of how one's own role directly or indirectly supports the health and independence of the community.</li> </ul>
<b>Quality and Innovation</b>	<ul style="list-style-type: none"> <li>▪ Provides quality service to those who rely on one's work;</li> <li>▪ Looks for ways to improve work processes - suggests new ideas and approaches;</li> <li>▪ Explores and trials ideas and suggestions for improvement made by others;</li> <li>▪ Shows commitment to continuous learning and performance development.</li> </ul>
<b>Taking responsibility</b>	<ul style="list-style-type: none"> <li>▪ Is results focussed and committed to making a difference;</li> <li>▪ Plans and organises work, allocating time to priority issues, meeting deadlines and coping with the unexpected;</li> <li>▪ Adjusts work style and approach to fit in with requirements;</li> <li>▪ Perseveres with tasks and achieves objectives despite obstacles;</li> <li>▪ Is reliable - does what one says one will;</li> <li>▪ Consistently performs tasks correctly - following set procedures and protocols.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>▪ Practises active and attentive listening;</li> <li>▪ Explains information and gives instructions in clear and simple terms;</li> <li>▪ Willingly answers questions and concerns raised by others;</li> <li>▪ Responds in a non-defensive way when asked about errors or oversights, or when own position is challenged;</li> <li>▪ Is confident and appropriately assertive in dealing with others;</li> <li>▪ Deals effectively with conflict.</li> </ul>
<b>Integrity and Trust</b>	<ul style="list-style-type: none"> <li>▪ Is widely trusted;</li> <li>▪ Is seen as direct, truthful individual;</li> <li>▪ Can present the unvarnished truth in an appropriate and helpful manner;</li> <li>▪ Keeps confidences;</li> <li>▪ Admits mistakes;</li> <li>▪ Doesn't misrepresent him/herself for personal gain.</li> </ul>
<b>Customer Focus</b>	<ul style="list-style-type: none"> <li>▪ Is dedicated to meeting the expectations and requirements of internal and external customers;</li> <li>▪ Gets first-hand customer information and uses it for improvements in products and services;</li> <li>▪ Acts with customers in mind;</li> <li>▪ Establishes and maintains effective relationships with customers and gains their trust and respect.</li> </ul>
<b>Priority Setting</b>	<ul style="list-style-type: none"> <li>▪ Spends his/her time and the time of others on what's important;</li> <li>▪ Quickly zeros in on the critical few and puts the trivial many aside;</li> <li>▪ Can quickly sense what will help or hinder accomplishing a goal;</li> <li>▪ Eliminates roadblocks;</li> <li>▪ Creates focus.</li> </ul>

Competency	Behaviours
<b>Partnership with Maori</b>	<ul style="list-style-type: none"> <li>▪ Understands the principals of Te Tiriti o Waitangi and how these apply within the context of health service provision;</li> <li>▪ Applies the notion of partnership and participation with Maori within the workplace and the wider community;</li> <li>▪ Promotes and participates in targeting Maori health initiatives by which Maori health gains can be achieved. Implements strategies that are responsive to the health needs of Maori.</li> </ul>

## Experience and Capability

### Essential qualifications, skills and experience

a)

#### **Knowledge and Experience:**

- Is a practising Registered Mental Health Professional in a large health service delivery organisation
- High level of knowledge, understanding and experience working with, treating and assessing personality disorders, complex PTSD and other co-morbid difficulties.
- Has attained sufficient work experience and clinical competence and confidence to work independently as a clinician interacting with consumers and other service providers (internal and external)
- Experience in evidence based therapies for treating personality disorders, complex PTSD and other co-morbid difficulties.
- Has knowledge and understanding of the relevant legislation, standards and guidelines. These include but are not limited to:

Health and Disability Services Consumers' Code of Rights <http://www.hdc.org.nz/the-act--code/the-code-of-rights>

New Zealand Nursing Council's (NCNZ) Nurse Practitioner/Registered Nurse/Enrolled Nurse Competencies <http://nursingcouncil.org.nz/Nurses/Scopes-of-practice>

Social Work Registration Board <http://www.swrb.govt.nz/competence-assessment>

b)

#### **Essential Professional Qualifications / Accreditations / Registrations:**

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- Registration with the relevant professional registration body (e.g., Nursing Council of New Zealand as a Registered Nurse, Registered Social Worker, Registered Clinical Psychologist, Registered Occupational Therapist ).
  - A current practising certificate at all times.

**C) Someone well-suited to the role will place a high value on the following:**

- Effective oral and written communication
- Recognising and managing risk in a clinical environment
- Working in an emotionally challenging and changing environment
- Working in a multi-disciplinary environment
- Sharing information and working collaboratively with the team at Ngā Tai Orangafind as well as other Service Providers
- Being forward thinking and resourceful for Service Development
- Awareness of general principles of care for people with BPD and specific effective BPD treatments
- Knowledge and understanding about Te Tiriti o Waitangi, and the impact of colonisation. Understanding about the impacts of poverty, discrimination and minority stress
- Helping clinicians develop and provide appropriate care and specific treatments for clients with complex needs where personality dysfunction is a feature of presentation
- Undertaking professional development to maintain and enhance their skills

**d) • Can use Microsoft Office suite (Word and Excel).**

Can keep detailed written file notes, complete client pathway documentation and provide formal assessment reports as required.

**Ma tini, ma mano, ka rapa te whai  
By joining together we will succeed**

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.