

Position Description

Position	Speech-language therapist
Team / Service	Forensic Intellectual Disability Service
Directorate	Mental Health and Addictions Service (MHAIDS)
District	Capital, Coast & Hutt Valley
Responsible to	Team Leader
Professional accountability to	Professional Lead Speech-Language Therapy
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 the Ratonga Rua Campus.

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 and surgical 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
- 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, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. 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:

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| 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.

Te Mauri o Rongo – The New Zealand Health Charter

Te Mauri o Rongo recognises our connection to this work, to each other, to the people we serve and to our whakapapa. It speaks to specific behaviours that we will expect from each other guided by the pou of Te Mauri o Rongo:

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| 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. “Whiria te tangāta” – we will weave our people together. |
| Te Korowai Āhuru | A cloak which seeks to provide safety and comfort to the workforce. |

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.

Team/Service Perspective

Intellectual Disability Forensic Services has adult, youth and community services.

The inpatient services include Haumietiketike, a regional intellectual disability adult secure forensic unit which has eleven beds. There are two step-down Cottages with a total of eight adult beds and are located next to Haumietiketike which is on the Ratonga Rua-o-Porirua campus in Porirua. Manawai is the national facility for adults with an intellectual disability and/or mental illness who have conditions of such severity that they have been subject to long-term hospital level care compromising their quality of life. It has six apartments situated alongside Haumietiketike. Hikitia Te Wairua is the national intellectual disability secure forensic youth unit which has six beds. Hikitia Te Wairua is co-located with the Youth Acute Inpatient Mental Health Inpatient Unit (Rangatahi) and the National Secure Youth Forensic Unit in the Centre of Excellence at Kenepuru Hospital.

The Community team provides two functions: as a Mental Health Intellectual Disability Team which provides assessment and treatment services in the Wellington region and consultation/liaison and training in the central region; and as a Consultation Liaison team which provides assessment and support in the central region to patients whose behaviour has resulted in legal proceedings.

Purpose of the role

A **speech-language therapist** (third year of practice onwards) provides safe and clinically effective patient/client assessment and intervention, within a specific clinical area with a development of more in depth knowledge and skills.

The Speech-Language Therapist works across the Forensic Intellectual Disability Sector to screen and assess for speech, language and communication challenges. They provide key strategies to support communication access to the inpatient setting and transitions back to the community and provide therapeutic input for communication needs. The speech-language therapist supports other professionals and staff to recognise and understand how to respond to communication needs, and tailor information to support decision making. The role works with people with intellectual disability who are within an inpatient or community setting and have challenging needs which have created difficulties for them to manage their lives in the community. The therapist will also be working with people who have swallowing impairments and will need to be dysphagia trained.

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.

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.

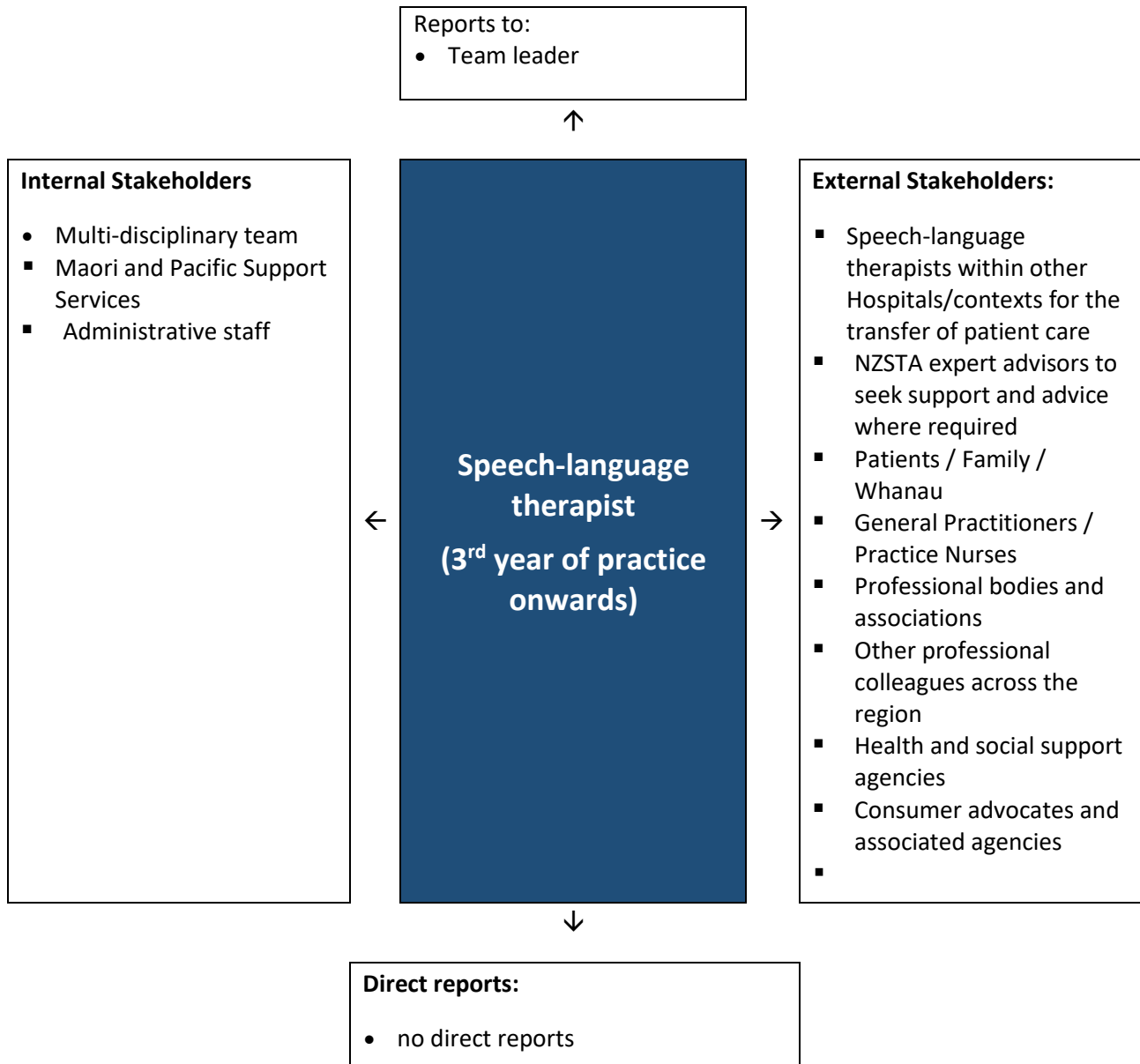
Key accountabilities	Deliverables / Outcomes
1. Clinical Practice	• Takes legal and professional responsibility for managing own caseload of tangata whaikaha with increasing complexity and be able to independently adapt and make decisions regarding speech-language therapy intervention. • Utilises information available to prioritise tangata whaikaha to enable appropriate allocation of referrals and workload with staff in the team. • Carries out comprehensive assessment with tangata whaikaha (and whānau where appropriate) This may include use of standardised assessments to assist in assessment and intervention planning. ▪ Formulates and delivers individualised speech-language therapy intervention using comprehensive clinical reasoning skills and in depth knowledge of treatment approaches. This should, take into account the tangata whaikaha's own goals and those of the wider multidisciplinary team (MDT).

- Demonstrates effective communication, to establish a therapeutic relationship and set expectations with tangata whaikaha, whānau and the MDT, inclusive of the wider health team and external agencies as appropriate. This includes relaying complex, sensitive and contentious information.
- Assesses the tangata whaikaha's understanding of assessment, interventions and goals and gain informed consent for intervention, taking into account those who lack capacity (e.g. those with cognitive difficulties).
- Regularly reassesses and evaluates the tangata whaikaha's progress against identified goals and adjust intervention as situations change.
- Refers on to other services to work with the tangata whaikaha towards achievement of longer term goals.
- Develops comprehensive discharge / transfer plans as appropriate.
- Carries out regular clinical risk assessments for tangata whaikaha on own caseload and takes action to effectively manage identified risks, seeking support where appropriate.
- Demonstrates provision of culturally safe and bicultural practice with tangata whaikaha and their whānau.
- Demonstrates an awareness of health inequalities, with evidence of implementing actions within own clinical practice towards reducing these for the tangata whaikaha and/or whānau.
- Represents the service and / or individual tangata whaikaha at clinical meetings and case conferences to ensure the delivery of a coordinated multidisciplinary service and to ensure speech-language therapy is integrated into the overall intervention (where appropriate) including discharge planning.
- Completes documentation consistent with legal and organisational requirements.
- Adheres to any applicable recognised best practice for speech-language therapy and any relevant clinical policies and practice guidelines.
- Provides advice, teaching and instructions to tangata whaikaha, whānau and other professionals to promote consistency of support being delivered.
- Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision.
- Identifies unmet needs of tangata whaikaha and identifies potential solutions to address these needs.
- Demonstrates an understanding of the roles of the multidisciplinary team.
- Demonstrates recognition that the patient/client's knowledge, experiences and culture are integral to effectively addressing the presenting health issue and/or restoring function.

2. Teaching & Learning	• Maintains competency to practice through identification of learning needs and Continuing Competency (CPD) activities. This should comply with professional registration requirements. • Contributes to training within the team/service. • Supervises, educates and assesses the performance of speech-language therapy students. • Provides interdisciplinary education in direct clinical area, or discipline specific teaching across teams. • Demonstrates the ability to critically evaluate research and apply to practice. • Maintains an awareness of current developments in the clinical areas being worked in and make recommendations to changes in practice. • Be involved in the induction and training of newly appointed staff as required. • Completes mandatory training as applicable for the role. • Participates in an annual performance review and associated clinical assurance activities. • Participates in regular professional supervision in line with the organisations requirements and/or professional body. • Provides mentoring and clinical support and / or professional supervision where required.
3. Leadership & Management	• Attends and contributes to relevant department, clinical and team meetings, leading and facilitating such meetings as requested. • Assists team leaders and professional leaders in clinical assurance activities of speech-language therapy staff as requested. • Directs and delegates work to allied health assistants and support staff as required in the role, ensuring that delegated tasks, documentation and communication is carried out.
4. Service Improvement and Research	• Broadens research and development skills through participation in local audit and research projects as identified by team leaders, professional leaders or Advanced or Expert AH professionals. • 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 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. • Practises in a way that utilises resources (including staffing) in the most cost effective manner.

	• 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.).
5. Te Tiriti o Waitangi	• Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to • Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance • Cultural competence is grown across the team, supporting inclusion and partnership.
6. Health & Safety	• Ensure all Health & Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature. • Actively support and ensure compliance with Health & Safety policy and procedures; ensuring staff also support and comply. • Maintain a proactive culture of Health & Safety supported by systems. • Ensure providers are aware of and have processes to comply with their health and safety responsibilities

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
Problem Solving	• Uses rigorous logic and methods to solve difficult problems with effective solutions

Competency	Behaviours
	• Probes all fruitful sources for answers • Can see hidden problems • Is excellent at honest analysis • Looks beyond the obvious and doesn't stop at first answers
Priority Setting	• Spends his/her time and the time of others on what's important • Quickly zeroes in on the critical few and puts the trivial many aside • Can quickly sense what will help or hinder in accomplishing a goal • Eliminates roadblocks • Creates focus
Interpersonal Savvy	• Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation • Builds appropriate rapport • Builds constructive and effective relationships • Uses diplomacy and tact • Can diffuse even high-tension situations comfortably
Communication	• 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.
Team Work	• Develops constructive working relationships with other team members. • Has 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
Self-Development	• Personally committed to and actively works to continuously improve. • Understands that different situations and levels may call for different skills and approaches. • Works to deploy strengths. • Works on compensating for weakness and limits.

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Minimum of 2-5 years clinical practice.
- Clinical experience applicable to role.

B. Essential Professional Qualifications / Accreditations / Registrations:

- Relevant qualification in speech-language therapy that is recognised and approved by the New Zealand Speech-language Therapists' Association (NZSTA).
- Current Member of NZSTA. And NZSTA Annual Practising Certificate
- Dysphagia trained (recognised under/post graduate certification)

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

- Focus on delivering high quality care for the tangata whaikaha /whānau.
- Self-motivated in developing clinical and professional practice.
- Collaboration and consultation skills

D. Other:

- A commitment and understanding of the Treaty of Waitangi (and application to health) and a willingness to work positively in improving health outcomes for Maori.
- 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).
- Proficiency in Microsoft Office, Word, Outlook, PowerPoint, Internet resources and e-mail.
- A high standard of written and spoken English.

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.