POSITION DESCRIPTION

Taurawhiri
Mental Health and Addictions Maaori Cultural Advisor

This role is considered a **core children’s worker** and will be subject to safety checking as part of the Vulnerable Children Act 2014

Position Holder’s Name: .................................................................

Position Holder’s Signature: .........................................................

Manager/Supervisor’s Name: .........................................................

Manager/Supervisor’s Signature: .....................................................
Our Strategic Goal

We care about achieving health equity for our community.

Together, the Counties Manukau health system will work with others to achieve equity in key health indicators for Māori, Pacific and communities with health disparities by 2020.

We will measure the impact we have on healthy life years every year. This is our commitment to act and be deliberate in our choices and priorities.

This means that people will live longer healthier lives in the community.

Our Shared Values

Kind
Care for other people’s wellbeing.

Excellent
Safe, professional, always improving.

Valuing everyone
Make everyone feel welcome and valued.

Together
Include everyone as part of the team.
PURPOSE OF THE POSITION
This position is responsible for improving health outcomes for Maaori tangata whaiora and whaanau by ensuring their cultural needs are met during the journey through mental health and addiction services. This includes leading cultural rituals and activities that will enhance the delivery of culturally responsive services to Maaori. The position holder will work as part of a multidisciplinary team to deliver evidence based health care.

PLACE IN THE ORGANISATION
# NATURE AND SCOPE OF RESPONSIBILITIES

<table>
<thead>
<tr>
<th>Key Accountabilities</th>
<th>Standards / Achievements</th>
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| **PARTNERSHIP**      | • Understands, articulates and role models the principles of the Treaty of Waitangi and its relationship to Maaori Health while acknowledging the cultural and social difference of all service users.  
• Support Mental Health services to integrate Maaori models of health and concepts of Tikanga Maaori (ie Te Reo; waiata, manaaki, whakatau, poroporoaki and whakawhanaungatanga) within team processes.  
• Support Kaumatua to provide cultural input into appropriate forums  
• Work with management and clinicians to ensure Tangata Whaiora and whaanau receive culturally appropriate care across the lifespan throughout the treatment continuum  
• Support evidence based clinical practice |
| **PARTICIPATION**    | • Represent and lead on formal occasions within the mental health services.  
• Arrange and facilitate cultural training for staff and Tangata Whaiora.  
• Promote the inclusion of Tangata Whaiora and whaanau into service development and enhancement.  
• Provide or facilitate access to cultural interventions for Tangata Whaiora and whaanau including access to Tohunga  
• Provide cultural input into interviews for senior staff and Maaori applicants. |
| **PROTECTION**       | • Ensures Tainuitanga is maintained across services. Promotes and role models the CMH core organisational values of Rangatiratanga, Kotahitanga, Whanaungatanga and Manaakitanga in practice  
• Work within the parameters of the MHS cultural framework which includes;  
  - Cultural needs assessment, formulation and treatment  
  - Engagement and cultural support  
  - Care of tupapaku and tangihana  
  - Cultural competencies |
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| - Kawa for mental health services  
  • Provide cultural supervision, mentoring and training for Cultural Champions across mental health services and Maaori staff  
  • Work with staff to ensure appropriate Tainui tikanga is used in all services and when engaging and assessing with Tangata Whaiora and their whaanau. (i.e. Karakia; whanaungatanga; pepeha; mihimihi and waiata)  
  • Coach and mentor Cultural Champions, Maaori and non Maaori staff to ensure whaiora and whaanau receive culturally excellent care  
  • Identify gaps in culturally appropriate care and provide advice and solutions to improve service provision to Maaori  
  • Utilise cultural networks to facilitate access to Maaori communities for Tangata Whaiora and whaanau |  |
| Cultural Safety & Diversity |  |
| Working knowledge of the Mental Health and Addictions Cultural Capability Plan  
 Commitment to the principles of Treaty of Waitangi |  |
| Honouring Cultural Diversity |  |
| - Application of cultural competencies within the HPCA Act 2003 evidenced in annual Performance Development Review.  
 - Recognise Maaori as tangata whenua.  
 - Understand the importance of equal opportunity to healthcare access and outcomes from that service. This may require differing levels and types of service provision.  
 - Respect, sensitivity, cultural awareness is evident in interpersonal relationships.  
 - Our differences are acknowledged by respecting spiritual beliefs, cultural practices and lifestyle choices. |  |
| Utilise Information Technology |  |
| - Demonstrate an ability to access and use available clinical information systems.  
 - Is conversant with applications required for specific discipline/role. For example, i.PM, Concerto, Outlook, etc.  
 - Maintains own professional development by attending relevant IT educational programmes. |  |
COMMUNICATION AND INTERPERSONAL SKILLS

Will be required to interact on a regular basis with a range of Counties Manukau Health staff members including:
- General Manager and Clinical Director
- Service and Team Managers
- Kaumatua and Kaupapa Maaori staff
- Clinicians and other team members
- Tangata Whaiora and whaanau
- Maaori Health: Te Kahui Ora
- Other CMH staff

Externally there will be contact with:
- Te Ohonga
- Kingiitanga
- Maaori PHO’s and Mainstream PHO’s used by Maaori whaiora
- Marae
- Mana whenua
- Kaupapa Maaori NGO’s and Mainstream NGO’s used by Maaori whaiora
- Mental Health stakeholders
- Community and statutory agencies

Situations may often call for tact, diplomacy and will require information to be handled in a discreet and sensitive manner.

In conflict situations will be required to exercise sound judgement, negotiation and persuasiveness skills, toward facilitating a workable outcome.

PROBLEM COMPLEXITY

Will be regularly challenged by a wide range of complex mental health issues including suicide prevention and co-existing problems. There will be a requirement to be able to prioritise issues and negotiate time frames, while still providing a quality customer service.

The range of problems will be diverse and require solutions customised to meet the circumstances of the whaiora/whaanau. Therefore opportunities will arise to provide innovative options to the whaiora/whaanau based on proven outcomes.

There will be demands to meet deadlines, maintain accuracy and quality of information. Failure to do so could impact on the organisation in terms of risk to whaiora/whaanau, colleagues or the organisation.

Will refer to the Team Manager for Rapua te Ao Whaiora/Rapua Whaioranga and/or CMH Clinical Lead Maaori Mental Health for advice or second opinion.
SCOPE FOR ACTION

Are empowered to make decisions or recommendations relating to cultural engagement and support for whaiora/whaanau within mental health services. Are encouraged to use initiative and problem solving skills to develop innovative approaches to issues.

Discretion is required to be exercised in releasing confidential information to the appropriate parties.

This position description is not exhaustive and the incumbent may be requested to perform any reasonable task within the scope of the position as requested by the Team Manager for Rapua te Ao Waiora/Rapua Whaioranga and/or CMH Clinical Lead Maaori Mental Health. This position description will be reviewed from time to time in consultation with the incumbent.

DIMENSION OF THE POSITION

Will be responsible to the Team Manager for Rapua te Ao Waiora/Rapua Whaioranga and the Clinical Lead Maaori Mental Health for the achievement of agreed objectives and operates within the confines of Counties Manukau Health.

POSITIONS REPORTING IN THIS ROLE (numbers)

Directly (numbers) : N/A

Indirectly (numbers) : Provide cultural support for Cultural champions

PERSON SPECIFICATIONS (requirements for the role)

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<tr>
<th>Qualification</th>
<th>Minimum</th>
<th>Preferred</th>
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<tr>
<td>• Fluent in Te Reo me ona Tikanga Māori</td>
<td>• Relevant tertiary qualification e.g. Social science/education/Maaori Health undergraduate or post graduate degree</td>
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<tr>
<td>• Comprehensive knowledge of Tainui, Ngati Whatua and Te Tai Tokerau kawa/tikanga.</td>
<td>• Relevant NZQA Level 5 or equivalent experience and competency. Essential - a full New Zealand Driver’s Licence with no limitations</td>
<td></td>
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<tr>
<td>• Relevant NZQA Level 5 or equivalent experience and competency. Essential - a full New Zealand Driver’s Licence with no limitations</td>
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<th>Experience</th>
<th>Minimum</th>
<th>Preferred</th>
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<td>• Proven leadership ability</td>
<td>• An understanding of the Recovery Approach from a Tangata Whaiora and whaanau perspective</td>
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<td>• The ability to build positive working relationships</td>
<td>• Experience in cultural assessment and supervision</td>
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<td>• An understanding of Maaori mental health issues at a local, regional and national level.</td>
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### Position description: Counties Manukau Health

**Skills/Knowledge/Behaviour**
- Evidence of ongoing personal development
- A positive attitude towards mental health Tangata Whaiora/consumers and whaanau
- A sound understanding of the DHB and NGO environment
- An understanding of the mental health sector
- Ability to network effectively

**Role models the organisational values of Manaakitanga, Whanaungatanga, Kotahitanga and Rangatiratanga**
- Good understanding of Māori models of health
- Whaanau ora focussed
- Computer literacy – basic level of Microsoft Office applications
- Ability to write concise record of clinical/cultural interaction
- Ability to effectively prioritise resources, including staff
- Recognise own boundaries and professional dangerousness issues and know when to call on support or refer to specialist services
- Conflict resolution
- Problem solving
- Solution focussed
- Mentoring, coaching & supervision
- Teaching experience
- Competent in using patient record system

**Personal Qualities**
- Able to work collaboratively and respectfully with people from other cultures
- High level of self-care
- Responsive to service need
- Open minded
- Sense of humour
- Ngakau mahaki
HEALTH AND SAFETY ACCOUNTABILITIES (non-management roles)
Health and Safety (H&S) is a key accountability of all Counties Manukau Health (CM Health) staff.

All CM Health Employees are responsible to:

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<tr>
<td><strong>Zero Harm</strong></td>
<td>• Engage in safe workplace practices and take care of the health and safety of themselves, other employees and people in the workplace</td>
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<td><strong>Risk Management</strong></td>
<td>• Identify, evaluate and report all hazards and incidents they are aware of in the workplace</td>
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<td>• Adhere to apply risk controls, identified in risk assessments, such as ‘Safe Operating Procedures’</td>
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<td>• Follow safety instructions</td>
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<td>• Stop work when there is an immediate risk of serious harm and notify the appropriate manager</td>
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<td>• Ensure nothing they do or don’t do will cause harm to themselves or others</td>
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<th><strong>Safety Management System Requirements</strong></th>
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<td></td>
<td>• Understand and follow CM Health’s Occupational Health and Safety policies, Health and Safety regulations, and personal responsibilities as outlined by these policies</td>
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<td>• Follow all Occupational Health and Safety policies and procedures</td>
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<th><strong>Work Safely</strong></th>
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<td>• Report for duty in a fit state, free from the influence of alcohol or other drugs</td>
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<td>• Participate in consultation activities regarding matters affecting your health, safety and wellbeing</td>
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<td>• Wear the required Personal Protective Equipment when undertaking specific activities, or when in nominated areas</td>
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<td>• Operate clinical or plant equipment safely</td>
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<td>• Participate in relevant safety training, and maintain safety related competencies</td>
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<td></td>
<td>• If relevant to your position, be in possession of required and current Certificates of Competency</td>
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