

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Registered Mental Health Professional (Occupational Therapist, Mental Health Nurse, Social Worker) Child and Adolescent Mental Health Service (Kapiti Coast)		
Reports to	Team Leader Maureen Lynch		
Location	Kapiti Child and Adolescent Mental Health Service This position is expected to work from Kapiti Health Centre Warrimoo Street, Paraparaumu Kapiti Coast		
Department	MHAIDS Services – Younger Persons Community & Addictions		
Direct Reports	N/A	Total FTE	0.8
Budget Size	Opex	Capex	N/A
Delegated Authority	HR	Finance	N/A
Date 2/7/26			
Salary band (indicative)*	☒ MECA – this must include step/grade: PSA Allied step 1 – Step 7 \$77,087 - \$107,600 PSA Nursing Step 1 – step 8 \$75,773 - \$106,739 Pro rata		

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.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

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.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

Key Result Area	Expected Outcomes / Performance Indicators
	• Provide professional (discipline specific) services as a member of the Mental Health multi-disciplinary team (MDT)
	• Provide professional discipline specific services and care management for tangata whaiora / clients, their families / whanau and caregivers.
	• Liaise and consult with tangata whaiora, consumers, their families, whanau and caregivers
	• Support people with mental health problems to access appropriate supports and resources in the community.
	• Provide clinical mental health services in accordance with policies.
Te Tiriti o Waitangi	• Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.

Equity	• Commits to helping all people achieve equitable health outcomes. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
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Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to the Team Leader

- Anything that requires escalation

Relationships

External	Internal
Family/Whanau	Team Leader / Clinical
Corrections & Justice staff	Nurse Manager
Community agencies	Internal Stakeholders
NGOs	Operations Manager
Professional Registration board	Professional Leader
Professional Association	Multidisciplinary team
Other National Adult Mental Health Teams both inpatient and community	Patient, Whānau, & support people
	Community Mental Health Teams
Direct reports:	Consumer consultants and advisors
No direct reports	Cultural consultants and advisors
	Whanau Care Service
	Administrators
	Registered Mental Health Professional

About you – to succeed in this role

You will have

Essential:

- [Registration with the relevant professional registration body (e.g., Nursing Council of New Zealand as a Registered Nurse, Registered Social Worker, Registered Occupational Therapist

Desired:

- Experience in implementing Te Tiriti o Waitangi in action.

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

Desired:

- Someone well-suited to the role will place a high value on the following:
 - Effective oral and written communication
 - Recognising and managing risk in a clinical environment
 - Working in an emotionally challenging and changing environment
 - Working in a multi-disciplinary environment
 - Sharing information and working collaboratively with the team as well as other Service Providers
 - Being forward thinking and resourceful for Service Development

- • Awareness of general principles of care for child and adolescents and their whanau.
- • 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.
- • Undertaking professional development to maintain and enhance their skills.
- • A good sense of humour.
- • 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.

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

**The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*