

## Position Description

### Position Details:

<b>Title:</b>	Mental Health Professional/Occupational Therapist
<b>Department:</b>	Manawanui Oranga Hinengaro
<b>Service:</b>	Community Mental Health Service
<b>Reports to (title):</b>	Clinical Team Leader, Manawanui Oranga Hinengaro

### Purpose of Position:

- To provide a clinical key worker role for an allocated caseload of tangata whaiora, within a multi-disciplinary team which is part of a kaupapa Maori service.
- To provide a range of cultural and clinical evidence based assessments and interventions which are tangata whaiora and whanau centred, within a tikanga Maori framework.

### Key Accountabilities of Position:

#### **Clinical Service Delivery:**

- Uses professional knowledge and skills according to clinical pathways and Recommended Best Practice Guidelines to assess, plan, implement, monitor and evaluate tangata whaiora / whanau health needs.
- Provides direct care and support for tangata whaiora to achieve best health outcomes.
- Identifies situations of clinical risk and takes appropriate action to ensure a safe environment for tangata whaiora, whanau and staff.
- Evaluates tangata whaiora outcomes and documents variance to clinical pathway or best practice guidelines.
- Educates and provides information to tangata whaiora / whanau to improve knowledge of illness, self management and prevention of complications and promotion of recovery.
- Contributes to effective discharge planning and/or referral processes to health care providers and support agencies to meet identified health needs.
- Accurately documents assessments of tangata whaiora health status, and response to interventions and other treatments.
- Applies diagnostic reasoning and professional judgement to practice issues/ decisions.
- Role models culturally safe practice.
- Fosters the provision of positive tangata whaiora outcomes and person-centred care.

#### **Multi-disciplinary teamwork:**

- Collaborates and communicates with multidisciplinary team to co-ordinate care to achieve best health outcomes.
- Promotes and participates in effective teamwork and collaborative relationships within the multi-disciplinary team.
- Supports others to develop, effective therapeutic relationships with tangata whaiora and whanau

#### **Quality improvement:**

- Contributes to evidence based practice within the team and own scope of practice.
- Demonstrates commitment to quality improvements, risk management and resource utilisation.
- Provides input into clinical standards / protocols and policies and undertakes clinical audits as required.
- Evaluates the effectiveness, efficiency and safety of clinical practice.
- Participates in case review and clinical audit activities as required.

**Professional Development:**

- Practices within professional scope of practice and in accordance with professional, ADHB, legal, ethical, standards.
- Maintains and develops own clinical expertise and knowledge in specialty practice.
- Effectively supervises, directs and delegates to students.
- Participates in peer review/feedback and/or supervision.
- Pro-actively participates in own performance development and review.
- Attends educational opportunities relevant to role and scope of practice.
- Fosters the implementation of organisational and profession goals and values.

**Position Authorities:**

**Direct Reports (total FTE):** Nil

**Delegated Authority:** Nil

**Budget Accountability:** Nil

**Relationships:**

External	Internal	Committees/Groups
<ul style="list-style-type: none"> <li>• NGOs</li> <li>• Other DHB and NGO Mental Health Services</li> <li>• Consumer services</li> <li>• Community Health and Social Service providers, including primary care providers.</li> <li>• Whanau and carers</li> </ul>	<ul style="list-style-type: none"> <li>• ADHB Mental Health Services</li> <li>• He Kamaka Oranga</li> <li>• Consumer Advisors</li> </ul>	<ul style="list-style-type: none"> <li>• Internal staff meetings</li> </ul>

**Person Specification:**

<b>Key Attributes</b>	<b>Essential</b> Necessary for safe & effective performance in the position	<b>Desired</b> May contribute to immediate &/or improved performance in the position
<b>Cultural</b>	Knowledge and understanding of Tikanga Maori. Experience of working with whaiora with challenging behaviours and mental illness.	Te reo me ona tikanga. Communicate competently in te reo rangatira me te reo pakeha. Ki te whaktuhituhi me whakakorero i te reo.
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualification and registration (as required) in a relevant health discipline, e.g. nurse, social worker, OT, psychology</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant post-graduate qualification</li> <li>• Membership of professional body</li> <li>• Completed the essential learning module for Working with Maori – “Real Skills for people working in mental health and Addictions” and/or</li> <li>• Completed first assessment for the Takarangi Maori Practitioner Competency Framework and</li> </ul>

		<ul style="list-style-type: none"> <li>Registered on the national data base for Takarangi Maori Practitioner Competency Framework</li> </ul>
<b>Work Experience</b>	<ul style="list-style-type: none"> <li>Relevant experience working with Maori and whanau</li> <li>Building and maintaining relationships with hapu/iwi and/or Maori and non Maori community groups, key stakeholders and allied services</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working in a kaupapa Maori health setting.</li> <li>Demonstrated experience in providing evidenced/ informed based advice to non Maori working with Maori and their whanau</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>Minimum of two years clinical experience in a relevant clinical setting, e.g. a CMHC.</li> </ul>	<ul style="list-style-type: none"> <li>Working with people who have coexisting mental health and addiction issues</li> <li>Able to conduct cultural assessments and integrate in other assessments and care planning processes</li> </ul>

<b><u>Critical Competencies</u></b>	<b>Description</b>
<b>1. Cultural Awareness</b>	<p>Displays and demonstrates key cultural practice competencies and understanding/acceptance of different people's value systems. Can recognise and create a safe environment for cultural issues to be discussed in a constructive way with clients and their families and within the team.</p> <p>Understands the significance on the Treaty of Waitangi in daily practice. And can model best practice. Displays cultural awareness and sensitivity.</p> <p>Integrates and Implements Te Tiriti o Waitangi into own practice on a daily basis. Displays cultural sensitivity and the ability to work with organisational strategies to improve opportunities for Maori. Understands and implements manawhenua/mataawaka status requirements under Te Tiriti.</p>
<b>2. Clinical Knowledge</b>	<p>Demonstrated skills and experience in cultural assessment, formulation and co-ordination of a range of treatment interventions in mental health settings. Knowledge of current relevant therapeutic models, relevant legislation, and professional guidelines. Knowledge of community health and social service providers within the ADHB area.</p>
<b>3. Tangata whaiora and whanau</b>	<p>Demonstrated ability to work collaboratively with tangata whaiora and whanau integrating recovery principles into all work practices.</p>
<b>4. Communication/ Interpersonal Skills</b>	<p>Expresses information effectively, both orally and in writing. Ability to provide effective feedback, negotiate and facilitate. Adjusts language and style to the recipients considering their frame of reference.</p>

<p><b>5. Teamwork</b></p>	<p>Collaborates with other team members and other work groups to achieve objectives for the good of the whole. Takes on a leadership role when required. Actively contributes to and accepts consensus decisions. Seeks out opportunities to support others in achieving goals. Recognises and respects individual differences.</p> <p>Practices whakawhanaungatanga. Collaborates with fellow team members and other work groups to achieve objectives for the good of the whole. Actively contributes to and accepts consensus decisions. Seeks out opportunities to support others in achieving goals. Recognises and respects individual differences.</p>
<p><b>6. Self Management</b></p>	<p>Sets high standards and strives to achieve stretching goals. Displays drive and energy and persists in overcoming obstacles. Copes with stress, is resilient to change and understands personal limitations. Is proactive and displays initiative. Plans, prioritises and manages workload.</p>
<p><b>7. Quality Orientation</b></p>	<p>Ability to evaluate, monitor and identify achievements and outcomes of interventions. Pays attention to achieving priority goals and is able to take account of changing priorities. Can recognise and address barriers to achieving consistent quality and meeting objectives. Ability to participate effectively in self and peer review.</p>
<p><b>8. Flexibility</b></p>	<p>Ability to adapt and work effectively within a variety of situations and with various individuals or groups.</p>
<p><b>9. Self Management</b></p>	<p>Sets high standards and strives to achieve goals. Displays drive and energy and persists in overcoming obstacles. Is proactive and develops creative, effective solutions to improve outcomes. Copes with stress, is resilient to change and understands personal limitations.</p>
<p><b>10. Computer Literacy</b></p>	<p>Competent in using basic Microsoft packages, including Outlook, diary management. Able to comply with the requirement to use electronic client records.</p>