

## Position Description

<b>Position</b>	<b>Senior Medical Officer, Te Wheke o Muturangi ki Te Awakairangi</b>
<b>Sector</b>	Hutt Valley-Wairarapa Locality, MHAIDS
<b>Directorate</b>	Mental Health, Addiction & Intellectual Disability Service (MHAIDS)
<b>District</b>	Capital, Coast, Hutt Valley & Wairarapa districts
<b>Responsible to</b>	Clinical Leader, Hutt Valley-Wairarapa Locality (clinical governance) Clinical Manager, Te Pae Pae Ārahi (day to day operational leadership)
<b>Vulnerable 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 based at Te Pae Pae Ārahi, Lower Hutt office. However, some travel in the community may be required.

## 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
- 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 intāngata whaiora unit.

## Te Tiriti ō 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

Over the past two years, key stakeholders in Te Awakairangi/Hutt Valley district have worked hard to develop a new model of care and service following the closure of the hospital-based specialist kaupapa Māori mental health and addiction service in 2009. This service, now gifted with the name Te Wheke o Muturangi ki Te Awakairangi, has been outsourced to Te Pae Pae Ārahi in partnership with MHAIDS. Te Pae Pae Ārahi provide community based, mobile kaupapa Māori services to individuals and whānau living within Te Awakairangi including mental health and addiction services, general physical health support and Access and Choice (primary care).

Te Wheke o Matairangi ki Te Awakairangi will focus on providing holistic, culturally grounded support to tāngata whaiora (people seeking wellness) aged 18 and over, experiencing moderate to severe mental health and/or addiction challenges. It will integrate wairuatanga (spiritual wellbeing) as a key component of care, underpinned by Māori models of health, and will offer benefits for all tāngata whaiora, acknowledging the broader applicability of kaupapa Māori approaches.

The service will be offered in community locations such as homes, marae, and the taiao (natural spaces).

**Key service deliverables and outcomes:**

- Stronger cultural and whānau connections for tangata whaiora
- Increased access to rongoā Māori
- Strengthened puna waiora for tāngata whaiora and whānau
- Integrated, flexible community care
- Strong collaboration across iwi providers, NGO sector, and Health New Zealand/Te Whatu Ora MHAIDs clinical teams
- Faster access to care and reduction in crisis presentations aligned with National Health Targets
  - 80% seen within 3 weeks
  - 95% of ED presentations resolved within 6 hours

## Purpose of the role

The Senior Medical Officer (SMO) role is an enabler of kaupapa Māori practice, alongside and in partnership with cultural and lived-experience leadership. The SMO will support collective clinical decision-making that includes mātauranga Māori perspectives and understands that wairuatanga and tikanga are not adjuncts, but core elements of care.

Working closely with cultural leadership roles (e.g. Kaumātua, cultural leads), the SMO enables shared decision authority in care planning where appropriate. The SMO works within a multidisciplinary team and is responsible for ensuring that all clinical steps necessary are taken to assist tāngata whaiora and whānau to achieve optimal health, wellbeing and safety through the provision of appropriate psychiatry assessment, intervention and education.

The SMO will provide input to crisis presentations within the agreed scope of the Te Wheke o Muturangi model, and in coordination with MHAIDS acute and crisis services. Note that agreed triage thresholds, interface with acute services and defined escalation pathways have been developed as part of the service implementation to support tāngata whaiora and whānau who may need intensive/specific support.

The service is primarily community based, and the SMO is expected to be flexible and able to travel across Hutt City to meet the needs of tāngata whaiora and whānau.

## 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.

Note that this role has a dual reporting structure – with professional accountability to MHAIDS, and operational and cultural accountability within the Te Pae Pae Ārahi service delivery model.

Key Accountability	Deliverables / Outcomes	Key Performance Indications / Measures
<p><b>1. Clinical Responsibility</b></p>	<ul style="list-style-type: none"> <li>Assess, diagnose and appropriately treat tāngata whaiora.</li> <li>Advise, consult and liaise with the tāngata whaiora and relevant others about the likely outcomes of the illness, with or without treatment.</li> <li>Work alongside other kaimahi and mental health professionals to provide psychiatric expertise within the multi-disciplinary approach to tāngata whaiora care.</li> <li>Attend and actively participate in regular meetings for the purposes of assessment, for planning and implementing treatment and for reviewing progress with treatment.</li> <li>Skills and experience in a broad range of recovery orientated treatment modalities.</li> <li>Practice in a manner consistent with established ethical and clinical practice standards as provided by the Medical Council of New Zealand, the Royal Australian &amp; New Zealand College of Psychiatrists and other relevant professional bodies.</li> <li>Be familiar with commonly applied clinical protocols, such as in prescribing and reviewing psychotropic medications, as well as with matters such as</li> </ul>	<ul style="list-style-type: none"> <li>Assessment and management plans are clearly documented and implemented.</li> <li>The tāngata whaiora understands the management of, or intervention with the illness.</li> <li>Appropriate information is given ensuring tāngata whaiora are aware of and in agreement with proposed treatment.</li> <li>The benefits to the tāngata whaiora from joint management of appropriate professionals are demonstrated.</li> <li>The appropriate and established ethical standards of practice are met.</li> <li>Tāngata whaiora case notes, documentation and diagnosis accuracy is of a high standard.</li> <li>All such protocols and practice standards are adhered to.</li> </ul>

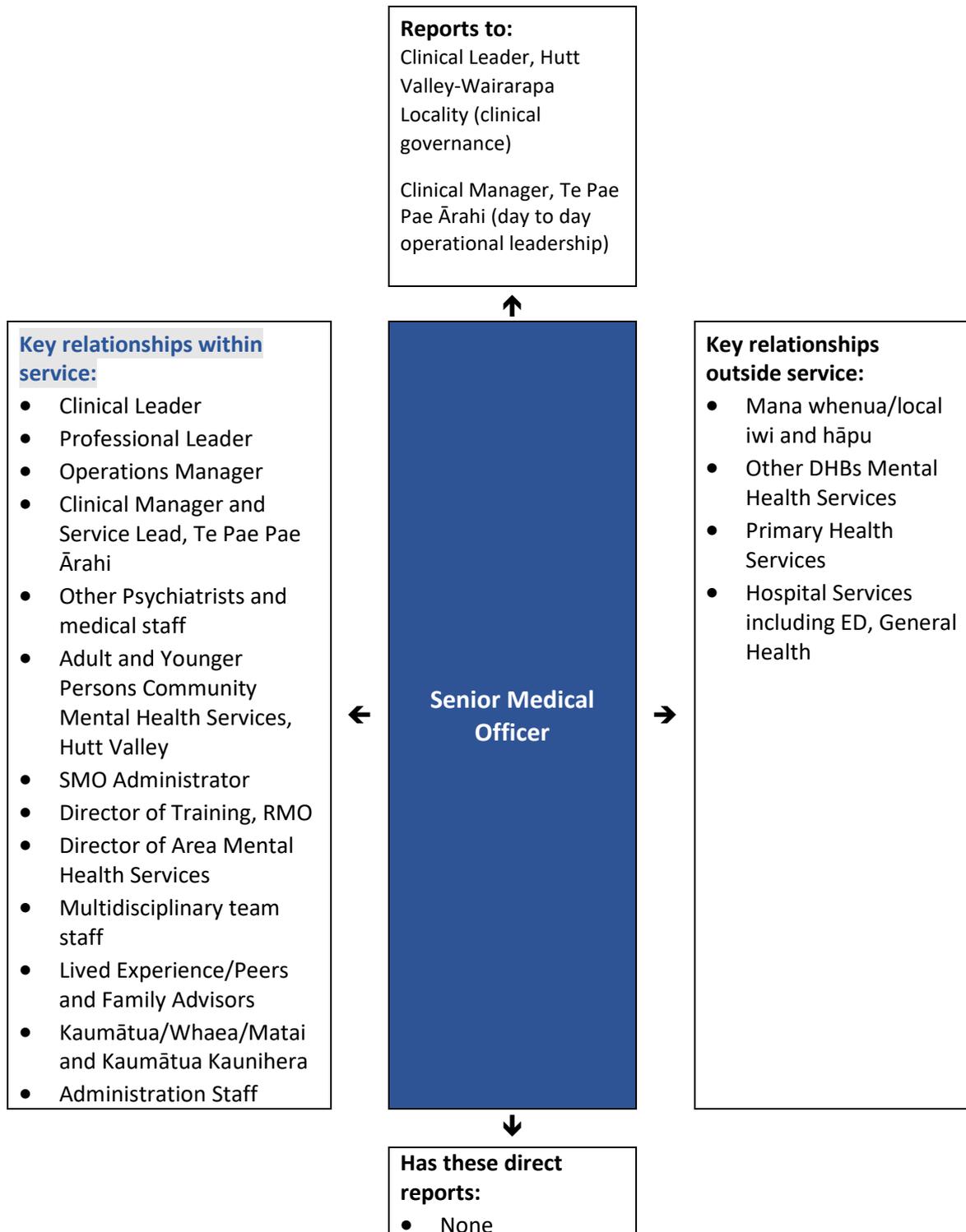
Key Accountability	Deliverables / Outcomes	Key Performance Indications / Measures
	<p>person administered self-medication, the Preferred Medicines List etc.</p> <ul style="list-style-type: none"> <li>Supervise Registrars (if accredited) according to RANZCP requirements.</li> <li>Assume an active role in the training and development of medical students and other staff.</li> </ul>	
<p><b>2. Te Tiriti o Waitangi</b></p>	<ul style="list-style-type: none"> <li>Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to</li> </ul>	<ul style="list-style-type: none"> <li>Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance.</li> <li>Demonstrates an awareness of health inequalities and supports workforce and wider service initiatives that contribute towards reducing these inequalities.</li> <li>Cultural competence is grown across the team, supporting inclusion and partnership.</li> </ul>
<p><b>3. Lived Experience</b></p>	<ul style="list-style-type: none"> <li>Is committed to recovery, wellbeing, culturally responsive, and person-directed service design and delivery.</li> </ul>	<ul style="list-style-type: none"> <li>Is committed to upholding the Code of Expectations required by the Pae Ora Act 2022.</li> <li>Will creates a culture that is safe and supportive of the lived experience and peer support workforce.</li> <li>Values and prioritises the voice of lived experience and recognises its contribution.</li> </ul>
<p><b>4. Communication</b></p>	<ul style="list-style-type: none"> <li>Ensure that all communication respects the boundaries of ethics, confidentiality, and sensitivity.</li> <li>Adopt a positive, professional, and respectful attitude with a focus on teamwork.</li> </ul>	<ul style="list-style-type: none"> <li>Communicate clearly, respectfully and simply, ensuring audience understands intent of communication.</li> <li>Use style of communication that takes account of different cultural communication styles and language.</li> </ul>
<p><b>5. Statutory/Legal Responsibilities</b></p>	<ul style="list-style-type: none"> <li>Comply with relevant statutory requirements, such as the Mental Health (Compulsory Assessment and Treatment) Act,</li> </ul>	<ul style="list-style-type: none"> <li>All such legal and statutory duties are undertaken and performed appropriately e.g., Medical</li> </ul>

Key Accountability	Deliverables / Outcomes	Key Performance Indications / Measures
	<p>Criminal Procedure (Mentally Impaired Persons) Act, Intellectual Disability (Compulsory Care &amp; Rehabilitation) Act, Protection of Personal &amp; Property Rights Act and the Privacy Act, as well as the general requirements placed upon any medical practitioner.</p> <ul style="list-style-type: none"> <li>Comply with the provisions of the Privacy Act in respect of tāngata whaiora confidentiality</li> </ul>	<p>Practitioners Act, ACC, Coroners Act, Drugs Act.</p>
<p><b>6. Research, Planning &amp; Audit</b></p>	<ul style="list-style-type: none"> <li>Initiate and participate, in clinical research, as negotiated and agreed.</li> <li>Participate in audit activities which assist with the development of high-quality service.</li> <li>Contribute to service development activities, including policy and service planning and the evaluation and review of this service.</li> <li>Assist with the provision of statistics, reports and service data.</li> </ul>	<ul style="list-style-type: none"> <li>Clinical research is completed, and ethical guidelines followed.</li> <li>Timely advice is provided to the Clinical Leader on trends in the specialty, predicted needs and future developments to provide input to strategic and operational plans.</li> </ul>
<p><b>7. Administration &amp; Planning</b></p>	<ul style="list-style-type: none"> <li>Works to Health New Zealand and service standards and complies with policies</li> <li>Works with and adheres to Te Pae Pae Ārahi policies, processes and systems.</li> </ul>	<ul style="list-style-type: none"> <li>Provide expert input to case conferences and to service education sessions.</li> <li>Complete all appropriate tāngata whaiora documentation as specified by appropriate protocols for both MHAIDS and Te Pae Pae Ārahi.</li> <li>General practitioners and other health workers are kept appropriately informed about a tāngata whaiora's treatment.</li> </ul>
<p><b>8. Career Development &amp; Continuing Education</b></p>	<ul style="list-style-type: none"> <li>Provides education and training services to Mental Health Staff,</li> </ul>	<ul style="list-style-type: none"> <li>Take responsibility to develop professional career as agreed in</li> </ul>

Key Accountability	Deliverables / Outcomes	Key Performance Indications / Measures
	<p>within the Central Regional Health Authority area</p> <ul style="list-style-type: none"> <li>• Maintains a high level of professional practice</li> <li>• Displays a courteous and friendly demeanor at all times when dealing with internal and external contacts</li> </ul>	<p>discussion with the Clinical Leader Forensic Service.</p> <ul style="list-style-type: none"> <li>• Participate in DRAM and other in-service training activities.</li> <li>• Participate with senior medical colleagues in DHB-wide business and professional development activities.</li> </ul>
<b>9. Continuous Quality Improvement</b>	<ul style="list-style-type: none"> <li>• Actively contribute to Continuous Quality Improvement activities within the service.</li> </ul>	<ul style="list-style-type: none"> <li>• Identifies improvement opportunities and notifies the manager of these.</li> <li>• Participates in the service's quality improvement activities.</li> <li>• Provides good tāngata whaiora/client service and is responsive to tāngata whaiora/client requests or complaints.</li> <li>• Complies with standards and works to improve tāngata whaiora/client satisfaction.</li> </ul>
<b>10. Risk Minimisation</b>	<ul style="list-style-type: none"> <li>• Actively contributes to risk minimisation activities within the service.</li> </ul>	<ul style="list-style-type: none"> <li>• Identifies risks and notifies the manager of these.</li> <li>• Participates in the service's risk minimisation activities.</li> <li>• Complies with the district Reportable Events policy and other policies and procedures.</li> <li>• Participates in audits.</li> </ul>
<b>11. Occupational Health and Safety</b>	<ul style="list-style-type: none"> <li>• Complies with responsibilities under the Health and Safety at Work Act 2015 and subsequent amendments</li> </ul>	<ul style="list-style-type: none"> <li>• Has read and understood the Health &amp; Safety policy and procedures.</li> <li>• 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 Accountability	Deliverables / Outcomes	Key Performance Indications / Measures
<p><b>12.Other Tasks</b></p>	<ul style="list-style-type: none"> <li>Undertake any other projects or tasks as required within reasonable scope of the position description.</li> </ul>	<ul style="list-style-type: none"> <li>Projects are undertaken and completed to a high standard as assigned.</li> </ul>

## Key Relationships & Authorities



## Capability Profile

### Competencies

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

Competency	Behaviours
<b>Equity</b>	<ul style="list-style-type: none"> <li>Is committed to achieving equitable health outcomes for Māori</li> <li>Demonstrates a proactive stance on equity actions for the other priority populations (i.e., Pacific Peoples, Tāngata Whaikaha and Rainbow communities)</li> <li>Demonstrates a willingness to personally take a stand for equity</li> <li>Equity informed decision-making evident in the development of plans, strategies and actions that impact service delivery for Māori</li> <li>Ensures that actions taken to address inequities are timely, effective, pragmatic and based on robust evidence and change methodologies</li> <li>Challenges current processes and thinking, leading the development of new thinking that will deliver equitable outcomes</li> <li>Works in partnership with Māori stakeholders to achieve equity goals for Māori and ensure Te Tiriti o Waitangi obligations are demonstrated</li> <li>Supports Pacific-led responses</li> <li>Supports disability-focused/tāngata whaikaha responses</li> </ul>
<b>Commitment to Te Āo Māori</b>	<ul style="list-style-type: none"> <li>Demonstrates critical consciousness and on-going self-reflection in terms of the impact of your own culture on your professional practise</li> <li>Cultural competency is current, contemporary and supports inclusivity and partnership principles</li> <li>Good understanding and working knowledge of current Māori Models utilised in our service</li> <li>Understands and demonstrates understanding of tikanga.</li> <li>Actively encourages Māori concepts of whakawhanaungatanga in their daily work practises</li> <li>Demonstrates MHAIDS values of Kotahitanga, Rangatiratanga and Manaakitanga in professional practise</li> </ul>
<b>Lived Experience</b>	<ul style="list-style-type: none"> <li>Has an understanding of recovery that is trauma-informed, strengths based, and wellbeing orientated.</li> <li>Works with, and has a good understanding of lived experience and the peer workforce</li> <li>Can recognise the value of tāngata whaiora and whānau voices in quality improvement, service design and delivery</li> <li>Can model partnership with lived experience, creating a culture that is safe and supported of the lived experience voice</li> <li>Challenges stigma and discrimination</li> <li>Understands the importance of involving whānau in care and recognises the need to be led by tāngata whaiora in its involvement</li> </ul>
<b>Cultural Skills</b>	<ul style="list-style-type: none"> <li>Words and actions show an understanding of the implications for one's work of Te Tiriti o Waitangi principles and Māori perspective as tāngata whenua.</li> <li>Values and celebrates diversity - showing respect for other cultures and people's different needs and ways of living.</li> </ul>

Competency	Behaviours
	<ul style="list-style-type: none"> <li>Shows an awareness of gaps in, and a desire to increase, cultural knowledge and inter-cultural practice relevant to one's work.</li> <li>Accesses resources to make sure culturally appropriate and language appropriate services are provided.</li> <li>Draws on whānau cultural resources and support frameworks.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>Practices 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>

## Essential Experience and Capability

### **a) Knowledge and Experience:**

- Qualified Senior Medical Officer with specialist knowledge of community psychiatry
- Experience in working with tāngata whaiora and community mental health services for adult and ideally kaupapa Māori mental health and addiction services.
- Experience in providing clinical leadership to other clinicians in a multi-disciplinary setting acknowledging the unique skills of other clinicians who provide care.

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

- You hold Fellowship of the Royal Australian and New Zealand College of Psychiatrist (FRANZCP)
- Or: you hold comparable qualification and demonstrate that you are registered with, or you are eligible for registration with, the Medical Council of New Zealand (MCNZ) in a general or vocational scope of practice which enables you to undertake the duties of the position to which you have been appointed.
- You meet the New Zealand Immigration Service requirements (i.e. work visa or residency requirements, if applicable).

### **c) Valuing the work**

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

- Culturally sensitive and willing to learn
- Tikanga Māori and cultural modalities including the importance of wairuatanga in practice
- Recovery model of care
- Interpersonal relationships and building trust
- Problem solving inclusively, but able to take lead when needed.
- Practices in a way that values whānau relationships and trauma informed care principles
- Being flexible and adaptable
- Being a team player and having a great sense of humour

**d) Other**

- Have a current and full NZ driver's license
- Prepared to work across the 3 districts (Wellington, Hutt Valley and Wairarapa) as requested
- Note that this role will have an on-call component after hours for MHAIDS.

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

Health New Zealand 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.