

Position Description

Position	MHAIDS Educator
Team / Service	MHAIDS Learning and Development
Directorate	MHAIDS Services - Mental Health Addiction and Intellectual Disability
District	Capital, Coast, Hutt Valley & Wairarapa districts
Responsible to	Learning and Development 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 based at Ratonga Rua o Porirua campus but will be expected to work from multiple locations across the district. From time to time as part of Variance Response this role may be required to work in other areas.

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

[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*

- 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, 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:

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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.

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.

Purpose of the role

The MHAIDS learning and development team is responsible for the organisation and delivery of programmes to support workforce learning, development, and capability. The team comprises specialist educators and administrators, based at Ngā Wāhi Akōnga Convention Centre on the Ratonga-Rua-o-Porirua campus.

As part of this team, the Educator is critical in ensuring and maintaining essential standards, and leading the implementation of workforce education, change and skill development across the Directorate. The role reports to the MHAIDS manager of learning and development, and is professionally responsible to the Director (of their appropriate profession – Allied or Nursing)

The Educator will be an expert in educational delivery, facilitation of education by specialists and assessing the educational needs of the mental health and addiction workforce.

The Educator will design and provide education programmes to contribute to the on-going development of the competency and capability of the current and future workforce.

The Educator provides professional leadership and role modelling, working with staff to meet quality and safety standards of care. This includes contributing to the development of policies and procedures and providing support for MHAIDS undertaking graduate/postgraduate education.

Continuous improvement is an important priority. The Educator will work with the clinical leadership teams to promote safe and competent practice.

The majority of the work will take place during normal working hours, Monday to Friday, however it may be necessary to work outside these hours from time to time to ensure the educational requirements of staff undertaking shift work are met.

Key Accountabilities

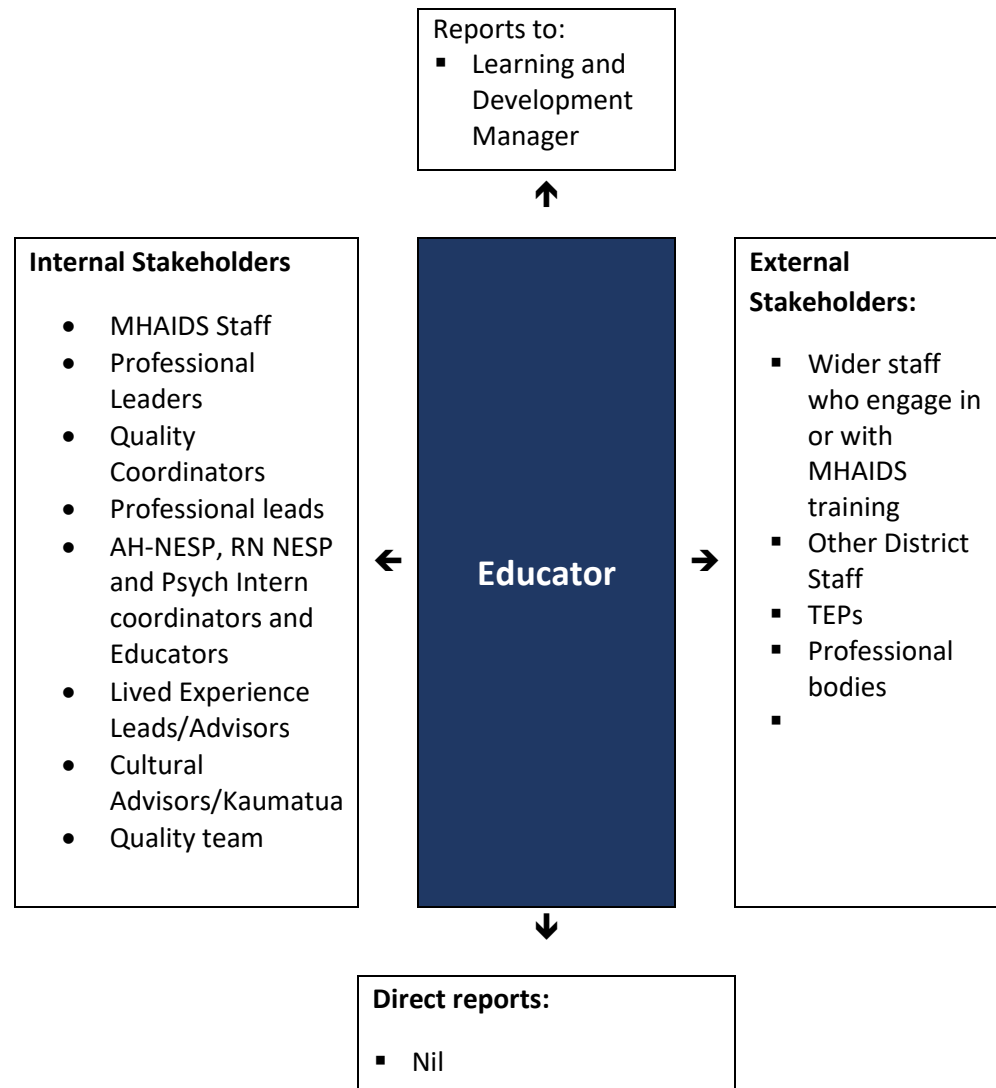
The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables/Outcomes	
1. Leadership	<ul style="list-style-type: none"> Lead by example to champion and drive Te Whatu Ora education and training initiatives Be a visible leader to MHAIDS staff, ensuring effective communication with all staff in the promotion of best practice Initiate, monitor and implement educational initiatives across MHAIDS, ensuring alignment with broader organisational strategy and goals Lead and promote evidence-based clinical practice and to introduce practice innovation Leading and promoting best practice in professional development Work with the relevant professional leaders to maintain and monitor professional practice standards 	<ul style="list-style-type: none"> Act as a good corporate citizen within Te Whatu Ora; championing and leading corporates' workplace change and culture initiatives as appropriate Has positive and regular interaction with MHAIDS staff, ensuring provision of useful information and fostering an inclusive culture Timely advice and reports are provided to the relevant professional leads, team leaders and staff as required The Vision and Values of Te Whatu Ora are effectively modelled to staff and others at all times. Positively works within those values. Role-model professional practice and standards Demonstrate evidence-based approach to the development of education Demonstrate contribution to capability development for improving professional practice, standards and innovation

		<ul style="list-style-type: none"> • Contribute to overall achievement of the MHAIDS outcomes and goals • Support the implementation of organisational initiatives
2. Education, Teaching and Research	<ul style="list-style-type: none"> ▪ Assess and develop training in response to the needs of MHAIDS ▪ Provide initial and ongoing education for both MHAIDS staff, students and community partners ▪ Initiate, develop and deliver MHAIDS training programmes that are up to date, relevant and best practice informed ▪ Identify and support the development programmes that are in response to policy, protocols and guidelines relevant to MHAIDS. 	<ul style="list-style-type: none"> • Develop education plan to address needs including core and specialty skill development, PDRP MH NESP (RN and allied), MHSW/HCA and preceptorship requirements • Work with other tertiary education providers, including Te Pou (HWNZ) to support undergraduate students and post-graduate education • Work with MHAIDS on policies, protocols and guidelines in order to ensure they are current.
3. Strategic Planning	<ul style="list-style-type: none"> • Contribute as required and as appropriate, to the Mental Health, Addiction & Intellectual Disability Service's Education and training Plans • Collaborate with stakeholders to explore and implement better ways of working. 	<ul style="list-style-type: none"> • Contribution to Service Education Plans • Strategies and projects are regularly reviewed
4. Workforce	<ul style="list-style-type: none"> • Use resources appropriately • Engage staff in appropriate education • Contribute to MHAIDS workforce planning 	<ul style="list-style-type: none"> • Work with managers, PL's, CNSs, HR, and directors to assist with the development of the workforce plan designed to strengthen MHAIDS workforce. • Staff will be engaged in further training and development that aligns with MHAIDS vision principle and model of care • Staff within MHAIDS will meet organisational and professional core competencies. • Partnership and relationships with other teams are fostered with a view to developing best practice education packages. • Strong relationships developed with professional leaders, staff, and stakeholders

5. Professional development	<ul style="list-style-type: none"> • Maintenance of personal practice and annual practice certificate • Involvement in postgraduate or advanced studies. 	<ul style="list-style-type: none"> • Role model and reinforce values and associated behaviours expected of MHAIDS staff • Appropriate evidence as per registration requirements • Evidence of study • Attends regular supervision and provides supervision of others
6. 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 and safety policy and procedures • Ensures own and others safety at all times • Complies with policies, procedures and safe systems of work • Reports all incidents/accidents, including near misses in a timely fashion

Key Relationships & Authorities



Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Extensive Mental Health and Addiction Experience (at least 5 years)
- Experience in adult education
- Knowledge of quality improvement processes and principles
- Ability to facilitate and manage change at a local level
- Knowledge and understanding of the Treaty of Waitangi and implications in practice.
- Specialty knowledge and practice expertise
- Focus on strengths and recovery principles

B. Essential Professional Qualifications / Accreditations / Registrations:

- NZ Registration
- Post graduate paper in MH and or addiction
- Current Practicing Certificate
- Recognised Adult teaching qualification or working towards this
- Working towards completion of Masters Degree in Mental Health or other health related area.

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

- Living the organisations values
- Challenges stigma and discrimination
- Applies the principles of Te Tiriti o Waitangi in practice
- Practices in a manner that promotes equity
- Valuing the contribution of others
- Practice informed by a strong research and evidence base

D. Other

- Broad and lateral thinker who can articulate thinking well at all levels
- Adept at working across established networks and structures
- Emotionally resilient
- Flexible and adaptable
- Works well with complexity and ambiguity
- Skilled in time and organisational management
- Works well under pressure – keeps a balance perspective
- Has driver's license

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.