

Position Description

Position	Co-existing alcohol & other drug clinician/ Registered Mental Health Professional
Team / Service	Te Roopu Kaitiaki
Directorate	MHAIDS Services - Mental Health Addiction and Intellectual Disability
District	Capital, Coast, Hutt Valley & Wairarapa districts
Responsible to	Team Leader / Clinical Nurse Manager
Children's Act 2014	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
Location	This position is expected to work from Te Whare Tipu, Wellington

Te Whatu Ora

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

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

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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

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

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

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

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.

Team Perspective

People with coexisting disorders are the core business of mental health and alcohol and other drugs services. Effective services for these people, based on their individual needs, rely on the provision of comprehensive, holistic, integrated, person-centred interventions and care.

With the implementation of Ministry of Health guidelines, it is a requirement for mental health clinicians and alcohol and other drug clinicians to be coexisting disorders competent.

Te Roopu Kaitiaki or Youth Alcohol and Other Drugs / Co-existing Problems team is a regional community-base service covering Greater Wellington and the, Hutt Valley, that provides supervision, training, liaison and consultation, including specialist assessment and treatment planning. As a tertiary level service, the youth AOD/CEDS team accepts referrals from community child & adolescent and adult community mental health teams as well as youth Co-existing Problem clinicians across services in the sub-region.

Purpose of the role

A Te Roopu Kaitiaki / co-existing alcohol and other drug clinician / Registered Health Professional (third year of practice onwards), will primarily provide support to youth AOD and mental health services across the sub-region at sites where the services are being delivered and young people already attend. This will include providing case consultation and specialist clinical assessments for youth with co-existing problems. In addition this will include advocating for the needs of youth with AOD/CEP within other services.

Key Accountabilities

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.

Key accountabilities	Deliverables/Outcomes
Clinical Practice	<ul style="list-style-type: none"> • Demonstrates specialist skills for screening, assessment, formulation, treatment planning and risk assessment for this client group • Is a specialist resource for those working in youth AOD and mental health settings, providing specialist input to ensure the most effective treatment and desired outcomes • Works with clinicians in youth AOD & mental health settings taking a supervisory and educative role until the clinician has the necessary skills and competencies • Works with clinicians to ensure that the treatment provided is culturally safe • Effectively and consistently manages at-risk behaviour • Has good knowledge of relevant legislation and policies • Maintains ethical standards of practice and attends clinical supervision as per professional 3 DHB supervision policies
Teaching & Learning	<ul style="list-style-type: none"> • Provides education and training services to youth AOD and mental health staff within the regional area, taking a lead role in staff development to ensure they are able to deliver health education, harm reduction and relapse prevention activities for young people and their whanau • Works with other professionals to identify skills deficits and provide training to address these deficits • Acts as a role model to peers • Assumes responsibility for maintaining one's own professional development
Leadership & Management	<ul style="list-style-type: none"> • Attends and contributes to relevant agency and, clinical team meetings, leading and facilitating such meetings as requested. • Assists team leaders and professional leaders in clinical assurance activities of youth AOD and mental health staff as requested.

Cultural Awareness and Responsiveness	<ul style="list-style-type: none"> • Applies the principles of cultural safety in own practice • Works in line with the principles of Te Tiriti o Waitangi • Assists others to feel safe culturally and support them in the pursuit of cultural affirmation and cultural self-determination
Service Improvement and Research	<ul style="list-style-type: none"> • Participates in quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include care pathways / treatment protocols, standards of practice etc. • Develops and /or participates in regional / sub regional professional networks as appropriate to area of work. • Establishes and maintains working partnerships with external organisations to promote integrated working. • Contributes to annual planning process, including identifying gaps in service and participating in work / projects that may result from the planning process. • Awareness of and complies with all legislative and contractual requirements as applicable to the role (e.g. Health and safety in Employment Act 1992, Privacy Act 1993, Vulnerable Children’s Act 2014, Privacy Act, ACC service specifications etc.)
Relationship Management	<ul style="list-style-type: none"> • Establishes and maintains good working relationships by formal and informal networking and meetings • Liaises with other service providers to ensure clients have optimal coordinated care • Networks with other clinicians to promote good relationships, enhance knowledge and develop a collaborative approach to the treatment of this client group
Maintains practice standards	<ul style="list-style-type: none"> • Is accountable and responsible for own practice • Demonstrates knowledge of legal and ethical requirements, policies and procedures relating to own professional group • Has advanced knowledge and skills of appropriate interventions for young people with co-morbid mental health and substance use problems

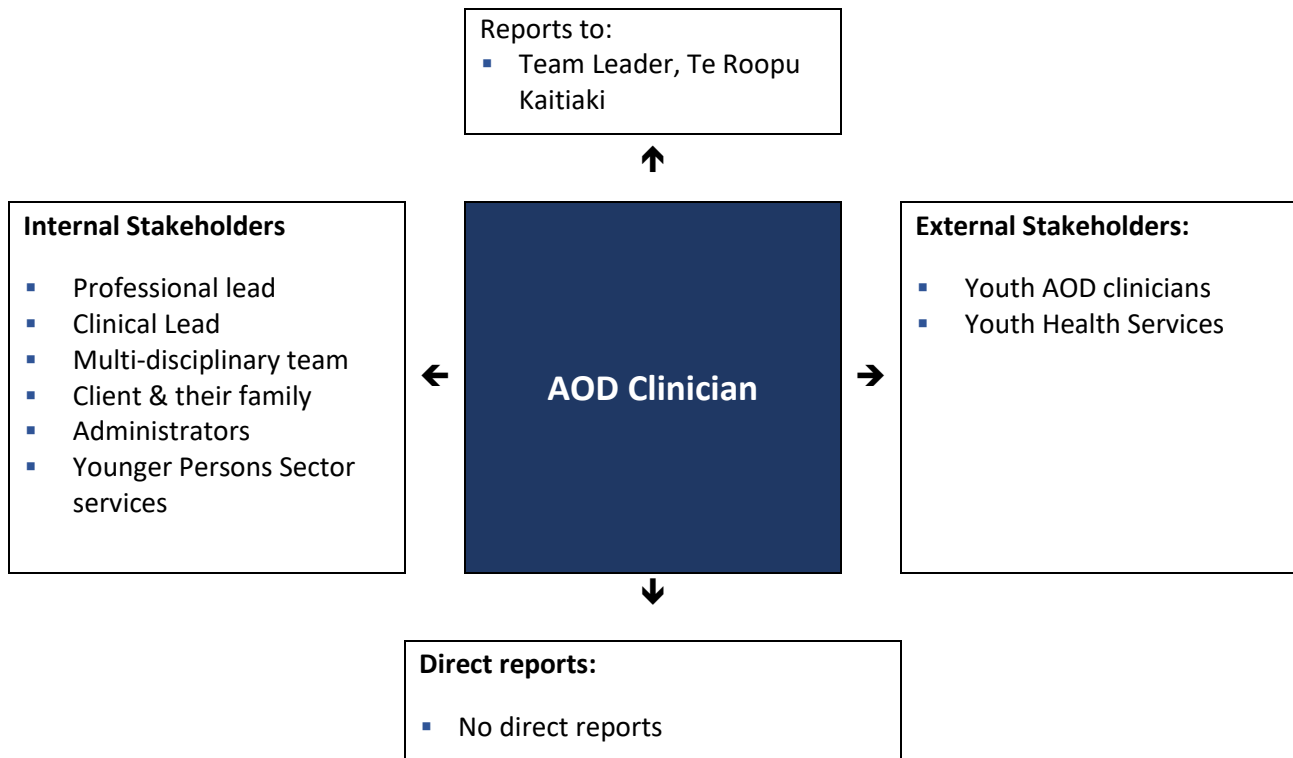
Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe patient care and maintaining service delivery.

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

Key accountabilities	Deliverables/Outcomes	Key Performance Indications/Measures
1. Quality and Risk	<ul style="list-style-type: none"> ▪ Contributes to the quality processes within the team/service 	<ul style="list-style-type: none"> ▪ Identifies risks, potential solutions and notifies manager of these ▪ Complies with guidelines, protocols and policies

		<ul style="list-style-type: none"> ▪ Complies with legal/legislative requirements ▪ Participates in team/service risk minimisation activities ▪ Complies with MHAIDS reportable events policy
2. Occupational Health & Safety	<ul style="list-style-type: none"> ▪ Complies with responsibilities under the Health & Safety in Employment Act 1992 	<ul style="list-style-type: none"> ▪ Has read and understood the Health & Safety policy and procedures; Actively supports and complies with Health & Safety policy and procedures; ▪ 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.

Key Relationships & Authorities



Capability Profile

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

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

Competency	Behaviours
Priority Setting	<ul style="list-style-type: none"> ▪ Spends his/her time and the time of others on what's important; ▪ Quickly zeros in on the critical few and puts the trivial many aside; ▪ Can quickly sense what will help or hinder accomplishing a goal; ▪ Eliminates roadblocks; ▪ Creates focus.
Partnership with Maori	<ul style="list-style-type: none"> ▪ Understands the principals of Te Tiriti o Waitangi and how these apply within the context of health service provision; ▪ Applies the notion of partnership and participation with Maori within the workplace and the wider community; ▪ 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.

Experience and Capability

Essential qualifications, skills and experience

a)

Knowledge and Experience:

- Is a practising Registered Mental Health Professional
- Minimum of 2-5 years clinical practice.
- Clinical experience applicable to role.

b)

Essential Professional Qualifications / Accreditations / Registrations:

- 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).
- Has a tertiary qualification in any one of the following disciplines: Nursing, Social Work, Psychology, Occupational Therapy or closely allied clinical field, along with addiction services experience and expertise OR
- Has practiced as a fully registered alcohol and drug dapaanz member, i.e. has a qualification in addiction studies and suitable clinical experience
- A current practising certificate at all times.
- Current full NZ driver's licence with ability to drive a manual and automatic car (required for roles based in the community or where the role may be required to work across multiple sites).

c)

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

- Effective oral and written communication

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- 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 Oranga 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.